

## **Report on 2017-18 Academic Staff Assembly Business September 2017 – May 2018**

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/>.

### **#661: Changes to the Academic Staff Policies and Procedures Chapters 3 & 5 (10-09-17)**

- The Assembly approved “changes [to] clean up appeals procedures in Chapters 3 and 5. The changes update the Academic Personnel Office to the Office of Human Resources, add the Office of Compliance as a resource, clarify what needs to be submitted for an appeal of a layoff, make sure there is consistency with copying the Secretary of the Academic Staff office and Office of Human Resources, removes the department chair/unit head from the copied list of decisions by ASAC (Academic Staff Appeals Committee) and final determinations from the Chancellor or designee (typically Provost). The reason for this removal is to keep the notifications consistent during the appeals process with ASAC. This party is not copied on the initial notification from the Secretary’s office.”
- Changes were bundled with other ASPP changes approved in 2017-2018 and sent to Chancellor Rebecca Blank and the Board of Regents for approval.

### **#664: Academic Staff Assembly Resolution on the Board of Regents’ Action Regarding Regent Policy Document 6-4, Selection Process for System President, Chancellors, and UW System Senior Leadership Positions (11-13-17)**

- The Assembly approved a resolution asking “the Board of Regents to reconsider their October decision to designate only one seat for staff for Chancellor’s Search and Screen Committees.”
- Resolution distributed to the Board of Regents, UW System President Ray Cross, Chancellor Rebecca Blank, Provost Sarah Mangelsdorf, and Vice Chancellor for Finance and Administration Laurent Heller.

**#666: Academic Staff Assembly Resolution Calling for the Creation and Implementation of a Campus-wide Climate Action Plan (11-13-17)**

- The Assembly approved a resolution that “encourage[s] the Chancellor to sign the American Colleges and University Presidents’ Climate Commitment as a symbol of UW-Madison’s commitment to these goals endorses and fully supports the goal that UW-Madison should eliminate its contributions to climate disruption by becoming carbon neutral by 2050 or sooner, and that we encourage our shared governance partners to adopt similar goals; furthermore the Assembly encourages the administration to fund, create, and implement a campus-wide climate action plan with specific and measurable targets and implementation actions to move UW-Madison to become carbon neutral by 2050 or sooner”
- Resolution distributed to Chancellor Blank, Provost Mangelsdorf, Vice Chancellor Heller, Associate Vice Chancellor for Facilities Planning and Management David Darling, Secretary of the Faculty Steve Smith, and Interim Director of Sustainability Cathy Middlecamp.

**#275A: Prohibited Harassment: Definitions and Rules Governing the Conduct of UW-Madison Faculty and Academic Staff (12-11-17)**

- The Assembly approved an amendment to “remove language regarding sexual harassment that was originally passed by the Assembly on February 21, 1989, due to the new campus-wide policy on sexual harassment and sexual violence. It will keep sections of the document regarding protected and unprotected expression. It will also change the title from “Prohibited Harassment: Definitions and Rules Governing the Conduct of UW-Madison Faculty and Academic Staff” to “Protected and Unprotected Expression in a Work-Related Setting.”
- Amendment distributed to Chancellor Blank, Provost Mangelsdorf, Vice Chancellor Heller, Director of Compliance Cathy Trueba, Title IX Coordinator Lauren Hasselbacher, Director of Talent, Acquisition and Retention Patrick Sheehan, and Dean of Students Lori Berquam.

**#671: Academic Staff Assembly Resolution to Endorse UW-Madison Policy on Sexual Harassment and Sexual Violence (12-11-17)**

- The Assembly approved a resolution endorsing the UW-Madison Policy on Sexual Harassment and Sexual Violence (ASA Document #663).
- Resolution distributed to Chancellor Blank, Provost Mangelsdorf, Vice Chancellor Heller, Cathy Trueba, Lauren Hasselbacher, Dean Berquam, and Patrick Sheehan.

**#672: Academic Staff Assembly Resolution to Retain the Distinguished Prefix as Part of the New Titling System (12-11-17)**

- The Assembly approved a resolution calling “on the leadership of the Title and Total Compensation Study in the Office of Human Resources to work with the Academic Staff Executive Committee as the Title and Total Compensation Study proceeds to maintain the distinguished prefix with its current definition and procedures.”
- Resolution distributed to Provost Mangelsdorf, Vice Chancellor Heller, Associate Vice Chancellor for Human Resources Wayne Guthrie, HR Director Mark Walters, and TTC Director Mary Luther.

**#665A: Academic Staff Assembly Resolution Regarding Regent Policy Document on Commitment to Academic Freedom and Freedom of Expression (02-12-18)**

- The Assembly approved a resolution “[urging] the Board of Regents to reconsider the policy and allow individual campuses to address these matters as they see fit.”
- Resolution distributed to the Board of Regents, President Cross, Chancellor Blank, Provost Mangelsdorf, and Vice Chancellor Heller.

**#677: Academic Staff Assembly Resolution Addressing the Title and Total Compensation Study Job Families, Sub-Families, Career Levels and Career Paths (02-12-18)**

- The Assembly endorsed “the job framework including job family, sub-families, career paths and career levels documents with the following exceptions and caveats:
  - Job Families and Sub-Families Document
    - The ASA urges that wording be reinserted into the Outreach Family description regarding the Wisconsin Idea or at a minimum the institution’s outreach mission.
    - The ASA requests that introductory language be added to the job families and sub-families document to explain the descriptions are not intended to be comprehensive in nature.
    - The ASA asks that the sub-families with “Multifunctional” be renamed with another term.
  - Career Levels and Career Paths Document
    - The ASA also requests that introductory language be added to the career paths/career levels document explaining that different jobs will have different ranges of levels, and that not all jobs will have all levels available to them.
    - The ASA calls for changes to the levels document to make it more applicable to instructional and research roles.
    - The ASA asks for the inclusion of a glossary that provides more precise definitions to provide a shared understanding of expected behaviors within job levels (e.g., “collaborate,” “negotiate,” “contribute”).

