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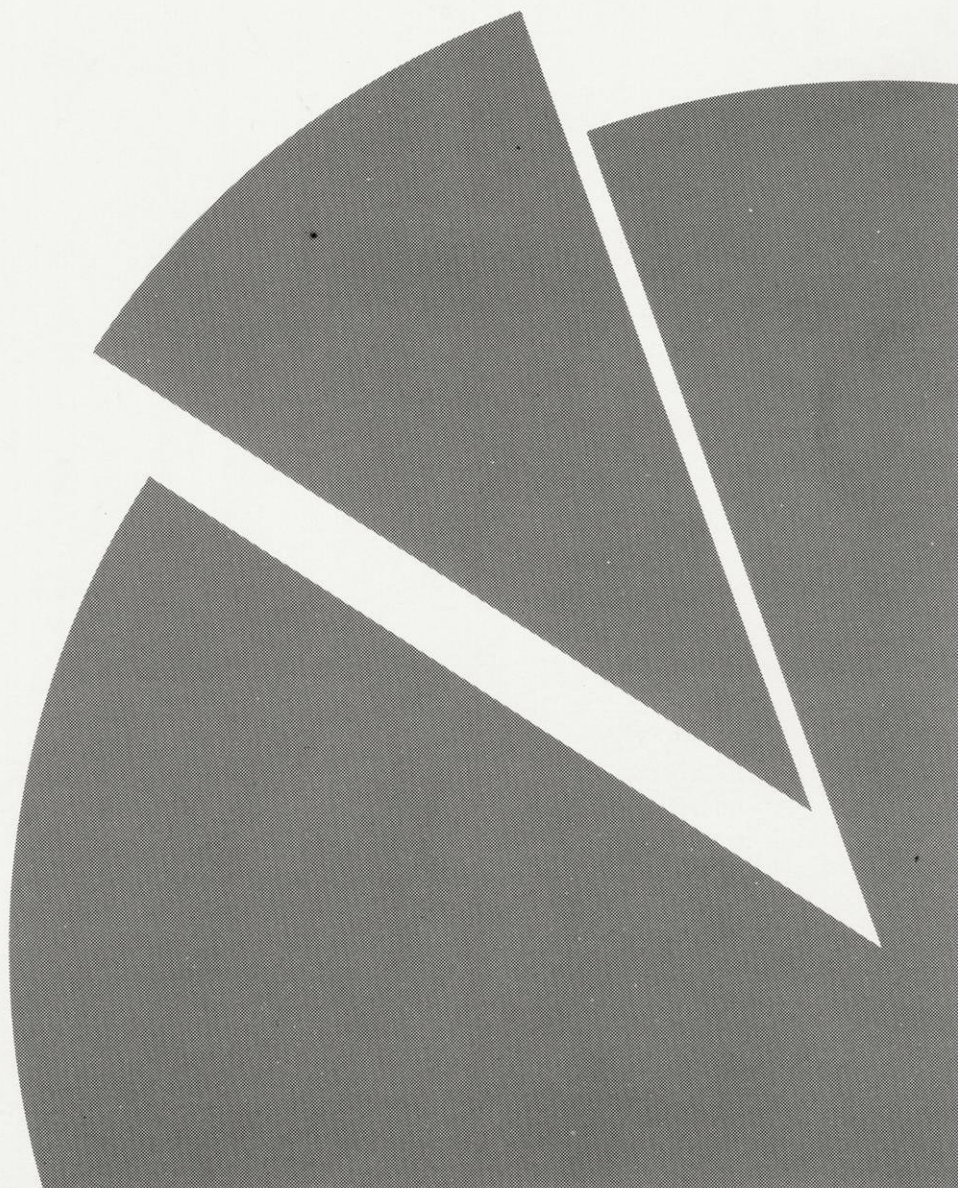
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University of Wisconsin-Madison

Fringe Benefits for Faculty,  
Academic Staff and Limited Appointees





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UW-Madison does not discriminate on the basis of sex, race, or religion in its education programs or activities. This statement is published, in part, to fulfill requirements of Section 86.9 of Title 45, Code of Federal Regulations, which implements Title IX of the Education Amendments of 1972. Inquiries about the policy may be directed to the appropriate campus admitting or employing office or to the campus Affirmative Action Office, 175 Bascom Hall.



## Introduction

This book has been prepared by the Academic Personnel Office and is designed to provide a summary of the fringe benefits available to faculty, academic staff and limited appointees at the University of Wisconsin-Madison.\* It is published in looseleaf form to enable easy distribution and filing of new and modified fringe benefit information.

While great care has been taken to ensure the accuracy of the information, this book is not a substitute for the texts of the relevant statutes and insurance policies; that is, any conflicts in interpretation, or omission of information, must be resolved in favor of the statutes and policies.

Brochures printed by the state agencies and insurance companies describing these policies have been distributed frequently in the past and are available at the Fringe Benefits Office in the Peterson Building. These brochures are now being supplied automatically to new faculty and staff members.

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\*The merger statute defines four categories of unclassified employees:

- (1) Faculty: (Professor, Associate Professor, Assistant Professor, Instructor);
- (2) Academic Staff: (a) Administrative appointment: "an academic staff appointment for a fixed or indefinite term granted to a system, campus, college, school or other divisional officer involved in policy development or execution and to persons involved in directing, organizing or supervising higher education related activities;" (b) Professional appointment: "an academic staff appointment for a fixed or indefinite term granted to a professional employee who is involved in the guidance or counseling of students, assisting the faculty in research, public service or in the instruction of students or who is involved in other professional duties which are primarily associated with institutions of higher education; including but not limited to, such employment titles as visiting faculty, clinical staff, lecturer, scientist, specialist and such other equivalent titles as the board approves." (3) Limited Appointment: "president, provost, vice president, associate vice-president, assistant vice president, chancellor, vice-chancellor, associate chancellor, assistant chancellor, associate vice chancellor, assistant vice chancellor, center system dean, secretary of the board, associate secretary of the board, assistant secretary of the board, trust officer and assistant trust officer and such other administrative positions as the board determines at the time of appointment." (4) Other: "The board may make or authorize fixed term appointments for student assistants and employees in training, such as residents, interns, post-doctoral fellows or trainees or associates."

This fringe benefit book covers the first three categories, since student assistants and employees in training generally are not covered by these benefits.

If you have questions about the insurance policies and benefits described in this book, first contact your department secretary. If questions remain and relate to: Group Health Insurance  
call 262-5331

Retirement Counseling  
call 262-2143

Accidental Death and Dismemberment Insurance  
call 262-0375

Sick Leave, Vacations, Holidays and other personnel policies  
call 263-2511

Unemployment and Workmen's Compensation  
call 262-4548

For all other insurance and fringe benefits information, call 262-1838.

Suggestions regarding additions and modifications to this book should be directed to Edward B. Krinsky at the Academic Personnel Office (3-2511), 175 Bascom Hall.



STATE GROUP HEALTH INSURANCE -- WISCONSIN PHYSICIANS SERVICE (effective July 1, 1975)

(For additional information, contact Business Services, Insurance 262-5331)

Eligibility and Enrollment

All employees who have State Teachers Retirement deductions are eligible to participate in this program. In addition, "visiting" academic employees, including those on visas, who are employed half-time or more for not less than six months are eligible for coverage.

New employees have two opportunities to enroll without submitting evidence of insurability

1. Early Coverage -- no state contribution.

Early coverage may be obtained by applying for coverage no later than 31 days from date of hire which is considered an open enrollment period. Employees must pay the full premium during the first six months of employment. The state will contribute toward the cost of the insurance after this six month qualifying period has been served.

Coverage can be effective from the date of hire if the date of hire is the first of a month and the application is received by the Insurance Office on or before that date. If the application is received later than the first of a month, or the date of hire is after the first, the coverage will be effective the first of the following month. An application received after the 31 day open enrollment period must be held until the employee has completed the six month qualifying period. See (2.) below.

2. Coverage to begin with state contribution.

An employee who has been an active member of the State Teachers Retirement System for six months is eligible for the state contribution of 90% toward the cost of the insurance.

The employee has the option to begin coverage when eligible for the state contribution, which is approximately six months from date of hire. In order to avoid a 180 day waiting period for pre-existing conditions, an employee who did not apply for early coverage must apply no later than 31 days after the six month enrollment period begins. It is always best to apply prior to the completion of the six month period to obtain the earliest possible date of coverage. Coverage becomes effective the first of the following month if the date of hire is other than the first of a month.

3. Employees who fail to enroll during either of the open enrollment periods specified in (1) and (2) above are subject to a 180 day waiting period for pre-existing conditions and removal of tonsils and adenoids.



Employees who are previously employed by the state for a period of six months or more and included under the State Teachers Retirement System are considered as "previously qualified employees" upon return to state employment. There is no waiting period for such employees and the state will contribute toward the premium cost immediately. However, application must be made within 31 days from date of hire to receive coverage without a pre-existing condition clause.

### Type of Coverage

This plan is made up of three parts. Parts I and II -- Hospital and Surgical-Medical -- constitute the basic portion of the policy, Part III is the Major Medical portion. If you elect to have group health coverage, all three parts are mandatory. You have a choice of either individual or family coverage, but the selection you make applies to all parts of the plan selected. For example, you may not have family coverage under the Basic Plan and individual coverage under Major Medical. If you and your spouse are both eligible state employees, either of you may select family coverage, or you may both select individual coverage. If one spouse selects family coverage, the other spouse may not select any coverage.

There is an alternative to Parts I and II called "State Health Maintenance Plan (State HMP)." The State HMP plan is described below following the description of the standard plan and the major medical coverage.

#### Part I -- Basic hospitalization.

These are the protection highlights:

1. Up to 365 days of hospital coverage for each confinement -- daily limit is an allowance equal to a semi-private room. Full charges are paid for an intensive care unit.
2. Nervous and mental ailment benefits at a hospital or sanitarium are limited to 120 days per disability paying \$50 per day in other than a hospital and full cost at a hospital. A period of 60 days outside the institution renews the 120 day benefit program.
3. Alcoholism and drug addiction treatment benefits are provided in a general hospital to the same extent as any other illness. Alcoholism and drug addiction benefits are limited to 30 days per benefit period in institutions providing specialized treatment for alcoholism and drug addiction that meet the requirements outlined in the "Guidelines for Certification of Alcoholism Detoxification and Treatment Hospital for Insurance Coverage." (Examples: DePaul Rehabilitation Hospital; Racine A Center.) For persons requiring such care, for the first 10 days the maximum allowance for a room is the hospital's usual charge for an intensive care unit. For the next 20 days benefits are paid for a semi-private room. A period of 365 days outside the institution renews the 30 day benefit program.
4. Home Care Services are provided if confinement can be reduced by participation in the Home Care program and if they are available in the hospital from which the patient is discharged. Benefits are paid for such number of days as is



equal to the number of days of inpatient hospital coverage otherwise remaining available under the contract.

5. Outpatient Care for:

- a. First aid for accident.
- b. X-ray and radiation therapy.
- c. Hospital charges related to outpatient surgical procedures.
- d. X-ray examinations and laboratory tests.
- e. Emergency care for unexpected and severe symptoms of a condition and rendered immediately after the onset of the symptoms.
- f. Outpatient hospital service directly related to a hospital admission that is a continuing part of a drug addiction or alcoholism treatment program. The maximum benefit paid is \$250.00 during one benefit program.

6. Home Care for:

- a. Hospital service other than room, board and nursing services either at the outpatient department of the hospital or in the patient's home.
- b. Transportation ordered by the hospital to take the patient or equipment and supplies from the hospital to the home or from the home to the hospital.
- c. Visiting Nurse services.

Part II -- Basic surgical and in-hospital medical benefits up to \$10,000 per illness.

These are the protection highlights:

1. Surgical services which consist of recognized operating and cutting procedures and the services of assistants and consultants. The benefit also includes surgical procedures or medical procedures in lieu of surgery.
2. Maternity benefits for normal deliveries, Caesarean section, ectopic pregnancies, miscarriages and legal abortions.
3. In-hospital medical services during hospital confinement including initial examination of new born child. Medical services rendered by attending physician in the home of a patient eligible for Home Care services.
4. Anesthesia services rendered by a physician in connection with services otherwise provided for herein.
5. Radiation therapy.



