As the Districting and Representation Committee moves to correct Districts that are too large or too small, there are two issues on which we require input on from the Academic Staff Assembly. We will ask that a vote be conducted at the March Academic Staff Assembly meeting on:

- **Issue 1. District Size Corrections**
  - *Option A*: Allow the total number of Districts to be fluid.
  - *Option B*: Fix the total number of Districts at 112 (current number).
- **Issue 2. Districting Logic**
  - *Option 1*. Use only staff members' Divisions.
  - *Option 2*. Use staff members' Division/Department and then Job Codes.
  - *Option 3*. Use staff members' Job Codes and then Division/Department..
  - *Option 4*. Use only staff members' Job Codes.

Discussion of the issues and their context follows on pages 2 and 3.

Context

Following the passage of new Assembly District size guidelines establishing boundaries "from a minimum of 0.6% of the total number of academic staff to a maximum equal to 1.2% of the total number of Academic Staff," there are 23 Districts that are too large and 35 Districts that are too small. As charged, the Districting and Representation Committee (DRC) seeks guidance from the Assembly on how to resolve the outstanding size discrepancies. The DRC and ASEC prefer to implement any changes prior to the April 2017 election of District Representatives to minimize disruption.

Please bear in mind the following provision as we discuss options.

> ASPP 13.02.C.5 - *Individuals or groups presenting a reasonable basis for assignment to a different district, or to a new district, may appeal to the Districting and Representation Committee for reassignment. The Districting and Representation Committee, while adhering to the basic districting criteria approved by the Assembly, will give every consideration to possible district changes for individuals or groups.*

1. District Size Corrections

So that the Assembly does not have to review each mis-sized District individually, the DRC proposes a blanket solution be chosen. The core issue for that solution is whether the number of Districts should be allowed to fluctuate or remain static. In the following options, *Districting Logic* refers to the logic governing who is placed in which District.

- *Option A*: Allow the total number of Districts to be fluid. The DRC splits too-large Districts into multiple Districts that use the same Districting Logic as the initial District. The DRC combines too-small Districts into Districts that meet size rules, and adjusts Districting Logic as needed to describe the new combination.
- *Option B*: Fix the total number of Districts at 112 (current number). When Districts become too large or too small, the DRC changes the Districting Logic that applies to them <u>and to related Districts</u> to redistribute members between them.

2. Districting Logic

The rules the Assembly charged the DRC to apply when generating Districts are linked here: https://drc.engr.wisc.edu/drc/districting_logic_drc.php The DRC suggests that this is an appropriate time to review these rules because they must be applied to a major reorganization of Districts to fix size problems. In all of the proposed options, Physical Location has been removed from districting logic due to a high rate of change associated with that rule, the low priority attributed to that rule by respondents to the Academic Staff Governance Survey conducted in 2015, and simple online tools like email, Qualtrics, and Google Drive that did not exist when the rules were created in 1989.

If the Assembly votes for a change in Districting Logic, the DRC will perform a full redistricting of Academic Staff. While this would require an election spanning all Districts this April, every effort would be made to distribute current Representatives across the new districts.

The DRC proposes one of the following options be selected. Our best information about member preferences and our consultation with ASEC suggest Option 3. In addition, the DRC and ASEC also have a strong preference for a process that can be automated based on HRS data and can easily flex to accommodate any number of Academic Staff on campus.

- *Option 1*. Use only staff members' Divisions.
- *Option 2*. Use staff members' Division/Department and then Job Codes.
- *Option 3*. Use staff members' Job Codes and then Division/Department.
- *Option 4*. Use only staff members' Job Codes.

Note: Emeritus Faculty and Visiting Professors are titled as Academic Staff. They are currently given their own districts and do not engage in Academic Staff governance. The DRC suggests that this practice be continued because these Academic Staff do not align with other Districts' logic.

This table shows the Number of Academic staff in each division by title type

First Letter of Job Code	Divisions																																	Grand Total
	A01	A02	A03	A04	A05	A06	A07	A10	A12	A17	A18	A19	A27	A34	A37	A40	A42	A45	A48	A49	A52	A53	A54	A56	A57	A71	A77	A80	A85	A87	A88	A93	A96	
A	1	8	1	1	1									2								1												15
B																				1														1
D							61	15	89	83	1	119	25	4	3	3	1	45	397		8	1422	47	37	13					71	8	19		2471
E		1					154		1	93		115	2	285	2	12			130		11	453	3	16		2				34	1			1315
J		1	4		14	11			2			2						14	1	4		30												83
K				4	1				2					1								3							1	1				13
L		2								1		1						2		7		2			3									18
M		20	1		2	4	1	2	4			2		13	3	1			12	1	1	26		1	12		5	6	4	1	1		6	129
N	3	5	11	1	1	9			8	6	1	10	4	4			8	7	30			14		2	2	1		1	1	3	3		6	140
P		10	5		2	2	62	1	11	10	1	5	1	30	4	2	21		21	1	4	91	2	2	4			5	22	7	1	6	15	356
R	12	114	7	8	22	9	41	17	19	71	2	49	13	121	27	7	81	19	109	87	27	357	7	6	38	24	3	5	14	1	13	11		1341
S	2	53		2	11	111	91	5	33	130	4	56	40	137	1	5	11	5	133	23	24	257	14	7	8	25	1	1	6	25	25	35	5	1286
T	10	64	7	74	42	55	140	20	49	61	2	80	17	214	11	9	19	13	170	1	6	530	15	26	31	8	1	8	54	39	2	13	16	1807
Grand Total	28	278	24	97	97	192	562	59	214	461	11	439	102	811	51	39	155	92	1007	120	81	3186	90	96	95	83	5	19	95	198	41	94	53	8975

