

Resolution on a New Human Resource System for UW-Madison

Whereas, there are numerous, significant shortcomings in the existing UW System academic staff personnel system, including but not limited to:

- (a) the absence of a promotional path for jobs in the various Program Manager job series;
- (b) the need for a more flexible pathway to “Distinguished” titles and/or an equivalent fourth promotional step; and
- (c) the need to eliminate salary caps for some Category A academic staff titles; and

Whereas, having a single academic staff personnel system that serves equally the nearly 8000 academic staff at the UW Madison, the 1500 academic staff at UW-Milwaukee, and the few hundred academic staff at most other UW System schools is a challenge that the current system has failed to meet; and

Whereas, over the years the Academic Staff Executive Committee, the Academic Staff Assembly, the Academic Personnel Office and others in the UW-Madison administration have advocated for policy changes to address some of these shortcomings with little success; and

Whereas, a personnel system that works for the academic staff at UW-Madison is essential to keep retaining and recruiting the best staff that are necessary for maintaining the excellent quality of teaching, research and outreach at UW-Madison;

Now, therefore be it resolved that the Academic Staff Assembly strongly supports the opportunity for UW-Madison to develop our own human resources system and policies that will better serve the UW-Madison academic staff, and

Further be it resolved that the Assembly thanks Chancellor Bidy Martin for understanding the importance of this need to academic staff and working to provide a solution to these human resource issues.