Classified Staff Senate Outsourcing Resolution

WHEREAS, that the senators and representatives of the Classified Staff (University Staff), oppose the general practice of outsourcing.

THEREFORE BE IT RESOLVED that the following concerns be addressed in partnership with the Shared Governance of the University of Wisconsin–Platteville;

- Loss of control/accountability – Incurring dependencies on expertise and service from a third party
- Potentially diminished quality of service – Institutional pride and ownership
- Costs, both financially and non-financially, verses benefits
- Privacy – Introducing third parties not directly under the direction of the institution into sensitive areas on campus
- Loss of institutional knowledge
- Employee morale– A general lack of a sense of job security may erode employee morale more significantly if/when outsourcing is implemented
- Economic impact – As it relates to the entire Southwest Wisconsin community; AND

BE IT FURTHER RESOLVED that the following recommendations be considered;

- The implementation of outsourcing would have minimal harmful effects on current employees, ensuring some job security
- The true cost be fully investigated and clearly communicated when outsourcing is considered
- Employees directly impacted by outsourcing be provided with a list of potential job opportunities on campus and be given preference when choosing to fill such positions they may be qualified for
- Employees laid off and/or terminated due to outsourcing be provided with a respectable severance package that includes both monetary and job training benefits
- Shared Governance should be involved at all stages of the decisions, including investigation and implementation of outsourcing; AND

BE IT FINALLY RESOLVED that the Classified Staff Senate believes that outsourcing in general is a bad practice for the institution and should be avoided at all cost when it has any negative impact on any employee of the institution. However, in understanding of the present budget constraints, the senate recognizes that the university may need to make hard decisions pertaining to outsourcing. We ask that when or if outsourcing becomes necessary the leadership of the university will work in partnership with shared governance and the general population of the university and be open and transparent about all decisions to outsource.

Voted and approved at Classified Staff Senate meeting on June 30, 2015.

Respectfully submitted on behalf of Classified Staff Senate,

Kenneth M. Wiegman, Chair
Resolution was unanimously approved.