63

Example Implementation of Option 2

multiple too small districts would be combined

Too large groupings would be split into multiple districrts

68

A48	# of Districts	
1		
397	-	5
130	-	2
4		
12		
30		
21		
109	-	2
133	-	2
170	-	3
1007		

Legend

87	Legal Sized
53	Too small
107	Too Large

So: A48 would become 15 districts, grouped by title type
While A01, A03, and A80 would combine into a single district

This table shows the Number of Academic staff in each division by title type

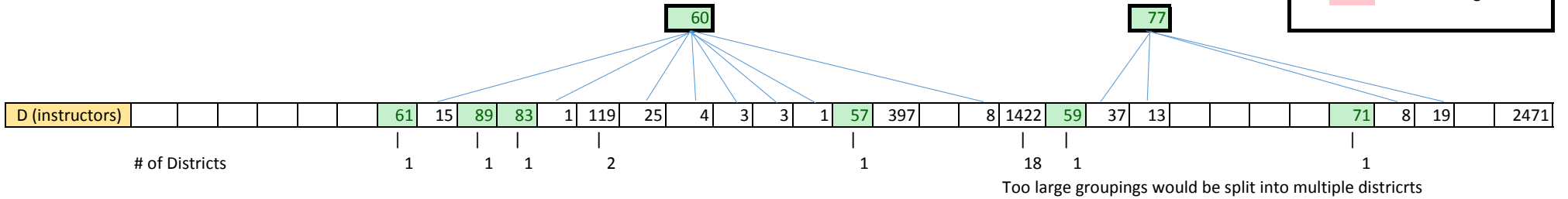| First Letter of Job Code	A01	A02	A03	A04	A05	A06	A07	A10	A12	A17	A18	A19	A27	A34	A37	A40	A42	A45	A48	A49	A52	A53	A54	A56	A57	A71	A77	A80	A85	A87	A88	A93	A96	Grand Total
A	1	8	1	1	1									2								1												15
B																			1															1
D							61	15	89	83	1	119	25	4	3	3	1	57	397		8	1422	59	37	13					71	8	19		2471
E		1					154		1	93		115	2	285	2	12			130		11	453	3	16		2				34		1		1315
J		1	4		14	11			2			2						14	1	4		30												83
K				4	1				2					1								3							1	1				13
L		2							1			1						2		7		2			3									18
M		20		1		2	4	1	2	4		2		13	3	1			12	1	1	26			1	12		5	6	4	1	1	6	129
N	3	5		11	1	1	9		8	6	1	10	4	4			8	7	30			14	2	2		1			1	3	3	6		140
P		10	5		2	2	62	1	11	10	1	5	1	30	4	2	21		21	1	4	91	2	2	4	8		5	22	7	1	6	15	356
R	12	114	7	8	22	9	41	17	19	71	2	49	13	121	27	7	81	19	109	87	27	357	7	6	38	24	3	5	14	1	13	11		1341
S	2	53		2	11	111	91	5	33	130	4	56	40	137	1	5	11	5	133	23	24	257	14	7	8	25	1	1	6	25	25	35	5	1286
T	10	64	7	74	42	55	140	20	49	61	2	80	17	214	11	9	19	13	170	1	6	530	15	26	31	8	1	8	54	39	2	13	16	1807
Grand Total	28	278	24	97	97	192	562	59	214	461	11	439	102	811	51	39	155	92	1007	120	81	3186	90	96	95	83	5	19	95	198	41	94	53	8975

63

Example Implementation of Option 3

multiple too small districts would be combined

60   77

Legend

87	Legal Sized
53	Too small
107	Too Large

| D (instructors) | | | | | | | 61 | 15 | 89 | 83 | 1 | 119 | 25 | 4 | 3 | 3 | 1 | 57 | 397 | | 8 | 1422 | 59 | 37 | 13 | | | | | 71 | 8 | 19 | | 2471 |

# of Districts   1   1   1   2   1   18   1   1

Too large groupings would be split into multiple districrts

So: JobCode D (instructors) would become 28 districts, grouped by division
While A01, A03, and A80 would combine into a single district

First Letter of Title Codes

A
Deans (requires fac appointment so governance through faculty)

B
Academic Program Director (requires fac appointment so governance through faculty)