6. X-ray services and laboratory tests performed by or under the direction of a physician. Note: Dental x-rays and dental services are not covered except as specifically provided in the contract. Also, physical exams for employment and insurance are not covered nor is coverage provided for routine eye examinations.
7. Emergency services are provided for first aid. Emergency services for medical care necessitated for sudden and unexpected severe symptoms that are treated immediately after the onset of the symptoms.
8. Oral surgery and related x-ray benefits (not including extraction of teeth by "pulling", root canal procedures, filling, capping or recapping).
  - Surgical removal of impacted or infected teeth
  - Excision of tumors and cysts of jaws, cheeks, lips, tongue, roof and floor of the mouth
  - Incision of the membrane connecting tongue to floor of mouth
  - Surgical procedures required to correct accidental injuries to the jaw, cheeks, lips, tongue, roof and floor of the mouth
  - Excision of apex of tooth root
  - Excision of protruding bone growths of jaws and hard palate
  - External incision and drainage of cellulitis
  - Incision of accessory sinuses, salivary glands or ducts
  - Reduction of dislocations of and excision of the temporomandibular joints
  - Excision of diseased gum tissue
9. Ambulance service benefits or other substitute means of transportation in emergencies are provided up to \$35 per patient.
10. Psychiatric therapy by a psychiatrist limited to five sessions per patient per calendar year.

Part III -- Major Medical. These are the protection highlights: Up to \$100,000 benefits per patient in his/her lifetime except that once a patient receives \$30,000, each calendar year an amount of \$10,000 is restored (or a lesser amount to keep the restored total to no more than \$100,000). These benefits are available after the basic coverage is exhausted or when the basic coverage does not apply. A deductible of \$25 must be met before benefits are payable. The deductible may be accumulated through covered charges relating to all illnesses the individual may suffer during the year. If two patients under the same contract satisfy the deductible amount during any one calendar year, all others in the family get major medical benefits without paying the deductible. Payments made by the Basic Plan do not apply toward the deductible.

To the extent they are not covered under the Basic Plan, the following schedule of payments apply to services rendered:

1. Expenses paid 100% by WPS:
  - a. In-patient hospital charges, room and board charges limited to a semi-private room.
  - b. Physicians and psychiatrists charges for treatment to in-patients.
2. Expenses paid 80% by WPS, 20% by the subscriber:
  - a. Physical therapy
  - b. Special nursing care
  - c. Ambulance
  - d. Extraction or replacement of natural teeth when necessitated by an accidental injury
  - e. Initial acquisition of artificial limbs and eyes, blood transfusion, splints, casts, trusses, orthopedic appliances, and medical equipment (iron lung, oxygen, radium and radioactive isotopes)
  - f. Drugs recommended or prescribed by a physician
3. Expenses paid 50% by WPS, 50% by the subscriber:

Psychiatrists and psychologists working under the direction of a physician, for outpatient care (maximum allowance of \$500 during any one calendar year).
4. Nursing home care up to \$10 per day. The maximum number of benefit days is 150 regardless of the number of illnesses.
5. Home care by a person, other than a registered or licensed practical nurse, up to \$10 per day. Necessity for care must be certified by a physician. Maximum number of benefit days is 730 per confinement regardless of the number of illnesses. Two days of such care are allowed for each unused day of regular hospital care per confinement.
6. Exclusions from coverage are, but not limited to:
  - a. custodial or rest cures
  - b. cosmetic surgery except in cases of congenital disorders or accidents
  - c. eye glasses, contact lenses, hearing aids, or examinations for the same
  - d. treatment of corns and calluses, toenails (except complete removal).



## Cost of Insurance (1975-76)

### Regular Coverage

	Monthly Premium Rate	
	<u>Employee</u>	<u>State</u>
Individual Plan	\$ 2.62	\$ 23.54
Family Plan	\$ 6.47	\$ 58.21

### Early Coverage (no state contribution)

	Monthly Premium Rate	
Individual Plan	\$ 26.16	
Family Plan	\$ 64.68	

Premium payments are deducted monthly from paychecks. Since coverage must be paid two months in advance a double or triple deduction of premiums may be necessary.

### State Health Maintenance Plan (State HMP)

State HMP is a plan which is available as an alternative to Parts I and II above. Employees have the opportunity once each year to opt into or out of the State HMP plan.

Each employee and dependent covered by State HMP must select a participating physician or clinic and must use that physician or clinic to supervise their health care needs. Selection of physician or clinic may be changed with 45 days advanced notice to WPS.

### Coverage

State HMP coverage includes the identical coverage of the standard plan (Parts I and II above) and major medical (Part III). In addition, State HMP:

1. removes the \$25 deductible for physician services
2. covers prescription drugs at 100% after the \$25 major medical deductible
3. adds five outpatient mental therapy sessions
4. provides up to 365 days of hospital benefits for alcoholism
5. provides preventive dental benefits for children thru age 11
6. provides preventive eye care benefits for children thru age 17

If the employee and/or covered dependents require emergency care away from home, the benefits applicable are those of the standard plan and major medical coverage (Parts I, II and III).

### Cost of State HMP

The premium rates for State HMP and for the Standard Plan are the same. (See above.)



## WISCONSIN STATE GROUP LIFE INSURANCE

(For additional information contact Business Services, Fringe Benefits 262-1838)

### Eligibility

Group Life Insurance is provided for any faculty, academic staff or limited appointee who has been a member of the State Teachers Retirement System for six months and is not yet 65 years old. Coverage is automatic unless a waiver of insurance is filed with the Insurance Office at least 30 days prior to the effective date of the insurance. A waiver may be filed after the insurance is in force if an employee wishes to discontinue the insurance. An employee who waives coverage may not later be insured unless one year has elapsed from the effective date of the waiver and the employee is under age 50 and submits evidence of insurability, at the employee's expense, satisfactory to the insurance company.

### Benefits

This is a term life insurance policy which is provided without a medical examination. It is payable when death occurs from any cause\*, at any time or in any place. The program also has Accidental Death and Dismemberment benefits. In case of accidental death the additional benefit is equal to the amount of life insurance in effect. In other words, if your insurance provides \$7,000 coverage, the combines benefit in case of accidental death would be \$14,000. Dismemberment benefits are paid according to the schedule listed in the insurance policy. The state contributes 32% of the policyholder's premium cost. State contributions are in addition to the employee contribution.

### Amount of Insurance and Cost

The insurance of each employee under age 65 equals the gross amount of the employee's total state earnings for the previous calendar year, (including any amount paid into a tax sheltered annuity) which if not in even thousands, is increased to the next higher thousand. For example, an employee who earned \$9,400 during the previous calendar year would have \$10,000 insurance in the current year. Changes in insurance resulting from changes in earnings will ordinarily be made once each year.

The employee contribution for each \$1,000 of insurance is 20 cents per month until February 1 following attainment of age 30; then 40 cents per month until the February 1 following attainment of age 40; thereafter, 60 cents per month until attainment of age 65.

In addition to the foregoing insurance benefits, the employee is entitled to an equal amount of "supplemental insurance." The supplemental insurance is automatically purchased unless the employee files a waiver of either the entire amount of supplemental insurance or 50% of the amount of supplemental insurance.

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\*There are exceptions for certain kinds of accidental death and dismemberment, for example suicide or attempted suicide.



The employee contribution for each \$1,000 of supplemental insurance is 10 cents per month until the February 1 following attainment of age 30; then 20 cents per month until the February 1 following attainment of age 40; thereafter 35 cents per month until attainment of age 65. The state pays 78% of the employee contribution on the supplemental coverage. State contributions are in addition to the employee contribution.

#### Insurance Without Employee Contributions

The basic insurance will be continued for life without cost to the individual when:

1. Insured employees attain age 65 and are still active state employees.
2. An insured employee retires on an immediate annuity at age 65 or later. (An "immediate annuity" is one which begins not later than one month after the person ceases to be a state employee.) The immediate annuity requirement is waived if the employee has 10 years or more of service under the State Teachers Retirement System.
3. An insured employee is qualified as a disabled employee and remains disabled.

An insured employee retiring on an immediate annuity before age 65 with 20 years of state service or more may continue to be insured by authorizing premium deductions from the annuity until attaining age 65.

In all cases the insurance is reduced upon reaching age 65 to the following:

Age 65	-- 75%
Age 66	-- 50%
Age 67 or over	-- 25%

The supplemental insurance coverage ceases when the employee attains age 65.

(For additional information contact Business Services Fringe Benefits 262-1838)

## THE UNIVERSITY OF WISCONSIN FACULTY ASSOCIATION LIFE INSURANCE

(For additional information contact Business Services Fringe Benefits 262-1838)

### Eligibility and Cost

Faculty Association Life Insurance is a condition of employment of all faculty, academic staff and limited appointees who receive \$678.83 gross salary or more per month on an annual basis or \$763.33 gross salary or more per pay period on an academic basis.\* Employees who were eligible at an earlier date and no longer meet the current salary requirements will continue to be insured.\*\* Membership begins on the 20th day of September of each year, and the annual premium of \$24 is deducted for the year from the October payroll, payable in November. Individuals who attain age 64 prior to March 20th of the period preceding the October payroll are excluded from eligibility.

### Benefits

This is a decreasing term life insurance policy which is provided without a medical examination or other evidence of insurability.

### Amount of Insurance

All members shall be entitled to one unit of insurance. A "unit of insurance" shall be defined as the amount of insurance purchasable for each individual by a gross annual premium of \$24 on a term basis, at the individual's attained age.

### INSURANCE SCHEDULE

<u>Age Nearest Birthday on Last Sept. 20</u>	<u>Benefit Schedule</u>	<u>Age Nearest Birthday on Last Sept. 20</u>	<u>Benefit Schedule</u>
20	\$24,000	26	\$23,700
21	24,000	27	23,400
22	24,000	28	23,100
23	24,000	29	22,800
24	24,000	30	22,500
25	24,000	31	22,100

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\* The minimum salary figure is established annually by the Board of Directors of the Faculty Association.

\*\* Employees who were insured in prior years and are no longer in a qualifying position due to salary requirements will not have a payroll deduction taken. They may continue to be insured by making a payment before November 1 of each year directly to National Guardian Life Insurance Company, 2 East Gilman Street, Madison, Wisconsin 53703.



# Insurance Schedule -- Continued

Age Nearest Birthday on <u>Last Sept. 20</u>	Benefit <u>Schedule</u>	Age Nearest Birthday on <u>Last Sept. 20</u>	Benefit <u>Schedule</u>
32	\$21,700	49	\$6,900
33	21,300	50	6,300
34	20,900	51	5,600
35	20,500	52	5,100
36	19,900	53	4,500
37	19,000	54	3,800
38	17,900	55	3,200
39	16,600	56	2,800
40	15,300	57	2,700
41	13,900	58	2,600
42	12,600	59	2,500
43	11,300	60	2,400
44	10,200	61	2,300
45	9,200	62	2,200
46	8,700	63	2,100
47	8,100	64	2,000
48	7,400		

(For additional information contact Business Services, Fringe Benefits  
262-1838.)

## INCOME CONTINUATION INSURANCE

(For additional information contact Business Services Fringe Benefits 262-1838)

### Eligibility

All faculty, academic staff and limited appointees who participate in the State Teachers Retirement System are eligible to enroll in the income continuation insurance program.

### Enrollment

A new employee has two open enrollment periods (i.e., periods in which no physical examination is required)

1. Within 31 days of hire
2. Within 31 days after completion of one year of service

If a new employee prior to his appointment at the University of Wisconsin--Madison participated under the State Teachers Retirement System, Wisconsin Retirement Fund or the Conservation Wardens Pension Fund for at least one year, he/she has one open enrollment period which is the first 31 days from date of hire.

### Benefits

The income continuation policy provides benefits which replace the following percentage of monthly salary:

1. 75% if your salary is less than \$1,000 monthly.
2. 70% if your salary is at least \$1,000 but less than \$1,500 monthly. Minimum benefits payable at this level are \$750 monthly.
3. 65% if your salary is at least \$1,500. Minimum benefits payable at this level are \$1,500 monthly; maximum benefits are \$2,000 monthly.

