Resolution Reaffirming the Importance of Academic Staff Job Security

Whereas, most academic staff are appointed to a position a year at a time which can be renewed annually;

Whereas, faculty and classified staff enjoy job security through tenure and permanent status, which have no end dates;

Whereas, job security is vital to morale;

Whereas, academic staff at UW-Madison were granted the ability to have additional job security in 1978 including multi-year appointments, rolling horizon appointments and indefinite appointments;

Whereas, job security can be decreased at any time and does not prevent reorganization of any departments or units on campus;

Whereas, if job security is used to retain and reward high performing academic staff in a position that fulfills a permanent need in the unit and has stable funding, it is unlikely the academic staff member would need to be laid off or non-renewed;

Whereas, academic staff are unlikely to see any significant wage increases due to the current state budget proposal;

Whereas, job security is a $0 element of a toolkit available to campus leaders to retain high performing academic staff; and

Whereas, job security options will be continued after July 1, 2015, as part of HR Design;

Therefore be it resolved that the Academic Staff Assembly at UW-Madison reaffirms the importance of job security to academic staff; and

Therefore be it further resolved that the Academic Staff Assembly at UW-Madison requests that central administration and the Office of Human Resources encourage schools/colleges/divisions to utilize job security as a way to retain and reward academic staff during fiscally challenging times.
Resolution in Response to the Proposed Budget Cuts to UW System

Whereas, the State of Wisconsin is facing significant financial challenges in the next biennium and as a state agency UW System is expected to share in the responsibility of balancing the budget;

Whereas, the biennial budget proposal includes a $300 million cut to UW System;

Whereas, the educational mission of the university system, supporting the teaching and learning of 180,000 students, is funded primarily by state general purpose revenue and tuition;

Whereas, a major reduction in state support would diminish the quality, breadth, and access to education for Wisconsin residents at a time when admission applications to UW-Madison are increasing;

Whereas, there has been a historical compact between the State of Wisconsin and the University of Wisconsin-Madison to provide a world-class education to students in the State of Wisconsin partially financed by state funding, which has greatly reduced the tuition burden on students and their families;

Whereas, the proposed permanent cut in the biennial budget proposal would be the largest in the history of the University and return funding from the state to 1998 levels;

Whereas, it takes significant resources to maintain a world-class institution that competes on an international scale;

Whereas, only 34% (approx. 1918) of academic staff FTEs are supported by state funds, gifts and grants support 54% (approx. 3027) of academic staff FTEs, and the remaining 12% (approx. 693) of academic staff FTEs are funded on program revenue;

Whereas, at the request of the legislature, the University of Wisconsin-Madison worked to draw down its discretionary reserves during the last biennium; and

Whereas, UW-Madison only has $54 million in discretionary reserves remaining, which would cover less than a week of operations for the University;

Whereas, UW-Madison is an economic and job creation engine for the state of Wisconsin. For every dollar the state invests in UW-Madison, the university returns $21.05 in economic activity. UW-Madison ranked 4th in Research and Development expenditures for universities in the US and 5th in the number of patents filed. UW-Madison has consistently been ranked in the top 5 for R&D expenditures for more than 25 years.

Therefore Be It Resolved, the permanent cuts proposed for the 26 campuses, colleges and extension of the University of Wisconsin are too large for these institutions to absorb;

Therefore Be It Resolved, the cuts should be flexible regarding the amount of reduction for each year; and

Therefore Be It Resolved, the cuts should be reduced.
Resolution in Response to the Public Authority Proposal for UW System

Whereas the public authority proposal for the UW System was introduced in the 2015-17 biennial budget bill;

Whereas this model would shift UW System from a state agency to a public authority;
Whereas a similar model was proposed for UW-Madison in 2011 and the Academic Staff Assembly did not take a position on that proposal;

Whereas the proposal shifts power from elected members of the legislature to an appointed board;

Whereas the proposed structure may provide flexibilities mainly in the areas of procurement and capital building projects to UW System which could result in additional expenditures or cost savings;

Whereas it has been proposed the shift to a public authority model would be implemented July 1, 2016 or sooner;

Whereas comparable restructurings elsewhere have been the result of years of thoughtful and deliberative processes yielding agreed-upon sets of goals and mutual responsibilities; and

Whereas there are significant questions including but not limited to accountability, efficiency, costs and quality;

Therefore Be It Resolved that the UW-Madison Academic Staff Assembly cannot support the UW System Public Authority at this time;

Therefore Be It Further Resolved that before any changes to the governance or management of UW System are considered, the Board of Regents and the Legislature need to resolve these significant questions and report to the 26 campuses, UW System, the Legislature and the Governor.

Therefore Be It Further Resolved that the UW-Madison Academic Staff Assembly supports the creation of a blue ribbon, citizen commission, similar to the 1968 Commission on Education (commonly called the Kellett Commission), to study the current UW System, the proposed UW System public authority, and other options and submit a report to the governor, legislature, and UW System Board of Regents.
Resolution on Maintaining Shared Governance in Wisconsin State Statutes

Submitted by Academic Staff Executive Committee

Whereas, shared governance rights for UW System faculty, academic staff, and students are articulated in Chapter 36 of state statutes;

Whereas, shared governance creates a shared, collaborative process which is crucial to the strength and health of UW-Madison and UW System;

Whereas, shared governance is a defining cultural value of UW-Madison;

Whereas, consultative and transparent processes bring the best ideas forth and foster early consensus and rational outcomes;

Whereas, shared governance is an inclusive process that is effective and avoids mistakes;

Whereas, shared governance adds accountability; and

Whereas, the proposal to create a public authority for UW System repeals this language;

Therefore be it resolved, the Academic Staff Assembly is opposed to repeal of the shared governance language in Chapter 36.