- Title and Total Compensation Study Overall
  - The ASA reminds those conducting the TTC study that it is essential to follow up in a timely fashion with those who are asked to provide feedback in campus forums. This was an issue with the campus feedback sessions on job families and sub-families.
  - The ASA expects those conducting the TTC study to continue to provide an adequate number of opportunities for feedback from academic staff at large, in addition to academic staff governance, and to respond to comments and questions in a timely fashion during all phases of the TTC study, including the evaluation and review of the study's outcomes.
  - The ASA expects those conducting the TTC study to provide clear written and verbal communication on works in progress and results at all stages of the study and in ways readily accessible by all employees.
  - The ASA asserts that divergence from UW System's project tracks may continue to be necessary to meet UW-Madison's institutional needs."
- Resolution distributed to Chancellor Blank, Provost Mangelsdorf, Vice Chancellor Heller, Wayne Guthrie, Mark Walters, Mary Luther, and Vice Provost for Faculty and Staff Michael Bernard-Donals.

#681: Academic Staff Assembly Resolution on Recommendations from the Ad Hoc Committee on Research Scientist Titles (03-12-18)

- The Assembly recommends the implementation of the Research Professor title track with the following amendments to existing research scientist titles:
  - Researcher
    - No change in title description
    - Current [no prefix] level is replaced with the Senior level (Assistant, Associate, Senior, Distinguished)
  - Scientist
    - Title series is no longer intended to parallel the faculty tenure-track
    - New language to distinguish Scientists from Research Professors regarding the level of independence
    - Principle investigator status still requires approval for Scientists (no change from current policy)
- Resolution distributed to Chancellor Blank, Provost Mangelsdorf, Vice Chancellor Heller, Interim Vice Chancellor for Research and Graduate Education Norman Drinkwater, Associate Vice Chancellor for Research and Graduate Education Nadine Connor, Michael Bernard-Donals, Wayne Guthrie, Mark Walters, Mary Luther, Mercer Consulting, Steve Smith, and University Committee Chair Anja Wanner.

**#683: Changes to the Academic Staff Policies and Procedures Chapter 7 (04-09-18)**

- The Assembly approved the following “changes [to] clean up appeals procedures in Chapter 7. The changes update the Academic Personnel Office to the Office of Human Resources, removes gender-specific references and changes them to “they,” provides additional information on what should be submitted in a written statement, makes sure there is consistency with copying the Secretary of the Academic Staff office and Office of Human Resources, removes the department chair/unit head from the copied list of decisions by ASAC (Academic Staff Appeals Committee) and final determinations from the Chancellor or designee (typically Provost). The reason for this removal is to keep the notifications consistent during the appeals process with ASAC. This party is not copied on the initial notification from the Secretary’s office. It also changes the notification period from the Secretary’s office to the Appeals Committee from 10 working days to five working days, which makes it consistent with other parts of ASPP and removes the word quarterly for reports as these are provided annually.”
- These changes were bundled with other ASPP changes approved in 2017-2018 and sent to Chancellor Blank and the Board of Regents for approval.

**#667: Academic Staff Assembly Resolution to Support the Integration of UW-Extension (05-14-18)**

- The Assembly approved a resolution supporting “the realignment of UW-Extension Cooperative Extension, Wisconsin Public Radio, Wisconsin Public Television, UW-Extension Conference Centers, and the Department of Labor Education into the state of Wisconsin’s land-grant institution.”
- Resolution distributed to the Board of Regents, President Cross, UW-Extension Chancellor Cathy Sandeen, UW-Extension Provost Aaron Brower, Interim Director Karl Martin, Chancellor Blank, Provost Mangelsdorf, Vice Chancellor Heller, UW-Extension Director of Broadcasting and Media Innovations Malcom Brett, UW-Extension Director of Auxiliary Services Bill Mann, and Department of Labor Education Chair Michael Childers

**#685: Academic Staff Assembly Motion to Count Years of Service for UW-Extension Academic Staff Moving to UW-Madison Academic Staff (05-14-18)**

- The Assembly approved a motion “For academic staff who will transition from UW-Extension to UW-Madison on July 1, 2018, through July 1, 2019, as part of the restructuring of UW System, the Academic Staff Assembly approves counting UW-Extension years of academic staff service toward years of UW-Madison academic staff service, as established by UW-Madison ASPP.”
- Motion distributed to Chancellor Blank, Provost Mangelsdorf, Vice Chancellor Heller, Wayne Guthrie, Mark Walters, Provost Office Consultant Casey Nagy, UW-Extension Academic Staff Council Chair Matt Cogger, UW-Madison/UW-Extension Academic Staff Shared Governance Working Group Co-Chairs Heather Mc Fadden and Jennifer Hadley, and UW-Extension Secretary of Faculty and Staff Andrea Cool.

**#687: Academic Staff Assembly Resolution Regarding UW-Extension Academic Staff Employees and Distinguished Prefix (05-14-18)**

- The Assembly approved a resolution showing the Academic Staff expectation “that all UW-Extension academic staff who have received or will receive the Distinguished Prefix will retain the prefix upon their transition to UW-Madison.”
- Resolution distributed to Chancellor Blank, Provost Mangelsdorf, Vice Chancellor Heller, Wayne Guthrie, Mark Walters, Patrick Sheehan, Casey Nagy, Matt Cogger, Jennifer Hadley, Heather McFadden, and Andrea Cool.