Benefits from the income continuation plan are integrated. This means that the plan will pay the entire amount shown above if you are not eligible for disability benefits from other sources. Benefits are integrated with payments from Workmen's Compensation, Social Security (only those disability benefits paid to the disabled employee, not family Social Security benefits), State Retirement Disability provisions and other group disability income plans in which the state participates. Such payments will not be duplicated by the income continuation plan and the plan will not pay benefits if the totals listed above are reached.

### Eligibility for Benefits

You receive income continuation benefits when you are totally disabled.

1. During the first 12 months of disability, "total disability" means the employee's inability by reason of any medically determinable physical or mental impairment, to perform each and all of the material duties



pertaining to his/her occupation or like occupation for which he/she is reasonably qualified, with due regard for education, training and experience.

2. After the first 12 months, "total disability" means the employee's complete inability by reason of any medically determinable physical or mental impairment, to engage in any substantial gainful activity for which he/she is reasonably qualified, with due regard for education, training, experience and prior economic status.

An employee who qualifies for disability provisions of applicable state or federal programs is deemed to meet the above definitions without further proof.

#### Premium

New employees who are not previously qualified and enroll within the first 31 days of employment, must pay the entire premium cost for the first year of service. Thereafter, the state will pay a part or all of the premium cost based on the waiting period of 22, 65, 90, or 130 days elected by the employee. New employees who have been active members for at least one year under the State Teachers Retirement System, Wisconsin Retirement Fund, or the Conservation Wardens Pension Fund, are eligible for state contribution immediately.

The amount of an employee's premium is related to the amount of the employee's monthly salary. The premium table for faculty and academic staff is shown below. The right hand column is the 130 day premium which is paid by the state. That amount should be subtracted from the amount shown in the other columns to determine the employee's premium for a waiting period of less than 130 days.

#### INCOME CONTINUATION PREMIUMS

<u>Monthly Salary</u>	<u>Elimination Period Working Days</u>			
	<u>22 days</u>	<u>65 days</u>	<u>90 days</u>	<u>130 days</u>
Up to 501	\$ 4.46	\$ 2.87	\$2.68	\$1.99
501 - 600	5.46	3.57	3.28	2.49
601 - 700	6.46	4.17	3.88	2.89
701 - 800	7.46	4.87	4.48	3.39
801 - 900	8.46	5.47	5.08	3.79
901 - 1000	9.46	6.17	5.68	4.29
1001 - 1100	10.46	6.77	6.28	4.69
1101 - 1200	11.46	7.47	6.88	5.19
1201 - 1300	12.46	8.07	7.48	5.59
1301 - 1400	13.46	8.77	8.08	6.09
1401 - 1500	14.46	9.37	8.68	6.49
1501 - 1600	15.46	10.07	9.28	6.99

Income Continuation Premiums -- Continued

Monthly Salary	Elimination Period <u>Working Days</u>			
	<u>22 days</u>	<u>65 days</u>	<u>90 days</u>	<u>130 days</u>
1601 - 1700	\$16.46	\$10.67	\$ 9.88	\$ 7.39
1701 - 1800	17.46	11.37	10.48	7.89
1801 - 1900	18.46	11.97	11.08	8.29
1901 - 2000	19.46	12.67	11.68	8.79
2001 - 2100	20.46	13.27	12.28	9.19
2101 - 2200	21.46	13.97	12.88	9.69
2201 - 2300	22.46	14.57	13.48	10.09
2301 - 2400	23.46	15.27	14.08	10.59
2401 - 2500	24.46	15.87	14.68	10.99
2501 - 2600	25.46	16.57	15.28	11.49
2601 - 2700	26.46	17.17	15.88	11.89
2701 - 2800	27.46	17.87	16.48	12.39
2801 - 2900	28.46	18.47	17.08	12.79
2901 - 3000	29.46	19.17	17.68	13.29
3001 and up	30.46	19.77	18.28	13.69



## WISCONSIN STATE TEACHERS RETIREMENT SYSTEM (STRS)

(For additional information, contact Mr. Ingraham at 262-2143 or Mr. Loomer at 262-3956)

The following statement is a quotation of parts of the Handbook of Information for Members of the State Teachers Retirement System published by the Department of Employee Trust Funds. Certain insertions have been made in brackets

The provisions set forth here in generally will not apply to any person who terminated employment under the STRS before May 11, 1973 or who became an annuitant before such date.

### EMPLOYERS COVERED

Employers covered are the State of Wisconsin or any subdivision thereof authorized to employ teachers or to pay their salaries, [including the University of Wisconsin System].

### MEMBERSHIP

You will be required to participate in the STRS from the first day of employment if you are engaged in teaching as a principal occupation, which means teaching one-half time or more. "Teaching" includes the exercise of any educational function for compensation in instructing or controlling pupils or students, or in administering, directing, organizing or supervising any educational activity.

[Research is considered "teaching" from the point of view of the system.]

### MEMBER REQUIRED DEPOSITS

As a participant in the STRS, the member's required deposit will be deducted from the compensation that you receive for teaching employment. When such deposits are made by your employer they are available to you for all benefit purposes as if they were deducted from your salary.

Your required deposit rate, as of January 1, 1974, is 5% of total compensation.

Your required deposits, whether deducted from your compensation or paid for you by your employer, are credited to your individual account in the STRS.

At present, of the "member's contribution" the University pays 4% of gross salary and the individual 1%, making a total "Member's contribution" of 5%.

### EMPLOYER (STATE) CONTRIBUTIONS

Prior to 7/1/73 the STRS employer contributions were paid from the State General Fund and were usually referred to as "state deposits." A 1973 amendment to the STRS law shifts the responsibility for the



employer contribution to the local employers. The term "employer deposit" or "employer contribution" used herein include "state deposits" made prior to 7/1/73 and employer deposits made by local employers after 7/1/73.

The employer is required to contribute to the STRS an amount which, when added to your required deposits and to the investment income from member's required and employer deposits, will provide the amount necessary to pay the benefits you or your survivors will be eligible to receive.

The employer contribution for any year is expressed as a percentage of all compensation which is subject to required deposits. The minimum employer contribution is an amount equal to your required deposit. The amount, however, may be significantly more than your required deposit if you qualify for a retirement benefit or disability benefit, and in certain death benefit payments.

In total the employer contribution to the STRS has been considerably more than the total of the member required deposits.

#### RETIREMENT BENEFITS

The three major factors used in determining your retirement annuity are age, "final average compensation" and "creditable service".

#### AGE

You may start your retirement annuity at any time after age 55 if you have terminated covered Wisconsin teaching employment. Age 65 is "normal retirement age". If you start your retirement annuity before age 65, your monthly payments will be reduced to recognize the longer period of time over which you will receive payments.

#### CREDITABLE WISCONSIN TEACHING SERVICE

"Creditable Wisconsin teaching service" is recorded in your account in the STRS office and includes all service for which you have made required deposits. If you had service before July 1, 1957 when you were under age 25, such service is also counted.

Effective July 1, 1975, a full year of service is credited for each school year (fiscal year) in which you made deposits for at least 165 days of teaching employment. Before July 1, 1966 no credit was given for any year in which your covered teaching employment was less than 120 days. After July 1, 1966, partial years are credited.

Periods of absence from Wisconsin teaching due to military service may be considered as creditable service if you left a covered Wisconsin teaching position to enter the military service. If you think you may qualify for such credit, send a copy of your military records showing the date of entry and date of discharge to the STRS.



#### FINAL AVERAGE ANNUAL COMPENSATION

"Final average annual compensation" means the average annual earnings during the 3 fiscal years of highest earnings covered under the STRS. Annual earnings for this purpose are amounts earned within the school year which begins July 1 and ends June 30. If total service is less than 3 years, the average of the total years is used.

#### RETIREMENT BENEFIT -- FORMULA CALCULATION

Your retirement annuity may be computed by the use of a simple formula, as follows:

--Determine your average monthly earnings by dividing your "final average annual compensation" by 12.

--Multiply the above average monthly earnings figure by 0.013 (1.3%).

--Multiply the result in the second step by the number of years of "creditable Wisconsin teaching service".

--The result is the monthly annuity payable at age 65 in the "normal form" (OPTION 2). The "normal form" is an annuity paid to the member for life. If the member dies before 60 payments have been received, the payments continue to the beneficiary for the balance of the 60 payments.

The amount of your annuity in the "normal form" as determined above, when added to your primary Social Security benefit, may not exceed 80% of your average monthly earnings for the 3 highest years.

An annuity of less than \$10 will not be paid. Instead the present value of the annuity, which includes employer monies, will be paid in a lump sum. The applicant may elect to receive the present value in a lump sum if the annuity is between \$10 and \$25 a month.

(NOTE: If the annuity in the "normal form" provided by the accumulation from member required deposits plus equal employer deposits is larger than the above formula annuity, the larger annuity will be paid.)

#### EARLY RETIREMENT

If you plan to retire before age 65, the formula calculation must be reduced to the percentage indicated in the following table for the age at which you plan to retire.

<u>AGE AT RETIREMENT</u>	<u>PERCENTAGE OF AGE 65 BENEFIT</u>
65	100.0%
64	94.5
63	89.0
62	83.5
61	78.0

<u>AGE AT RETIREMENT</u>	<u>PERCENTAGE OF AGE 65 BENEFIT</u>
60	72.5%
59	67.0
58	61.5
57	56.0
56	50.5
55	45.0

#### HOW TO CALCULATE YOUR ANNUITY

##### EXAMPLE

Retirement at	Age 60	Age 65
Final Average Compensation	\$10,000	\$12,000
Wis. Teaching Serv.	30 yrs.	35 yrs.

Final average compensation times .013	130	156
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Above times years of service equals annual annuity in normal form	3900	5460
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[Per the preceding table  
this amount would be  
multiplied by 72.5 to  
produce the annual annuity  
if retirement is at age 60]

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##### OPTIONAL ANNUITY PAYMENT PLANS

Your lifetime annuity may be paid in a number of optional forms, thus permitting you to provide varying amounts of benefit protection for your survivors.

For a detailed description of the annuity options you may request form ET-ST-13-1, Annuity Options pamphlet, from STRS.

##### DISABILITY ANNUITIES

After you have been a participant in the STRS for approximately 5 years, you may become eligible for a lifetime disability annuity if you become permanently and totally disabled. The following important points should be noted.

--You are not eligible to apply for a disability annuity after you reach the normal retirement age of 65.

--If you apply for a disability annuity, medical evidence supporting the application must be provided.

--The STR Board may at any time, but not more than once in any fiscal year, require proof of the continuance of the disability.



A disability annuity is computed by using the same formula as is used to compute a regular retirement annuity, except that:

--In addition to credit for service actually performed you will be granted additional service credit from the beginning date of your disability to the date on which you would attain the normal retirement age of 65.

--Regardless of the amount of service credit, however, your disability annuity generally may not exceed 50% of your average monthly earnings during the 3 years of your highest earnings.

--In addition to your disability annuity you may receive whatever Social Security benefits you are entitled to without limitation.

--You may not elect to receive a disability annuity in an optional form. However, survivor benefits may be paid depending upon your age at the time of death, the relationship of your beneficiary, etc.

#### DEATH BENEFITS

If you die before becoming eligible to receive a retirement annuity or a disability annuity, your beneficiary will receive a death benefit. The amount of the death benefit payable from your account will vary, depending upon your age at the time of death, the length of your participation in the STRS, the amount of your accumulated contributions, the relationship of your beneficiary, etc. In general:

--A death benefit always includes the full amount of required and additional contributions you have made (or which were made for you by your employer), together with interest credits on such contributions.

--If you were a member before June 30, 1966 employer deposits credited up to 6/30/73 plus accrued earnings will be payable. In general, the employer contributions credited after 6/30/73 are not payable as a death benefit.

--If your death occurs after age 60, a higher death benefit from employer contributions may be payable if your designated beneficiary is a spouse, child under age 21, child any age if handicapped, or other dependent of the member (as determined by the retirement board).

