

Report on 2016-17 Academic Staff Assembly Business September 2016 – May 2017

The following resolutions were passed by the Academic Staff Assembly in the last year. If you would like to read any of the documents below in their entirety, look for the document numbers listed below in the section titled “Academic Staff Assembly Documents,” on the Academic Staff Knowledge Base, located at <https://kb.wisc.edu/acstaff/>.

#615: Academic Staff Assembly Resolution Calling UW System President and Board of Regents to Action

- Assembly approved a resolution calling on President Cross, the Board, and the state legislature “to recommit to the Wisconsin Idea, respect and advance shared governance in the UW System and work with us to preserve the quality of our university, to improve access, affordability, and educational resources for our students; to increase support for scholarship and its associated economic benefits and to provide greater resources for outreach and valued services to the citizens of the state.”
- Resolution distributed to Administration, President Cross, the Board of Regents, and members of the Wisconsin State Legislature.

#619: Endorsement of Campus Statement on Commitment to Diversity, Equity and Inclusion

- Assembly endorsed the UW-Madison Institutional Statement on Diversity, Equity and Inclusion, which states, “Diversity is a source of strength, creativity, and innovation for UW-Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. We commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals. The University of Wisconsin-Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background — people who as students, faculty, and staff serve Wisconsin and the world.”
- This statement was also endorsed by the Faculty Senate, the University Staff Congress, and the Associated Students of Madison (ASM).

#620: Resolution Requesting Pay Plan for UW-Madison for 2017-2019 Biennial Budget

- Assembly called upon Chancellor Blank to request a 2.0% pay plan in 2017-18 and 2.5% in 2018-19.
- Resolution was sent to both Chancellor Blank and the Board of Regents.
- The UW System budget was passed by the legislature and signed by the governor with 2%/2% pay plans in January 2018 and July 2018.

#630: Resolution on Solidarity with Students, Staff and Faculty Experiencing Discrimination

- In response to discriminatory actions against Muslims in particular, the Assembly voted to stand united with targets of discrimination, stating that disparagement of one group is disparagement of all.
- Resolution distributed to Administration and contacts for other campus shared governance groups.
- Resolution also passed by the Faculty Senate.

#631: Resolution to Support UW-Madison Undocumented Students

- Assembly voted to affirm commitment of academic staff to support and serve all students regardless of immigration status and asks the federal government to continue and strengthen DACA.
- Resolution distributed to Administration, governance groups, as well as Representative Mark Pocan, Senator Tammy Baldwin and Senator Ron Johnson.
- Resolution also passed by the Faculty Senate.
- Current federal administration announced discontinuation of DACA program as of March 2018.

#639: Endorsement of Policy on Misconduct in Scholarly Research

- Assembly endorsed the revised UW-Madison Misconduct in Scholarly Research Policy, which was revised to bring the existing policy in line with federal requirements.
- Resolution also passed by Faculty Senate.
- Policy in Faculty Legislation II-314 has been updated.
- Revised policy uploaded to academic staff website.

#641: Resolution in Solidarity with Those Affected by the Executive Order of the President of the United States

- Assembly voted in favor of a resolution to stand in solidarity with UW-Madison staff, faculty and students were affected by the executive order, "Protecting the Nation from Foreign Terrorist Entry into the United States," which suspended for a period of 90 days entry into the U.S. by citizens from Iran, Iraq, Libya, Syria, Yemen, Sudan, and Somalia with some exceptions.
- Resolution distributed to Administration and governance groups.
- Various updates and revisions to the executive order have been issued and numerous court cases filed.

#644: Resolution Calling for Fair and Equitable Pay for Faculty Assistants

- Resolution asked the Chancellor to raise the minimum salary for C basis Faculty Assistants to the Standard Teaching Assistant rate by Fall 2017 and to raise the compensation rate for the C basis experienced Faculty Assistants to the Senior Teaching Assistant rate and maintain parity each year thereafter.
- Assembly voted in favor of the resolution, which was distributed to UW-Madison administration
- Also passed by the Faculty Senate.
- For the 2017-18 academic year, the College of Letters & Science has restructured Faculty Assistants in the ESL program into Lecturer positions.
- Faculty Assistant rates for L&S were increased for the 2017-18 academic year, and 3 returning faculty assistants received a raise due to the pay rate change.

#645: Motion Regarding ASA District Size Corrections and Districting Logic

- After a vote of the academic staff at large to change the district size boundaries to 0.6% - 1.2% of the academic staff, the Assembly charged the Districting and Representation Committee (DRC) to sort academic staff into districts with first consideration to job code and second consideration to division and department.
- DRC was granted authority to adjust the total number of districts as needed without ASA approval in order to comply with district size rules.
- DRC was charged to complete a full redistricting of the ASA in April 2017, and the new districts took effect as of July 1, 2017.

#652: Recommendations of the Ad Hoc Committee on Category B Academic Staff Salary Compression

- Assembly voted to endorse the recommendations of the committee (full report is ASA Document #647), which consisted of:
 - Identifying and remedying existing instances of salary compression via a pay equity study for Category B employees as part of the Title and Total Compensation Study,
 - Ensuring compliance to the new performance management policy,
 - Confirming units are following existing policies and using existing tools to ensure opportunities for promotion and increased job security are not overlooked or bypassed,
 - Establishing uniform campus-wide guidelines describing “who pays” for pay adjustments.
- Recommendations were forwarded to administration as well as OHR/Mercer for Title and Total Compensation Study.

#653: Recommendations from the Academic Staff Worklife Survey White Paper

- Recommendations were based on the results of the 2016 worklife survey distributed to all academic staff (full paper is ASA Document #649).
- Working group’s recommendations included addressing unrecognized work by academic staff, devoting internal resources to compensation to counteract effects of state politics on morale, and the creation and communication of a long-term compensation strategy.
- Recommendations were approved by the Assembly and forwarded to administration; members of this working group presented the data to the academic deans in June 2017.

#654: Motion Regarding Changes to Degree Requirements for Academic Staff Positions

- Assembly voted in favor of the recommendations of the Ad Hoc Committee on Academic Staff Degree Requirements.
- Motion makes explicit exceptions added to the bachelor's degree requirement for new or existing academic staff positions, which include:
 - History of past recruitment issues with a position (including lack of diverse applicant pool or failed searches),
 - Alternate credentialing available in specific field,
 - Duties involving working with special populations or community organizations.
- Exceptions sent to OHR leadership.

#656: Resolution Regarding Transgender Members of the UW-Madison Community

- Assembly voted to affirm the rights of transgender students, faculty and staff to seek the benefits of a UW education, to work on campus with safety and dignity, and to enjoy all the benefits, privileges and protections offered to any other member of the UW community.
- Resolution was sent to UW administration, campus governance groups, and the Group Insurance Board.
- Resolution also passed by the Associated Students of Madison, the Faculty Senate, and the University Staff Congress.