D
Adjunct Prof
Clinical Adjunct Prof
Clinical Prof
Faculty Assistant
Faculty Associate
Instrumentation Innovator-Instruction
Lecturer
Prof CHS
Prof Emeritus
Prof L/I
Prof Mil Sci
Visiting Lecturer
Visiting Prof

E
Instrumentation Innovator-Research
Research Animal Vet
Researcher
Scientist
Visiting Scientist

J
Bursar
Controller
Dean of Students
Depty, Assoc, Assis Dir, Athletics
Director, Academic Advising
Director, Academic Computing Services
Director, Academic Personnel
Director, Administrative Computing Services
Director, Admissions
Director, Affirmative Action
Director, Auxiliary Operations
Director, Budget
Director, Business Services

J (Continued)
Registrar

State Cartographer

K

Director, Career Planning & Placement
Director, Child Care
Director, Computer Services
Director, Continuing Ed
Director, Counseling Serv
Director, Dining Services
Director, Financial Aid
Director, Internal Audit

L
Director, Human Resources
Director, Library
Director, Media Development
Director, New Student Services
Director, Physical Plant
Director, Planning and Construction
Director, Protective Services
Director, Public Information
Director, Publications
Director, Purchasing

M
Director, Student Services
Director, University Housing
Director, Unspecified
Director, Vet Med Teaching Hospital

N
Administrative Officer
Artist In Residence
Assistant Dean
Associate Dean
Coach
Consultant
Director, Athletics
Director, Pharmacy-Internship
Director, State Lab of Hygiene

P

Academic Archivist
Administrative Program Manager
Athletic Trainer
Development Program Manager
Financial Program Manager
Instructional Program Manager
Instrument Shop Manager
Lab Manager
Outreach Program Manager
Physical Plant Program Manager
Research Program Manager
Student Services Program Manager
University Dining Manager

R

Academic Curator
Academic Librarian
Academic Planner
Accountant
Administrative Program Specialist
Administrative Specialist
Advisor
Artist
Auditor
Benefits Specialist
Broadcasting Specialist
Budget Planner
Building/Grounds Superintendent
Cartographer
Chemist
Clinical Anesthestist, Audiologist, etc….
Counselor
Custodial Services Specialist
Cytotechnologist
Database Administrator
Development Skills Specialist
Development Specialist
Executive Chef
Editor
Environmental Health Specialist

S

Facilities Architect
Facilities Engineer

S (Continued)

Facilities Planning Specialist
Geological Survey Specialist
Health Technologist (all)
Human Resources Specialist
Information Manager
Information Processing Consultant
Information Specialist
Information Technology-Architect
Information Technology-Strategic Consultant
Institutional Planner
Instructional Specialist
Instrumentation Specialist
Instrumentation Technologist
Marketing Specialist
Media Specialist
Medical Technologist
Microbiologist
Network Specialist
Outreach Specialist

T

Policy and Planning Analyst
Preceptor
Procurement Specialist
Programmer Analyst
Psychologist
Recreation Specialist
Rehabilitation Specialist
Research Specialist
Residence Hall Manager
Risk Management Specialist
Special Assistant
Special Librarian
Student Services Coord
Student Services Spec
Systems Programmer
Trades Superintendent
University Legal Counsel
University Relations Specialist
Veterinarian Specialist
Waste Management Specialist

Division Codes

Code	Division
A01	GENERAL EDUCATIONAL ADMINISTRATION
A02	GENERAL SERVICES
A03	BUSINESS SERVICES
A04	DIVISION OF STUDENT LIFE
A05	ENROLLMENT MANAGEMENT
A06	INFORMATION TECHNOLOGY
A07	COLLEGE OF AGRICULTURAL & LIFE SCIENCES
A10	DIVISION OF INTERNATIONAL STUDIES
A12	SCHOOL OF BUSINESS
A17	SCHOOL OF EDUCATION
A18	ART INSTITUTE
A19	COLLEGE OF ENGINEERING
A27	SCHOOL OF HUMAN ECOLOGY
A34	VC FOR RESEARCH AND GRAD EDUCATION
A37	DIV-WISCIENCE
A40	GAYLORD NELSON INST ENVIRONMENTAL STUDY
A42	INTERCOLLEGIATE ATHLETICS
A45	LAW SCHOOL
A48	COLLEGE OF LETTERS AND SCIENCE
A49	GENERAL LIBRARY
A52	WISCONSIN STATE LABORATORY OF HYGIENE
A53	SCHOOL OF MEDICINE AND PUBLIC HEALTH
A54	SCHOOL OF NURSING
A55	PSYCHIATRIC INSTITUTE
A56	SCHOOL OF PHARMACY
A57	UNIV HEALTH SERVICES
A71	FACILITIES PLANNING AND MANAGEMENT
A77	UNIVERSITY POLICE DEPARTMENT
A80	RECREATIONAL SPORTS
A85	UNIVERSITY HOUSING
A87	SCHOOL OF VETERINARY MEDICINE
A88	WIS VETERINARY DIAGNOSTIC LABORATORY
A93	DIVISION OF CONTINUING STUDIES
A96	WISCONSIN UNION