#### BENEFICIARY DESIGNATION

If you do not file a specific designation of beneficiary, any death benefit which becomes payable from your account will be paid automatically in accordance with a standard beneficiary sequence, as follows:

1. Widow or Widower
2. Child or children (including stepchildren of both current and former marriages and legally adopted children). If no children survive you, payment will be made in accordance with the subsequent groups. If at least one child survives you, the share of any



deceased child will be paid to the surviving spouse of that child, or to the surviving children of that child if there is no surviving spouse, or otherwise to the eligible children in this group.

3. Parent(s)
4. Grandchild or Grandchildren
5. Brother(s) and Sister(s)
6. Estate

(NOTE: Payment will be made to the person or persons in the lowest numbered group which consists of one or more living persons at the time of your death.)

If the standard beneficiary sequence does not suit your wishes, you may file a specific beneficiary designation form at any time. If you file such a form, you may also require that the death benefit be paid in the form of an annuity, otherwise, the beneficiary may elect to receive the death benefit either as an annuity or as a single sum payment.

If you have filed a designation naming specific beneficiaries or do so in the future, make certain that it is updated periodically to reflect changes in your personal situation and desires.

#### SEPARATION BENEFITS

If you terminate your employment covered by the STRS before you reach age 55, you will have a choice:

--You may receive a separation benefit consisting of the total required and additional contributions which you made to the STRS (or which were made for you by your employer) together with interest credited on such contributions through the previous June 30.

--When you apply for a separation benefit, you must agree to a full and complete discharge and release of all right, interest or claim to employer deposit accumulations and to any benefit under the retirement law. Your account will be closed and if you are reemployed in a covered position you will be considered a new entrant in the retirement system.

--You may have your accumulated contributions in the STRS until you reach age 55 (or any older age) at which time you will be eligible for a regular retirement annuity.

--To receive a separation benefit you must file an application. The proper application form may be obtained from the STRS office.

If you apply for a separation benefit, payment will usually be made within 90 days after the withdrawal application is filed. However, payment cannot be made before the final deposit is received from the employer.

If you terminate your employment under the STRS after reaching



age 55 you will not be eligible to receive a separation benefit. Instead, you will receive either a monthly retirement annuity or the present value of the retirement annuity in the normal form.

#### ADDITIONAL DEPOSITS

As a member of the retirement system you may make voluntary additional contributions to be credited to your account for the purpose of providing additional retirement income, supplementing any formula benefit annuity you may be eligible to receive. Additional deposits may also be placed in the variable annuity division if you have elected to participate in the variable program.

Because of the additional deposit provision, Tax Deferred (Tax Sheltered) annuities are available through the STRS. Amounts paid for these annuities are currently not subject to state or federal income tax.

University faculty, academic staff, and limited appointees may use the above provisions for the purchase of annuities on a tax-deferred basis. (See Circular #7 published by the STRS)

#### VARIABLE ANNUITY PLAN

You may elect at any time to participate in the variable annuity program by filing an irrevocable election with the retirement system. Such election authorizes the investment of one-half of your future contributions plus an equal amount of employer deposits in equity securities, primarily common stocks. If you elect variable participation part of your retirement annuity will be paid as a fixed annuity and part as a variable annuity.

At the time of retirement your accumulation from deposits in the variable division will be compared to the accumulation of equal deposits in the fixed division. Based on this comparison, if the variable accumulation is greater, the initial basic formula annuity will be increased. If the variable accumulation is smaller, the initial annuity will be decreased.

After retirement the variable portion of your benefit will be increased or decreased annually depending on the investment of the variable funds.

#### EMPLOYMENT AFTER RETIREMENT

Except for disability annuitants, there is no limit on the amount of earnings you may receive after retirement unless you work in a position which is covered by STRS. If you are employed in a position which is covered by STRS, your annuity will be terminated when your covered earnings in any fiscal year (July 1 -- June 30) exceed six times the average monthly earnings amount based on your average monthly earnings for the 3 highest years' salary prior to your reentry into active teaching.

#### BENEFIT APPLICATIONS

No benefit of any type may be paid unless an application in the

required form has been filed in the office of the STRS, together with any required supporting evidence.

Forms must be requested directly from the office of the STRS.

#### OTHER INFORMATIONAL CIRCULARS

You may request any of the following, more detailed circulars by writing to the office of the STRS.

#### FORM TITLE

##### Form No.

ST-506	Formula Benefit Table
ST-507	Tax Deferred Annuities
ST-508	Disability Benefits
ST-509	Separation Benefits
ST-516	Death Benefits
ST-13-1	Annuity Options
St-558	How to Participate in the Variable Program

#### OFFICE HOURS

If you need personal assistance on any matter, qualified counselors are available to help you in the office of the STRS at Madison from 7:45 a.m. until 4:30 p.m., Monday through Friday of each week. Assistance by telephone is also available during the above indicated hours: Call 266-3285 (Area Code 608).

Retirement counseling services are available on the UW-Madison campus. Call Mark Ingraham (262-2143) or C.W. Loomer (262-3956).

For additional information, write, call or visit the office of the Department of Employee Trust Funds, State Teachers Retirement Bureau, 201 East Washington Avenue, P. O. Box 1414, Madison, Wisconsin 53702, (608) 266-3285.



## ADDITIONAL INSURANCE INFORMATION

### (1) Special Group -- Blue Cross and Surgical Care Blue Shield Health Insurance

Faculty, academic staff and limited appointees who are not eligible for State Group Health Insurance may purchase a group health insurance plan including major medical coverage, for Special Personnel. There is no employer contribution towards the premiums for this plan. For information about this insurance contact Risk Management, 262-0375.

### (2) Major Medical Insurance -- Central National Life

Faculty, academic staff and limited appointees may purchase major medical insurance, in addition to that provided through the State Group Health Insurance program, by purchasing a plan underwritten by Central National Life Insurance Company. The state makes no contribution to the premium. The cost to the individual is \$1.50 per month. If one dependent is also covered the premium is \$3 per month. For the individual and two or more dependents the premium is \$4.50. The maximum benefit is \$100,000 for physical illness or injury, \$20,000 for mental illness, \$3,000 for accidental death and dismemberment, and \$500 for dental charges.

(For additional information contact Business Services, Fringe Benefits 262-5331.)

### (3) University of Wisconsin Employees, Inc., Group Life Insurance -- Mutual Service Life Insurance Company

Faculty, academic staff and limited appointees may purchase life insurance, in addition to that provided by the State, by purchasing a plan underwritten by Mutual Service Life Insurance Company. The State makes no contribution to the premium

The schedule of benefits and premiums is as follows:

<u>Age</u>	<u>Life Insurance</u>	<u>Accidental Death &amp; Dismemberment</u>	<u>Total Monthly Contribution</u>
Up to 40 yrs.	\$5,000	\$2,000	\$ .92
40 -- 54	5,000	2,000	1.72
55 -- 64	5,000	2,000	3.62
65 & over	1,500	1,000	4.62

This plan also provides \$1,000 life insurance for a dependent spouse; \$500 over age 65.

(For additional information, contact Business Services, Fringe Benefits 262-5331.)

### (4) Voluntary Accidental Death and Dismemberment Insurance Plan -- Continental Casualty Company

Faculty, academic staff and limited appointees may purchase a Voluntary Accidental Death and Dismemberment Insurance Plan underwritten by Continental Casualty Company. The State makes no contribution to the premium.

The plan covers the individual and may include spouse and dependent children if enrolled. The coverage and costs are as follows:

<u>Principal Sum</u>	<u>Monthly Cost Employee Only</u>	<u>Monthly Cost Employee &amp; Dependents</u>
\$ 10,000	\$ .55	\$ .75
25,000	1.38	1.88
50,000	2.75	3.75
100,000	5.50	7.50

(For additional information, contact Risk Management, 262-0375.)



## STATUS UPON TERMINATION OF UNIVERSITY EMPLOYMENT

### HEALTH INSURANCE

#### State Group Health Insurance (Wisconsin Physicians Service) (262-5331)

Coverage remains in effect for two months after the last payroll deduction has been taken. For example, if an employee terminated January 15, the last health insurance deduction would be taken from the January earnings (paid in February) and he would have coverage through March 31st. The insurance company sends a conversion billing to all employees who have had group coverage in effect for no less than six months. Employees who retire may continue group coverage under certain circumstances. Coverage is automatic if the retiree has an annuity which begins not later than one month after termination of employment. Unused accumulated sick leave may be converted upon retirement or death for payment of health insurance premiums (see p. 10.3), or premiums may be deducted from annuity payments if unused sick leave has been exhausted.

#### Major Medical Insurance -- Central National Life (262-5331)

Coverage remains in effect for one month after the last payroll deduction. Employees who terminate and are not annuitants may convert from their Group Major Medical Expense Insurance to an individual or family type expense plan, providing such application is made within the 30 day period immediately following termination of employment. Annuitants may continue under the plan at group rates provided application is made within 30 days after becoming an annuitant.

#### Voluntary Accidental Death and Dismemberment Insurance Plan -- Continental Casualty Company (262-0375)

Coverage is not effective after the date of the last payroll deduction. For example, if an employee terminated in December, the last deduction would be taken in January so he would be covered through January. Coverage can be extended to retirees for two full policy years after retirement for persons retiring at age 70 or before. Those who retire at age 70 may be covered until the policy anniversary date following age 72.

#### Special Group Health Insurance (262-0375)

Coverage may be continued by applying for the Blue Cross and Surgical Care Blue Shield direct pay conversion contract within 30 days of the date of termination.

#### Income Continuation Insurance (262-1838)

Coverage remains in effect until the end of the month following the month in which the last payroll deduction is made.

### LIFE INSURANCE

#### State Group Life Insurance (262-1838)

Coverage remains in effect for 31 days from date of termination of University employment. During this period of 31 days, the employee may buy, without medical examination, an individual life insurance policy at standard rates, provided he/she was insured under this program for an entire six months preceding termination. An employee who retires on an immediate annuity at age 65 or later is covered for life without

additional cost. The employee who retires on an immediate annuity before age 65 and with 20 years of state service may continue to be covered by authorizing deductions of contributions from the annuity until age 65.

University of Wisconsin Faculty Association Life Insurance (262-1211)

Insurance may be retained indefinitely by paying a \$24.00 premium each year before November 1. Payment is to be made directly to National Guardian Life Insurance Company, P. O. Box 1191, Madison. The company does not notify policyholders of payment due each year -- policyholders must keep track of this themselves.

University of Wisconsin Employees, Inc., Group Life Insurance (262-5331)

Coverage remains in effect for one month after the last payroll deduction. During this period an employee who has been covered for 12 months or more may buy, without medical examination, an individual life insurance policy at standard rates.



## STATUS OF FRINGE BENEFITS WHILE ON LEAVE OF ABSENCE OR LAYOFF

### RETIREMENT

#### Wisconsin State Teachers Retirement System

Deposits may not be withdrawn during this period. An employe may make his/her own voluntary deposits in either the fixed or variable division while on leave. These deposits will earn interest, but there is no state contribution.

### HEALTH INSURANCE

#### State Group Health Insurance (Wisconsin Physicians Service) (262-5331)

Employes may continue to be insured for three years. State contribution is continued for three months of the leave of absence after which the employe must pay the full premium.

#### Major Medical Insurance -- Central National Life (262-5331)

Coverage may be retained at the group rates for a three year period.

#### Voluntary Accidental Death and Dismemberment Insurance Plan -- Continental Casualty Company (263-0375)

Coverage may be retained for as long as two years. If leave is without pay, it is necessary for employes to prepay the insurance for the period of the leave.

#### Special Group Health Insurance (262-0375)

Coverage may not be continued while on leave of absence.

#### Income Continuation Insurance (262-1838)

Coverage may be retained for two years. The state contribution is continued for three months of the leave of absence, after which the employe must pay the full premium.

### LIFE INSURANCE

#### State Group Life Insurance (262-1838)

Coverage may be retained by an employe for a three year period. The state contribution for Group Life Insurance will be continued for up to three years. The employe must prepay premiums in order for the insurance to continue.

#### University of Wisconsin Faculty Association Life Insurance (262-1211)

This insurance may be retained indefinitely providing a \$24 premium is paid each year before September 20. Payment is to be made directly to National Guardian Life Insurance Company, P. O. Box 1191, Madison.

