

Resolution Reaffirming the Importance of Academic Staff Job Security

Whereas, most academic staff are appointed to a position a year at a time which can be renewed annually;

Whereas, faculty and classified staff enjoy job security through tenure and permanent status, which have no end dates;

Whereas, job security is vital to morale;

Whereas, academic staff at UW-Madison were granted the ability to have additional job security in 1978 including multi-year appointments, rolling horizon appointments and indefinite appointments;

Whereas, job security can be decreased at any time and does not prevent reorganization of any departments or units on campus;

Whereas, if job security is used to retain and reward high performing academic staff in a position that fulfills a permanent need in the unit and has stable funding, it is unlikely the academic staff member would need to be laid off or non-renewed;

Whereas, academic staff are unlikely to see any significant wage increases due to the current state budget proposal;

Whereas, job security is a \$0 element of a toolkit available to campus leaders to retain high performing academic staff; and

Whereas, job security options will be continued after July 1, 2015, as part of HR Design;

Therefore be it resolved that the Academic Staff Assembly at UW-Madison reaffirms the importance of job security to academic staff; and

Therefore be it further resolved that the Academic Staff Assembly at UW-Madison requests that central administration and the Office of Human Resources encourage schools/colleges/divisions to utilize job security as a way to retain and reward academic staff during fiscally challenging times.