

Resolution on Limited Appointments and Academic Staff Governance

Whereas shared governance is a proud tradition of the University of Wisconsin-Madison and an integral part of the way the University functions;

Whereas access to shared governance is afforded to faculty, to academic staff, to classified staff, to students, and to many limited staff;

Whereas certain members of the University community holding limited appointments are not currently afforded access to shared governance;

Whereas depriving members of the University community of access to shared governance also deprives the University's governance processes of the energy, expertise, dedication, and diverse viewpoints of those community members;

Whereas the vast majority of the limited staff who are currently blocked from access to governance meet the definition of academic staff in Wisconsin Statutes 36.05(1);

Therefore be it resolved that limited appointees who do not have concurrent faculty appointments be treated as academic staff for the purpose of access to shared governance.

Background on Resolution

Members of the academic staff who are hired into limited appointments retain their shared governance rights in accordance with state law. It is current campus practice to not provide access to shared governance to people hired into limited appointments without holding a (tenured or) academic staff appointment at time of hire. The result is a growing number of people around campus who have no access to shared governance. The vast majority of them are in positions that meet the definition of academic staff in Wisconsin Statutes 36.05(1). In some cases they are doing work identical to that of other limited appointees who do have access to governance.

This situation is unfair both to the individuals who are deprived of access to governance, and to the University as a whole, since it deprives our governance processes of the participation and thus the energy, expertise, dedication, and diverse viewpoints that these individuals could provide.

It therefore makes sense to treat such people (individuals in limited positions who did not hold appointments as either faculty or academic staff when hired into the limited position) as academic staff for the purpose of access to shared governance. Campus HR advises that such a change requires only the approval of academic staff governance.