#### University of Wisconsin Employee, Inc., Group Life Insurance (262-5331)

#### Mutual Service Life Insurance Company

Coverage may be retained for a three year period.

## SICK LEAVE

(For additional information, contact 263-2511)

What follows is the complete sick leave policy adopted by the Board of Regents on June 8, 1973.

### DEFINITION OF SICK LEAVE

Absences of faculty and academic staff\* of the University of Wisconsin System because of personal illness, injury or pregnancy, as well as attendance on the children or spouse of a staff member whose condition requires the staff member's direct care, will be subject to the following leave policy, effective July 1, 1973.

### ELIGIBILITY

The policy is applicable without regard to extent of appointment, to all faculty and academic staff other than graduate assistants or visiting faculty who are covered by sick leave provisions at their home institutions.

### ACCUMULATION OF LEAVE

Staff members whose initial appointments are for nine months or more shall be granted 22 working days\*\*(i.e., Monday through Friday exclusive of holidays) of leave which they may draw upon as required by illness, injury, disability, or pregnancy. After 1½ years of service, additional nonlapsing leave is earned by such members at the rate of 1 day per month for persons holding annual appointments, 6 days per semester and 4 days per quarter for persons who hold academic year appointments with a maximum annual accumulation limited to not more than 12 days. Unused sick leave shall accumulate from year to year in the staff member's account.

If a staff member takes sick leave, the rate of sick leave compensation shall be the rate of salary which the staff member would have normally received. Other than the 22 days of sick leave granted to the staff member upon appointment, sick leave may be taken only after it has been earned (i.e., it may not be anticipated). A staff member utilizing paid sick leave continues to accumulate sick leave during the period of absence. However, a staff member shall not accumulate sick leave while on an unpaid leave of absence. Previously accumulated sick leave shall not be affected by unpaid leaves of absence.

### PRO-RATION OF ACCUMULATED SICK LEAVE

Initial entitlement and accumulation of sick leave as specified in the preceding section assume full-time appointment of 9 months or more. Part-time appointees have an initial entitlement, earn and are charged sick leave in proportion to the extent of their appointment.

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\* This policy also includes "limited appointments," a category of employees which did not exist when the policy was formulated.

\*\* The word "days," wherever used in this document, refers to working days.



### ALLOWANCE FOR PAST SERVICE

On the effective date of this policy, University of Wisconsin System staff members whose appointments are normally for nine months or more shall have an initial accumulation totaling the amount of sick leave the individual would have accrued during previous years of service if this sick leave plan had been in effect less a debit of two days per year of service.

### CANCELLATION AND REINSTATEMENT

If a staff member leaves employment within the University of Wisconsin System unused sick leave will be terminated but will be reinstated if the staff member is reappointed to any position within the System within three years.

### RELATION OF SICK LEAVE TO INCOME CONTINUATION INSURANCE

When a staff member becomes eligible to receive compensation under income continuation insurance, sick leave benefits are no longer applicable to that illness.

### FACULTY WITH TEACHING RESPONSIBILITIES

In any semester\* in which a faculty member\*\* who has teaching responsibilities is entitled to use sick leave, the provisions of this policy shall be modified as follows:

- (1) If a faculty member's duties are assumed by colleagues for the duration of the semester, as has been the traditional way of covering teaching responsibilities, the absent individual will not be required to use sick leave until the end of the semester in which the absence began.
- (2) If a replacement is appointed to assume the faculty member's responsibilities he or she must use sick leave.

Whichever of the above situations obtains during the semester in which the absence commences, the absent staff member will be required to use sick leave thereafter.

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\* The word "semester," here and wherever subsequently used in this document, shall also be interpreted to mean "quarter" or any other institutionally defined instructional time period.

\*\* For the purpose of this document, faculty assistants, lecturers and instructors with teaching responsibilities shall be accorded the same sick leave provisions as members of the teaching faculty. Visiting faculty whose home institutions do not provide for sick leave shall also be covered by the provision.



#### USE OF SICK LEAVE FOR MEDICAL ABSENCE THAT CAN BE ANTICIPATED

In order to minimize disruption of the academic program and the attendant demands on students and staff, a member of the faculty who has teaching responsibilities and who expects absence under this policy during an upcoming semester may, with two months' advance notice, elect to receive a combination of paid and unpaid leave of the entire semester. Such leave will be taken only at the option of the faculty member, but the University may require proof at the time two months' notice is given that the anticipated absence cannot be arranged so as to avoid interruption of teaching duties. Under this clause the faculty member may receive the sick leave benefits for which he or she would have been eligible had the staff member remained on duty up to the time of disability. Other portions of the semester not covered by sick leave will be on leave without pay.

#### LEAVE FOR MATERNITY PURPOSES

Provisions governing maternity leave do not differ from policies governing other temporary disabilities. A teaching or non-teaching staff member may opt to continue her normal duties through pregnancy using accumulated sick leave as needed for prenatal, delivery and postdelivery care while physically unable to perform her duties. Thereafter, she may take additional consecutive days or the remainder of the semester as unpaid leave at her option.

A member of the faculty with teaching responsibility, alternatively, may opt to receive a combination of paid and unpaid leave as provided in "Use of Sick Leave for Medical Absence That Can Be Anticipated". In such cases it shall be understood that the timing of pregnancy cannot be "arranged" under the meaning of this policy.

In the semester after the one in which delivery occurs, irrespective of her medical condition, the staff member shall be granted, upon her request, leave without pay for the semester\*. In the case of a non-tenured faculty member such leave will not be counted in the calculation of probationary time. A female staff member who anticipates taking leave for maternity should so inform her chairman or supervisor as early as possible.

#### SICK LEAVE DURING SUMMER SESSION

Staff members whose basic appointments are for nine months or more and who teach in the summer session may qualify for sick leave in the summer session, provided inception of the illness occurs on the first or subsequent day of the summer session. Visiting faculty, if not covered by sick leave provisions at their home institutions, are covered during the summer session provided their appointments at the University extend for at least nine months in addition to the summer session term. Exceptions to this policy regarding sick leave during the summer session may be made, on behalf of members of the permanent faculty only, at the discretion of the Chancellor.

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\*Either parent may receive such leave in the semester following the birth of the child. However, if both parents are employed by the University, only one may receive such leave for child care.



#### EXEMPTED STAFF MEMBERS

Many members of the University of Wisconsin-Extension staff hold joint appointments with Wisconsin counties. It has been customary for most such individuals to observe the vacation and sick leave policies of the counties in which they are based. Provisions of this sick leave policy do not apply to faculty and academic staff members who elect to observe the sick leave policies of a county. However, the University System sick leave policy does apply to county-based staff members who elect to receive coverage under income continuation insurance for which a state contribution is made.

#### RECORDS

Each department or equivalent unit shall maintain records of sick leave entitlement for its faculty and academic staff members.

#### EXCEPTIONS

Nothing in this policy shall terminate benefits or commitments previously made to persons absent for medical reasons on the effective date of this policy.

#### CONVERSION UPON DEATH OR RETIREMENT

Upon an employee's retirement or death, "full conversion credit at the current basic pay rate for all unused accumulated sick leave" is available to the employee or the employee's surviving dependents (defined as spouse or unmarried child as defined by rules of the Group Insurance Board) to offset the cost of state group health insurance premiums. The University must notify the Group Insurance Board within 60 days of an employee's retirement.

## HOLIDAYS AND VACATION

(For additional information, contact 263-2511)

### Holidays

Faculty, academic staff and limited appointees receive a total of 7 1/2 holidays per year: January 1; last Monday in May (Memorial Day); July 4; first Monday in September (Labor Day); fourth Thursday in November (Thanksgiving); December 25; Good Friday afternoon; afternoons of December 24 and December 31. If January 1, July 4 or December 25 falls on Sunday, the following Monday shall be considered a holiday.

Employees required to work on any holiday shall be given compensatory time off.

### Vacations

Full time 12-month appointees earn vacation at the rate of 22 working days per year in addition to the holidays enumerated above. Part-time 12-month appointees earn a pro-rata share of vacation, e.g. a 50% employee gets 22 half-days of vacation. Vacations are to be arranged with the concurrence of the supervisor.

If an employee who earns vacation is absent during academic recess periods other than the holidays enumerated above such absences shall be counted as vacation.

Vacations are to be accrued and taken on a fiscal year basis. With the approval of the appointing authority, unused vacation may be carried over until October 1 of the following fiscal year. Employees may, with the advance approval of the appropriate dean or director, reserve accrued vacation time (limit of three months) for a special project purpose; such arrangements should be in writing. Nine-month appointees whether full-time or part-time earn no vacation and are expected to work during academic periods except for those days specifically enumerated above as holidays.



## UNEMPLOYMENT COMPENSATION

(For additional information, contact 262-3233)

Unemployment Compensation benefits are provided by Chapter 108 of the Wisconsin Statutes at no cost to employees. Such benefits provide partial compensation for a limited period of time to those eligible employees who generally are unemployed for reasons not of their own making. Employees who voluntarily terminate their jobs or who are fired for cause may or may not be eligible depending upon the circumstances of their particular cases. In addition, all claimants for unemployment benefits are required to register for work with the Wisconsin State Employment Service and must be both physically able to work and substantially available for work on the general labor market.

### Eligibility

The University is a "covered" employer under the Unemployment Compensation law. Normally, all employees are covered by Unemployment Compensation provided they have been employed within 17 or more weeks during the 52 week period immediately preceding the filing of a claim. However, employees in an instructional, research, or principal administrative capacity who have contracts for each of 2 successive academic years or for 2 regular terms are not eligible for benefits during the summer months.

### Benefits

There is a sliding scale of benefits, the level of which depends on the number of work weeks and the average weekly wage during the employee's 52 week base period. The current maximum benefit is \$99 per week. An average weekly wage of \$196.01 or more is required to qualify for the maximum benefit. The number of weeks of benefits which may be paid is also on a sliding scale according to the number of work weeks. Benefits can be paid for a maximum of 34 weeks, although that number may be extended during certain periods of high unemployment.

### What to do in case of unemployment:

An individual who is unemployed and willing and able to work should register at the Employment Security Division Office, 206 North Broom Street, Madison. Such registration must take place weekly. However, most claimants are placed on a mail filing system after the first two weeks.

## WORKMEN'S COMPENSATION

(For additional information, contact 262-3233)

Workmen's Compensation is provided by state statute and gives medical and monetary benefits to employees or their dependents who are injured physically or mentally or contract disease as a result of their employment, either on the Employer's premises, or off the premises working for the Employer.

### Eligibility

All faculty and academic staff members are covered. There is no cost to the employee for this protection.

### Benefits

Protection includes monetary compensation, death benefits, reasonable and necessary medical and hospital benefits, and maintenance payments while undergoing rehabilitation training. Normal monetary compensation benefits are at a level of 66 2/3% of full time wages but have dollar maximum levels of \$100 per week for temporary disability, permanent total disability and death, and \$53 per week for permanent partial disability. The level and duration of benefits varies according to the seriousness of the injury and whether the disability is temporary, permanent, partial or total. Compensation levels are determined by the Workmen's Compensation Division of the Wisconsin Department of Labor, Industry and Human Relations.

Compensation begins after the first three work days following the day on which the disability occurs. Payments for those first three days will be made if the employee is still disabled after the tenth calendar day following the first day of disability. Payments are only due if the employee is suffering a wage loss.

### What to do in case of injury:

An employee who is injured should seek medical attention immediately. The employer should be notified immediately and in no case later than 30 days after the injury occurs. Claims for benefits must be made to the Workmen's Compensation Division within two years from the date injury occurred, or within two years from the date the employee should have known of the work-connected nature of the injury, but in no case beyond six years from the commencement of the disability.



LANGENFELD, MARY M  
SPECIALIST  
MSN - G SERV  
OFFC INFORM SVCS

# The University of Wisconsin System



SENIOR VICE PRESIDENT

ACADEMIC AFFAIRS / 1620 Van Hise Hall / Madison, Wisconsin 53706 / 608/262-6420

June 19, 1975

*Academic  
staff*

TO: BOARD OF REGENTS

FROM: Donald K. Smith

*Donald K. Smith*

SUBJECT: Further amendments to Academic Staff Personnel Rules

In the attached letter, Mr. David Hanson, Assistant Chancellor, UW-Madison, proposes amendments to the Academic Staff Personnel Rules in addition to those recommended by Central Administration in my June 11 letter.

