

Use of “Years of Academic Staff Service” in ASPP

Current Definition 1.03 on page 7

“Continuous years of paid UW-Madison academic staff employment without regard to percent of employment. A leave of absence of any length or a break in academic staff service of three years or less will not result in loss of prior years’ academic staff service. For purposes of determining the required minimum nonrenewal or layoff notice period, an appointment of one or both semesters of an academic year shall count as one year of service.”

References in ASPP

2.05 Review of Appointment Status on pages 13-14.

“Employing units shall annually review academic staff members who have five or more years of academic staff service at UW-Madison to determine whether a new or increased multiple-year appointment or rolling-horizon appointment or indefinite appointment shall be proposed.”

“Academic staff members who are supported by grant funding and who have at least five years of service at UW-Madison shall be reviewed annually to determine whether a multiple-year appointment with a term equal to the duration of the grant shall be proposed...No presumption is made that individuals must have five years of service before being considered for multiple-year or rolling-horizon appointments. Academic staff with five years or more of service at UW-Madison who do not receive a new or increased multiple-year or rolling-horizon appointment or an indefinite appointment as a result of this review shall be given written reasons upon request.”

“No presumption is made that individuals must have five years of service before being considered for multiple-year or rolling-horizon appointments. Academic staff with five years or more of service at UW-Madison who do not receive a new or increased multiple-year or rolling-horizon appointment or an indefinite appointment as a result of this review shall be given written reasons upon request.”

Section 3.03 Employer’s Responsibility in Cases of Nonrenewal for Funding Loss or a Budget or Program Decision on page 20

“Whenever a funding loss or a budget or program decision will result in a reduction of the academic staff work force in an operational area, nonrenewal shall be implemented on the basis of years of UW-Madison service (see ASPP 1.03), except as follows. The presumption in favor of years of service shall not apply when program needs dictate other considerations such as the need to maintain specific expertise, responsibility levels, or productivity levels within a program or operational area.”

Section 3.05 Notice on page 22 Minimum Notice Period for Non-Renewal of Fixed-Term Renewable Appointments, years of academic staff service is referenced in the following chart.

Years of UW-Madison Academic Staff Service	Minimum Notice Period in Months
Fewer than 2	3
At least 2 but fewer than 6	6
At least 6 but fewer than 10	9
10 or more	12

Section 3.06 Referral Policy on page 22

“Fixed-term academic staff members with six or more years of academic staff service at the University of Wisconsin-Madison who are nonrenewed for funding loss or a budget or program decision shall be eligible for referral priority from notification of nonrenewal until the end of the appointment.”

Section 5.02 Employer’s Responsibility in Making Layoff Decision on page 26

“When a layoff will occur in an operational area with two or more academic staff employees, it shall be implemented on the basis of years of UW-Madison academic staff service (as defined in ASPP 1.03), except as follows. The presumption in favor of years of service shall not apply when program needs dictate other considerations such as the need to maintain specific expertise or responsibility levels within a program or operational area.”

Section 5.04 Notice on page 27 Minimum Notice Period for Layoff of Fixed-Term Renewable and Probationary Appointees in the following chart within the subcategory *B. Minimum Notice Period*.

Minimum Notice Period for Layoff of Fixed-Term Renewable and Probationary Appointees

Years of Academic Staff Service	Minimum Layoff Notice Period in Months For Funding Loss	Minimum Layoff Notice Period in Months For Budget or Program Decision
Fewer than 2	1	2
At least 2 but fewer than 6	2	3
At least 6 but fewer than 10	3	5
10 or more	4	6