

Chapter 4 - We propose changing this to a single sentence. “**This type of appointment is not used at UW-Madison.**” Chapter 4 is not referenced anywhere in ASPP, The term “probationary appointment” does come up throughout, but I think it is dealt with sufficiently in Chapter 2 to provide the context for the rest of ASPP.

- the term is mentioned in chapter 2
 - 2.01.3 - the term “probationary appointment” is defined
 - 2.02.9.d - information about the appointment letter for a probationary appointment
 - 2.07.1.a - “An indefinite appointment, although normally made to an individual holding a fixed-term or **probationary appointment** at the University of Wisconsin-Madison, may be granted to a person not currently so employed.”
 - 2.08 - explanation of a probationary appointment
- the term is mentioned in Chapter 1 (1.03 - definitions, includes probationary appointment)
- the term is mentioned in Chapter 5 (5.04 - layoff notices)
- the term is mentioned in Chapter 6 (5.03 - dismissal)

Chapter 5 - added second paragraph of 5.01 regarding rehired annuitants

The provisions of this chapter do not apply to rehired annuitants. If it becomes necessary to terminate an appointment of this type prior to the end date of the appointment, prior approval by the dean, director, or designee is required, and a minimum of 2 weeks written notice must be provided.

Chapter 6 - 6.01.B: *Misconduct*. An academic staff employee who has violated a university rule or policy or has engaged in conduct that adversely affects the staff member's performance of his or her ~~obligations~~ **responsibilities** to the university **or that affects the ability of another individual to do the same** shall be subject to discipline or dismissal for misconduct.

Chapter 8 changes from this year's review.

- 8.01 - inform academic staff **in writing** of **written** complaints against them. Academic staff members have the right to be informed in writing of written complaints against them alleging facts which, if true, may constitute adequate cause for discipline or dismissal (ASPP 6), nonretention (ASPP 4), or nonrenewal (ASPP 3). The identity of a complainant may be kept in confidence until a decision is made to take action against the academic staff member, ~~unless it is determined that the anonymity of the complainant will substantially impede the investigation.~~ This provision will be waived if it is determined that the anonymity of the complainant will substantially impede the investigation.
- 8.04 - add specification of which appeals processes to follow in the listed exception cases. “The academic staff member may appeal the decision using the grievance procedure outlined in ASPP 7.02, except for discipline or dismissal (**ASPP 6**), nonretention (**ASPP 4**), or nonrenewal (**ASPP 3**), where the specified grievance appeal process is followed.”

Chapter 13.03 -

Quorum. A Quorum is a majority of the **voting** members of the Assembly as defined in ~~13.02.A~~
13.02.B.

Chapter 14

- add the **mentoring committee** - first vote of 2, in 2 consecutive Assembly meetings
- 14.12.B.1.c. Update Academic Staff Document 109 to **473**.