We have examined the amendments proposed by Mr. Hanson and have concluded that they would be useful additions to the System Academic Staff Personnel Rules. Central Administration recommends adoption of these further amendments which will effect changes in Sections 9.02, 12.01, and 12.10 of the draft document that accompanied my June 11 letter to all members of the Board.

Attach.



# The University of Wisconsin—Madison

MADISON, WISCONSIN 53706

OFFICE OF THE CHANCELLOR  
BASCOM HALL  
500 LINCOLN DRIVE

June 19, 1975

## MEMORANDUM

To: Donald K. Smith  
Senior Vice President

From: David J. Hanson  
Assistant Chancellor

Subject: Proposed Academic Staff Rules UWS 9-15

A draftsman learns early that some things are never quite satisfactory and that improvement is always possible. I have several suggestions which should clarify language and make the rules more workable. Your consideration will be appreciated. References are to the June 6, 1975, draft unless otherwise indicated.

First, I would suggest that the word "rules" on page 1, at line 28, in sec. 9.02 be stricken and "policies and procedures" be substituted therefor. The word "rules" as applied to actions of the Board of Regents could be interpreted to trigger the requirement of notice and hearing pursuant to chapter 227, Stats., each time the Board considered such "rules" or amendments thereto. If, on the other hand, the Board is considering campus policies and procedures (which are clearly not matters of state-wide impact and importance) as such and not as "rules" this potential difficulty is eliminated.

Second, Central Administration has suggested an amendment to see UWS 12.01 as Exhibit II to your memo of June 11, 1975. The amendment proposed appears to require "prior" consultation under campus procedures for all decisions made pursuant to a change in the level of resources available for a particular project. In any layoff situation there are several levels of decisions to be made. Some of these levels involve decisions about which prior consultation may be either unnecessary, superfluous, or harmful. In the situation in which grant funds for a continuing research project are cut off by congressional or executive action, basic issues concerning levels of resources aren't amenable to consultation. Even after the reduction in funds comes to the campus, layoffs will, according to sec. 12.03, normally follow seniority. Again, decisions are made but prior consultation may in this case be superfluous. I do want to emphasize my belief that under such circumstances any administration will be accountable for its actions after the fact. In summary, I believe that the emphasis on "prior" consultation is not applicable to all levels of decision making.

Finally, there is strong precedent in the field of labor law for separating decisions over the basic nature and direction of the enterprise which is a

Donald K. Smith  
June 19, 1975  
Page 2

management decision, while recognizing that management and its employes have joint concern and responsibility for the impact of those decisions on employes.

Consequently, I would suggest that Exhibit II be reworded to strike the words "be made after" in line 6 and substitute "require," and to strike the word "prior" in line 12. The language thus amended would permit consultation or explanation after the fact where appropriate.

Third, section 12.10 introduces a new concept, "equivalent position" which is even more ambiguous than the statutory language "reasonably comparable duties." "Reasonably comparable duties" should be used. Additionally, the word "salary" is used. The words "salary rate" would be more appropriate since we have 9, 10 and 12-month employes at this and other campuses and many part-time employes. Finally, I would insert the words "academic staff" to modify "position" to insure that there is no confusion if an individual goes from academic staff to faculty, classified, or other employe status.

I am sure that you have been deluged with suggestions. Your attention to these minor changes and clarifications will be appreciated.

DJH:mz

cc: Chancellor Young  
Vice Chancellor Shain  
Ray Bowen  
Cyrena Pondrom  
Edward Krinsky  
David Stewart



UNIVERSITY OF WISCONSIN SYSTEM PERSONNEL RULES FOR  
ACADEMIC STAFF, LIMITED AND OTHER APPOINTEES

CHAPTER UWS 9. ACADEMIC STAFF RULES: COVERAGE AND DELEGATION.

UWS 9.01 COVERAGE. The rules in secs. UWS 10 to UWS 14, policies and procedures developed by particular institutions or central administration thereunder, apply to all academic staff appointments within each institution or within the central administration. In UWS 9 through 14, where appropriate, "president" may be substituted for "chancellor" and "central administration" for "institution."

UWS 9.02 DELEGATION. Each chancellor shall provide for the establishment of a committee with at least a majority of academic staff to advise the administration on policies and procedures for academic staff adopted pursuant to UWS 9 to 14. Wherever each institution is charged in UWS 10 to 14 with adopting policies and/or procedures, the chancellor shall develop those policies and/or procedures in consultation with the committee and, as appropriate, with members of the faculty and the student body. Rules-and-procedures-developed-pursuant-to-creation-of-an academic-staff-committee-at-the-institution-level-(UWS-9.02)-and-institution procedures-and-criteria-for-determining-fixed-term;-probationary;-and-indefinite appointments-(UWS-10.03)-shall-be-forwarded-by-the-chancellor-to-the-president-and by-the-president-to-the-board-for-its-approval-prior-to-taking-effect;--Such-policies and-procedures;-unless-disapproved-or-altered-by-the-regents;-shall-be-in-force-and in-effect-as-rules-of-the-regents;--All-other-rules-and-procedures-developed-pursuant to-secs.-UWS-9-14-by-each-institution-need-not-be-approved-by-the-regents-but-shall be-forwarded-to-the-board-by-each-chancellor-through-the-president-for-the-board's information. Policies and procedures developed by each institution for administering the specific elements of their academic staff personnel actions here specified shall be forwarded by the chancellor to the president and to the board for their information. Unless the board disapproves or alters the forwarded policies and procedures within 90 days following their receipt, such policies and procedures shall be in effect as rules of the regents.



1 CHAPTER UWS 10. ACADEMIC STAFF APPOINTMENTS.

2 UWS 10.01 TYPES OF APPOINTMENTS. ~~Appointments-to-the-academic-staff-may~~  
 3 ~~be-administrative-or-professional,--Administrative-and-professional~~ Academic  
 4 staff appointments may be fixed term, probationary, or indefinite. Several  
 5 probationary academic staff appointments may precede the granting of an  
 6 indefinite appointment. Each institution shall develop guidelines concerning  
 7 the categories of academic staff positions that may be appropriately designated  
 8 as fixed term, probationary, or indefinite appointments. Appointments may be  
 9 made in the central administration, an institution, college, department (or its  
 10 functional equivalent), or a specified research or program unit. An appointment  
 11 shall be limited to an operational area specified at the time of the appointment  
 12 and shall not carry rights beyond that limitation.

13 UWS 10.02 RECRUITMENT AND LETTER OF APPOINTMENT. ~~LETTER-OF-APPOINTMENT~~  
 14 ~~AND-RECRUITMENT.~~

15 (1) Each institution shall, ~~after-consultation-with-appropriate-students,~~  
 16 develop procedures relating to recruitment of members of the academic staff.  
 17 The procedures shall be consistent with board policy and state and federal laws  
 18 with respect to nondiscriminatory and affirmative action recruitment. The procedures  
 19 shall allow maximum flexibility at the department, school, and college levels to  
 20 meet particular needs.

21 (2) The terms and conditions of the appointment shall be specified in a  
 22 written letter of appointment. The appointment letter ~~should~~ shall be signed by  
 23 an authorized official of the institution and should contain details as to the  
 24 terms and conditions of the appointment, including but not limited to type of  
 25 appointment ~~(administrative-or-professional;~~ (fixed term, probationary or  
 26 indefinite), duration of the appointment (starting date, ending date), salary,  
 27 general position responsibilities, definition of operational area, the length of  
 28 the probationary period (if appropriate) and recognition of prior service as part



of the probationary period (if appropriate). Accompanying this letter shall be an attachment detailing institutional and system regulations, rules, and procedures relating to academic staff appointments. If the appointment is subject to the approval of the board, a statement to this effect must be included in the letter. An amended letter of appointment should be sent in situations where a significant change in position responsibility occurs.

UWS 10.03 ~~ADMINISTRATIVE-AND-PROFESSIONAL-STAFF~~ APPOINTMENTS POLICIES.

(1) Fixed term appointments. Each institution of the system may employ academic staff members on fixed term appointments. Such appointments shall be for a fixed term to be specified in the letter of appointment, are renewable solely at the option of the employing institution, and carry no expectation of reemployment beyond their stated term, regardless of how many times renewed. The initial fixed term appointment may include a specified period of time during which the appointee may be dismissed at the discretion of the authorized official. Such a dismissal is not subject to the provisions of UWS 11. Unless otherwise specified, fixed term appointments shall be for a period of one year. Each institution shall develop policies and procedures for the use of such appointments.

(2) Indefinite and probationary academic staff appointments. Indefinite appointments and probationary academic staff appointments shall be ~~made~~ authorized by the chancellor ~~an-appropriate-official-authorized-by-the-board~~.

(a) Probationary academic staff appointments. Each institution of the system may appoint selected members of the academic staff to probationary academic staff appointments leading to review and a decision on an indefinite appointment. Each institution shall adopt procedures to govern such appointments. These procedures shall provide for appropriate counting of prior service, for a maximum probationary period not to exceed seven years for a full-time position ~~and-a-longer~~ ~~maximum-probationary-period-in-a-part-time-position~~; for annual appraisal of performance, and for an affirmative review process prior to the end of the



1 probationary period resulting in promotion to an indefinite appointment or  
2 termination of the appointment. A longer maximum probationary period may be  
3 provided for part-time appointees. Normally-such-probationary-appointments  
4 will-be-on-an-annual-basis. Unless otherwise specified, probationary appointments  
5 shall be for a period of one year. A leave of absence shall not constitute a  
6 break in continuous service, nor shall it be included in the probationary period.  
7 An indefinite appointment is not acquired solely because of years of service.

8 (b) Indefinite appointment. An indefinite appointment is an appointment  
9 with permanent status and for an unlimited term, granted by the chancellor to a  
10 member of the academic staff. Such an appointment is terminable only for cause  
11 under sec. UWS 11 or for reasons of budget or program under sec. UWS 12. Such  
12 an appointment may be granted to a member of the academic staff who holds or will  
13 hold a half-time appointment or more. The proportion of time provided for in the  
14 initial indefinite appointment may not be diminished or increased without the  
15 mutual consent of the academic staff member and the institution unless the  
16 appointment is terminated or diminished under UWS 11 or UWS 12. Each institution  
17 shall adopt procedures to govern indefinite appointments including provisions for  
18 annual appraisal of performance.

19 UWS 10.04 NONRENEWAL OF PROBATIONARY ACADEMIC STAFF APPOINTMENTS.

20 (1) Each institution shall establish procedures for dealing with instances  
21 where probationary academic staff are not renewed. Nonrenewal is not a dismissal  
22 under UWS 11. The nonrenewed member of the academic staff shall be provided with  
23 an opportunity to request and to receive, in writing, the reasons for nonrenewal  
24 and to receive a review of the decision by the hearing body defined in UWS 11.03  
25 upon written appeal by the academic staff member concerned within 20 days of  
26 notice of nonrenewal (25 days if notice is by first class mail and publication).  
27 The hearing body may be either an appropriate committee or a hearing examiner as  
28 designated in the institutional procedures. Such review shall be held not later



1 than 20 days after the request, except that this time limit may be extended by  
2 mutual consent of the parties or by order of the hearing body. The burden of  
3 persuasion in such a review shall be on the nonrenewed appointee and the scope  
4 of the review shall be limited to the question of whether the decision was  
5 based in any significant degree upon one or more of the following factors,  
6 with material prejudice to the individual:

7 (a) conduct, expressions, or beliefs which are constitutionally protected,  
8 or actions which are consistent with an appropriate professional code of ethics;

9 (b) employment practices proscribed by applicable state or federal law; or

10 (c) improper consideration of qualifications for reappointment or renewal.

11 For purposes of this section, "improper consideration" shall be deemed to have  
12 been given to the qualifications of a staff member in question if material  
13 prejudice resulted because of any of the following:

14 1. the procedures required by the chancellor or board were not followed; or

15 2. available data bearing materially on the quality of performance were  
16 not considered; or

17 3. unfounded, arbitrary, or irrelevant assumptions of fact were made about  
18 work or conduct.

19 (2) Findings as to the validity of the appeal shall be reported to the  
20 official making the nonrenewal decision and to the appropriate dean or director  
21 and the chancellor.

22 (3) Such report may include remedies which may, without limitation because  
23 of enumeration, take the form of a reconsideration by the decision maker, a  
24 reconsideration by the decision maker under instructions from the hearing body,  
25 or a recommendation to the next higher administrative level. Cases shall be  
26 remanded for reconsideration by the decision maker in all instances unless the  
27 hearing body specifically finds that such a remand would serve no useful purpose.  
28 The hearing body shall retain jurisdiction during the pendency of any reconsideration.



UWS 10.05 NOTICE.

(1) Notice periods. Written notice that a fixed term or probationary academic staff appointment will not be renewed shall be given to the appointee in advance of the expiration of the appointment as follows:

(a) Fixed term appointments: At least three months before the end of the appointment in the first two years and six months thereafter. ~~Fixed-term appointments which are specified as nonrenewable in the letter of appointment require no additional notice of nonrenewal.~~ When the letter of offer for a fixed term appointment states that renewal is not intended, no further notice of nonrenewal is required.

(b) Probationary appointments: At least three months before the end of the appointment in the first year; six months before the end of the appointment in the second year; and twelve months thereafter.

(2) Extension in the absence of proper notification. If proper notice of nonrenewal is not given in accordance with sec. (1) above, the appointment shall be extended so that at least the required notice is provided.

(3) The rules of each institution may provide for longer or different notice periods for teaching members of the academic staff. Unless specifically enumerated in the institutional rules, the above provisions shall govern.

CHAPTER UWS 11. DISMISSAL OF ACADEMIC STAFF FOR CAUSE.

UWS 11.01 DISMISSAL FOR CAUSE--INDEFINITE ACADEMIC STAFF APPOINTMENTS.

(1) A member of the academic staff holding an indefinite appointment may be dismissed only for just cause under sections 11.02 through 11.10 of this chapter or for reasons of budget or program under sec. UWS 12. ~~A member of the academic staff holding a probationary appointment or a member of the academic staff holding a fixed-term appointment and having completed an initial specified period of time may be dismissed prior to the end of the contract term only for just cause under sec. 11.11 of this chapter or for budget or program reasons under sec. UWS 12.~~



(2) The board's policy is that members of the academic staff are entitled to enjoy and exercise all rights of United States citizens and to perform their duties in accordance with appropriate professional codes of ethics. This policy shall be observed in determining whether or not just cause for dismissal exists. The burden of proof of the existence of just cause for a dismissal is on the administration.

UWS 11.02 RESPONSIBILITY FOR CHARGES.

(1) Whenever the chancellor of an institution receives an allegation which concerns an academic staff member holding an indefinite appointment which appears to be substantial and which, if true, might lead to dismissal under sec. UWS 11.01, the chancellor shall request within a reasonable time that the appropriate dean or director investigate the allegation, offer to discuss it informally with the individual, and provide information of rights to which members of the academic staff are entitled under this chapter. If such an investigation and discussion does not result in a resolution of the allegation and if the allegation is deemed sufficiently serious to warrant dismissal, the dean or director shall prepare a written statement of specific charges. A member of the academic staff may be dismissed only after receipt of such a statement of specific charges and, if a hearing is requested by the academic staff member, after a hearing held in accordance with the provisions of this chapter and the subsequently adopted procedures of the institution. If the staff member does not request a hearing, dismissal action shall proceed along normal administrative lines but the provisions of secs. 11.02, 11.08, and 11.09 of this chapter shall apply. In those cases where the immediate supervisor of the academic staff member concerned is a dean or director, the chancellor shall, to avoid potential prejudice, designate an appropriate administrative officer to act for the dean or director under this section.



(2) Any formal statement of specific charges shall be served personally or by certified mail, return receipt requested. If such service cannot be made within 20 days, service shall be accomplished by first class mail and by publication as if the statement of charges were a summons and the provisions of sec. 262.06(1)(c), Wis. Stats. were applicable. Such service by mailing and publication shall be effective as of the first insertion of the notice of statement of charges in the newspaper.

UWS 11.03 HEARING BODY.

(1) The chancellor of each institution shall provide for a hearing body charged with hearing dismissal cases and making a report and recommendations under this chapter. Throughout this chapter ~~and the following chapter~~, the term "hearing body" is used to indicate either a hearing committee (or committees) or a hearing examiner as designated in the institutional procedures. This hearing body shall operate as the hearing agent for the chancellor pursuant to sec. 227.12, Wis. Stats., and conduct the hearing, make a verbatim record of the hearing, prepare a summary of the evidence and transmit such record and summary along with its recommended findings of fact and decision to the chancellor according to UWS 11.07.

(2) With the concurrence of the faculty of each institution, the chancellor may provide that dismissal for cause of a member of the academic staff having teaching responsibilities may be heard by the hearing body specified in UWS 4.03. If so provided, the hearing shall be held pursuant to the provisions of UWS 11.

UWS 11.04 HEARING. If the staff member requests a hearing within twenty days from the service of the statement of charges (25 days if notice is by first class mail and publication), such a hearing shall be held not later than twenty days after the request, except that this time limit may be extended by mutual consent of the parties or by order of the hearing body. The request for a hearing shall be addressed in writing to the hearing body established pursuant



to UWS 11.03. Service of written notice of hearing on the specific charges shall be provided at least ten days prior to the hearing.

UWS 11.05 ADEQUATE DUE PROCESS.

(1) Each institution shall develop policies and procedures to provide for a fair hearing upon request in the event of dismissal. A fair hearing for an academic staff member whose dismissal is sought under sec. UWS 11.01 shall include the following:

(a) a right to the names of witnesses and of access to documentary evidence upon the basis of which dismissal is sought;

(b) a right to be heard in his or her defense;

(c) a right to counsel and/or other representative, and to offer witnesses;

(d) a right to confront and cross-examine adverse witnesses;

(e) a verbatim record of all hearings, which might be a sound recording, provided at no cost;

(f) written findings of fact and decision based on the hearing record;

(g) admissibility of evidence governed by 227.10, Wis. Stats.

UWS 11.06 PROCEDURAL GUARANTEES. (1) The following requirements shall also be observed:

(a) any person who participated in the investigation of allegations leading to the filing of a statement of charges, or in the filing of a statement of charges, or who is a material witness shall not be qualified to participate as a member of the hearing body;

(b) the hearing shall be closed unless the staff member under charges requests an open hearing, in which case it shall be open (see 66.77, Wis. Stats., Open Meeting Law);

(c) the hearing body shall not be bound by common law or statutory rules of evidence and may admit evidence having reasonable probative value but shall exclude immaterial, irrelevant, or unduly repetitious testimony, and shall give



1 effect to recognized legal privileges;

2 (d) the burden of proof of the existence of just cause is on the  
3 administration or its representatives;

4 (e) if a staff member whose dismissal is sought has requested a hearing,  
5 discontinuance of the proceeding by the institution is deemed a withdrawal of  
6 charges and a finding that the charges were without merit;

7 (f) nothing in sec. (e) shall prevent the settlement of cases by mutual  
8 agreement between the administration and the staff member, with the chancellor's  
9 approval, at any time prior to a final decision by the chancellor; or when  
10 appropriate, with the board's approval prior to a final decision by the board;

11 (g) adjournments shall be granted to enable either party to investigate  
12 evidence as to which a valid claim of surprise is made.

13 (2) If the institutional rules provide that dismissal cases be heard by  
14 a hearing committee, the following requirements shall be observed:

15 (a) the committee may, on motion of either party, disqualify any one of  
16 its members for cause by a majority vote. If one or more of the hearing committee  
17 members disqualify themselves or are disqualified, the remaining members may  
18 select a number of replacements equal to the number who have been disqualified to  
19 serve, except that alternative methods of replacement may be specified in the  
20 rules and procedures adopted by the institution;

21 (b) if the hearing committee requests, the chancellor shall provide legal  
22 counsel after consulting with the committee concerning its wishes in this regard.  
23 The function of legal counsel shall be to advise the committee, consult with them  
24 on legal matters, and such other responsibilities as shall be determined by the  
25 committee within the provisions of the rules and procedures adopted by the  
26 institution.

27 UWS 11.07 RECOMMENDATIONS: TO THE CHANCELLOR. The hearing body shall  
28 send to the chancellor and to the academic staff member concerned, as soon as



1 practicable after conclusion of a hearing, a verbatim record of the testimony  
2 and a copy of its report, findings, and recommendations. After reviewing the  
3 matter on record and considering arguments if submitted by the parties, the  
4 chancellor shall issue a ~~final~~ decision. In that decision, the chancellor may  
5 order dismissal of the staff member, may impose a lesser disciplinary action,  
6 or may find in favor of the staff member. This decision shall be deemed final  
7 unless the board, upon request of the academic staff member, grants review  
8 based on the record.

9 UWS 11.08 SUSPENSION FROM DUTIES. Pending the final decision as to  
10 dismissal, the academic staff member with an indefinite appointment shall not  
11 be relieved of duties, except where, after consultation with the appropriate  
12 administrative officer, the chancellor finds that substantial harm may result  
13 if the staff member is continued in his or her position. Where such determination  
14 is made, the staff member may be relieved of his or her position immediately,  
15 or be assigned to another administrative unit, but his or her salary shall  
16 continue until the chancellor makes a decision as to dismissal.

17 UWS 11.09 DATE OF DISMISSAL. A decision by the chancellor ordering  
18 dismissal shall specify the effective date of the dismissal.

19 UWS 11.10 BOARD REVIEW. Any request for a board review must be made  
20 within thirty days of the date of the decision of the chancellor to dismiss.  
21 A petition for review of a dismissal decision shall be forwarded to the board  
22 through the president of the system. Upon receiving the petition, the board  
23 president or a designated member of the board shall review the case on the record  
24 and recommend to the board whether or not a board review should be held. If the  
25 board acts to grant a review, an opportunity will be provided for filing exceptions  
26 to the hearing body's recommendations or the chancellor's decision and for oral  
27 argument on the record. This review by the board shall be closed unless the  
28 staff member requests an open hearing. (See 66.77 Wis. Stats., Open Meeting Law.)



UWS 11.11 DISMISSAL FOR CAUSE--FIXED TERM OR PROBATIONARY ACADEMIC STAFF APPOINTMENTS. ~~Determination-of-just-cause-and-notification-of-dismissal-shall be-made-by-the-appropriate-dean-or-director-following-receipt-by-the-academic staff-member-of-written-notification-of-specific-charges-and-an-opportunity-to have-a-hearing-with-the-dean-or-director.~~ A member of the academic staff holding a probationary appointment, or a member of the academic staff holding a fixed term appointment and having completed an initial specified period of time, may be dismissed prior to the end of the contract term only for just cause or for reasons of budget or program under sec. UWS 12. A nonrenewal of such an appointment is not a dismissal under this section. A dismissal shall not become effective until the individual concerned has received a written notification of specific charges and has been offered an opportunity for a hearing before the appropriate dean or director or his/her designee. If such hearing is requested, determination of just cause and notification of dismissal shall be made by the dean or director or his designee. If no hearing is requested the dismissal is effected by the specifications in the original notification of charges. The hearing before the dean, director, or his designee shall provide the academic staff member with an opportunity to present evidence and argument concerning the allegations. Dismissal shall be effective immediately on receipt of written notification of the decision of the dean or director or designee unless a different dismissal date is specified by the dean or director. Dismissals for cause shall be appealable by filing an appeal with the hearing body established under sec. 11.03. The burden of proof as to the existence of just cause on appeal shall be on the administration or the authorized official. The procedural guarantees contained in sec. 11.05 and 11.06 shall be applicable to the appeal proceeding. Each chancellor shall establish procedures for adjudicating such appeals. In no event, however, shall a decision favorable to the appellant extend the term of the original appointment. If a proceeding on



1 appeal is not concluded before the appointment expiration date, the academic  
2 staff member concerned may elect that such proceeding be carried to a final  
3 decision. Unless such election is made in writing, the proceeding shall be  
4 discontinued at the expiration of the appointment. If the chancellor ultimately  
5 decides in favor of the appellant, salary lost during the interim period between  
6 the effective date of dismissal and the date of the chancellor's decision or  
7 the end of the contract period, whichever is earlier, shall be restored. In  
8 those cases where the immediate supervisor of the academic staff member concerned  
9 is a dean or director, the chancellor shall, to avoid potential prejudice,  
10 designate an appropriate administrative officer to act for the dean or director  
11 under this section.

12 UWS 11.12 DISMISSAL FOR CAUSE--TEACHING MEMBERS OF THE ACADEMIC STAFF.

13 The rules of each institution may provide that dismissal for cause of a member  
14 of the academic staff having teaching responsibilities and holding a probationary  
15 appointment or a fixed term appointment may proceed under UWS 11.02 to 11.10.  
16 If the institutional rules do not specifically make such provisions, dismissal  
17 for cause shall be made pursuant to UWS 11.11.

18 CHAPTER UWS 12. LAYOFF OR TERMINATION OF ACADEMIC STAFF FOR REASONS OF BUDGET  
19 OR PROGRAM.

20 UWS 12.01 GENERAL. Notwithstanding 36.15 Wis. Stats., the chancellor of  
21 each institution may layoff or terminate a member of the academic staff holding  
22 an indefinite appointment, or may layoff or terminate a member of the academic  
23 staff holding either a fixed term or a probationary appointment prior to the end  
24 of the appointment period, when such action is deemed necessary due to budget or  
25 program decision requiring program discontinuance, curtailment, modification, or  
26 redirection. Consistent with the limitation of academic staff appointments to an  
27 operational area, each institution shall establish policies and procedures which  
28 will ensure careful consideration of layoff or termination decisions for reasons



of budget or program and for prior consultation with appropriate members of the academic staff. Nonrenewal of a probationary academic staff appointment under UWS 10.04, even if for financial reasons, is not a layoff or termination for reasons of budget or program.

UWS 12.02 LAYOFF AND TERMINATION. For the purpose of this chapter, "layoff" is the indefinite suspension of an academic staff member's employment by the university of Wisconsin system. A laid-off academic staff member retains the rights specified in UWS 12.07 through 12.11, inclusive. For the purposes of this chapter, "termination" is the permanent elimination of an academic staff member's employment by the university of Wisconsin system. A terminated academic staff member retains rights specified in UWS 12.08 and 12.09.

UWS 12.03 INDIVIDUAL LAYOFF OR TERMINATION DECISION. When a reduction in program of a particular operational area is required, layoffs or terminations of academic staff members with indefinite, fixed term, or probationary appointments should normally follow seniority. This presumption in favor of seniority may be overcome where program needs dictate other considerations (e.g., the need to maintain specific expertise within the program or operational area). The standard notice periods specified in UWS 10.05 should be used, unless there are compelling reasons to the contrary (e.g., almost immediate cutoff of funds), for layoff or termination of probationary and fixed term appointments under this chapter. Indefinite appointees shall have twelve months' notice of layoff or termination for reasons of budget or program, unless there are compelling reasons to the contrary.

UWS 12.04 HEARING BODY. The chancellor of each institution shall provide for a hearing body for the purposes of this chapter. Throughout this chapter the term "hearing body" is used to indicate either a hearing committee or a hearing examiner as designated in the institutional procedures. This hearing body shall operate as the hearing agent for the chancellor pursuant to sec. 227.12



1 Wis. Stats., and conduct the hearing, make a verbatim record of the hearing,  
2 prepare a summary of the evidence and transmit such record and summary along  
3 with findings of fact and decision to the chancellor.

4 UWS 12.05 REVIEW AND HEARING FOR INDEFINITE APPOINTMENTS. (1) An academic  
5 staff member with an indefinite appointment whose position is to be eliminated  
6 shall be notified in writing and shall, upon request made within twenty days  
7 after such notification, be given a written statement of the reasons for the  
8 decision within fifteen days, including a statement of the reasons for the  
9 determination that the budgetary or program needs should be met by curtailing  
10 or discontinuing the program in which the individual concerned works. If the  
11 academic staff member requests in writing within twenty days after receipt of  
12 said statement, he or she shall be entitled to a hearing before the hearing body  
13 ~~provided-for-in-UWS-11.03~~. However, such a request for hearing shall not forestall  
14 a layoff or termination under this section.

15 The request for hearing shall specify the grounds to be used in establishing  
16 the impropriety of the decision.

17 The staff member shall be given at least ten days notice of such hearing.  
18 Such hearing shall be held not later than twenty days after the request except  
19 that this time limit may be extended by order of the hearing body. Anyone who  
20 participated in the decision to layoff or terminate or who is a material witness  
21 shall not serve on the hearing body.

22 (2) The academic staff member shall have access to the evidence on which  
23 the administration intends to rely to support the decision to layoff or terminate  
24 and shall be guaranteed the following minimal procedural safeguards at the hearing:

- 25 (a) a right to be heard in his or her defense;
- 26 (b) a right to counsel and/or other representatives, and to offer witnesses;
- 27 (c) a right to confront and cross-examine adverse witnesses;
- 28 (d) a verbatim record of all hearings, which might be a sound recording,



provided at no cost;

(e) written findings of fact and decision based on the hearing record;

(f) admissibility of evidence governed by 227.10, Wis. Stats.;

(g) the hearing shall be closed unless the staff member whose position is to be ~~terminated~~ eliminated requests an open hearing, in which case it shall be open (see 66.77, Wis. Stats., Open Meeting Law);

(h) adjournments shall be granted to enable either party to investigate evidence as to which a valid claim of surprise is made.

(3) If the institutional policies and procedures provide that the review and hearing be conducted by a committee, the following requirements shall be observed:

(a) the committee may, on motion of either party, disqualify any one of its members for cause by a majority vote. If one or more of the committee members disqualify themselves or are disqualified, the remaining members may select a number of other ~~members-of-the-academic-staff~~ replacements equal to the number who have been disqualified to serve;

(b) if the committee requests, the chancellor shall provide legal counsel after consulting with the committee concerning its wishes in this regard. The function of legal counsel shall be to advise the committee, consult with them on legal matters, and carry out such responsibilities as shall be determined by the committee within the policies and procedures adopted by the institution.

(4) The first question to be considered in the review is whether one or more of the following factors improperly entered into the decision to layoff or terminate:

(a) conduct, expressions, or beliefs on the staff member's part which are constitutionally protected or actions which are consistent with an appropriate professional code of ethics;

(b) employment practices prescribed by applicable state or federal law; or



1 (c) improper consideration of the qualifications of the staff member.

2 For the purposes of this section, "improper consideration" occurs if material  
3 prejudice resulted from any of the following:

- 4 1. the procedures required by the chancellor or board were not followed;
- 5 2. available data bearing materially on the quality of the staff member's  
6 actual or potential performance were not considered; or
- 7 3. unfounded, arbitrary, or irrelevant assumptions of fact were made  
8 about work or conduct.

9 (5) The staff member shall present evidence on whether one or more of the  
10 factors specified above improperly entered into the decision to layoff or  
11 terminate. The hearing body shall then consider whether the evidence presented  
12 establishes a prima facie case that such factor or factors did enter significantly  
13 into the layoff or termination decision. If the hearing body finds that a  
14 prima facie case has not been established, the layoff or termination decision  
15 shall be found to have been proper and the hearing shall be ended.

16 (6) If the hearing body finds that a prima facie case has been established,  
17 the appropriate administration officer for the operational area shall be entitled  
18 to present evidence to support the layoff or termination decision, and, thereafter,  
19 the staff member may present evidence in rebuttal. Thereafter, on the basis of  
20 all the evidence presented, the hearing body shall make its determinations as follows:

21 (a) the hearing body shall first consider whether one or more of the above  
22 specified factors improperly entered into the decision to layoff or terminate.  
23 Unless the body is convinced that such factor or factors did improperly enter  
24 into that decision, the body shall find the decision to have been proper;

25 (b) if the hearing body is convinced that such factor or factors entered  
26 into the decision to layoff or terminate, then the body shall find that decision  
27 to be improper, unless the body is also convinced (1) that there was a bona fide  
28 program or budgetary reason(s), and that the determination of such reason(s) was



made in the manner prescribed by, and in accordance with, the standards established by the institution; and (2) that the decision to layoff or terminate the particular academic staff member was in accordance with the provisions of UWS 12.02.

(7) In determining whether a bona fide budgetary or program reason existed for layoff or termination of the appointment of the academic staff member concerned, the hearing body shall presume that the decision to curtail the program was made in good faith and for proper reasons. The hearing body shall not substitute its judgment or priorities for that of the administration.

(8) If the hearing body finds that the layoff or termination was improper, it shall report this decision and its recommendation to the chancellor and to the staff member. The chancellor shall review the matter, decide whether the staff member should be laid off or terminated, and notify the hearing body and academic staff member of the decision. This decision shall be deemed final unless the board, upon request of the academic staff member, grants review based on the record.

UWS 12.06 REVIEW FOR FIXED TERM AND PROBATIONARY ACADEMIC STAFF MEMBERS.

Each institution shall establish procedures for an impartial review of the layoffs or terminations for reasons of budget or program of academic staff members with fixed term and probationary appointments. Nonrenewal is not a layoff or termination under this section.

UWS 12.07 LAYOFF STATUS. An academic staff member whose position has been eliminated according to the provisions of this chapter may, at the end of the appropriate notice period, be placed on layoff status, unless the layoff notice has been rescinded prior to that time. The academic staff member whose notice period has expired, and who is placed on layoff status shall remain on layoff status until;

(a) for fixed term and probationary appointees, one of the following occurs:



1 1. The appointment expires under its own terms;

2 2. The staff member fails to accept an alternate appointment.

3 (b) for academic staff on indefinite appointment one of the following

4 occurs:

5 1. The staff member is reappointed to the position from which laid off.

6 Failure to accept such reappointment would terminate the academic staff member's  
7 association with the institution;

8 2. The staff member accepts an alternative continuing position in the  
9 institution. Failure to accept an alternate appointment would not terminate  
10 the academic staff member's association with the institution;

11 3. The staff member resigns;

12 4. The staff member fails to notify the chancellor not later than  
13 December 1, of each year while on layoff status, as to his/her location,  
14 employment status, and desire to remain on layoff status. Failure to provide  
15 such notice of desire to remain on layoff status shall terminate the academic  
16 staff member's association with the institution;

17 5. A period of three years lapses.

18 UWS 12.08 ALTERNATIVE EMPLOYMENT. Each institution shall devote its best  
19 efforts to securing alternative appointments within the institution in positions  
20 for which staff laid off or terminated under this chapter are qualified under  
21 existing criteria. Each institution should seek to provide financial assistance  
22 for academic staff members who have indefinite appointments and who are to be  
23 laid off or terminated to readapt within the ~~department~~ operational area or  
24 within another ~~department~~ operational area of the institution where such  
25 readaptation is feasible within one year's time. Further, the university of  
26 Wisconsin system shall devote its best efforts to insure that such staff members  
27 laid off or terminated in any institution shall be made aware of openings within  
28 the system.



1 UWS 12.09 REAPPOINTMENT RIGHTS. Each institution shall establish  
2 administrative procedures and policies to insure compliance with 36.21,  
3 Wis. Stats., in providing that where layoffs or terminations occur for reasons  
4 of budget or program, no person may be employed in that operational area at  
5 that institution within three years to perform reasonably comparable duties  
6 to those of the staff member laid off or terminated without first offering the  
7 laid off or terminated staff member reappointment without loss of rights or status.

8 UWS 12.10 RETENTION OF SALARY. Any academic staff member reappointed  
9 within three years after layoff or termination to an equivalent position within  
10 the operational area shall be reappointed with a salary at least equivalent to  
11 her/his salary when laid off or terminated, together with such other rights and  
12 privileges which may have accrued at that time.

13 UWS 12.11 RIGHTS OF ACADEMIC STAFF MEMBERS ON LAYOFF. An academic staff  
14 member on layoff status in accord with the provisions of this chapter has the  
15 reemployment rights guaranteed by UWS 12.09 or 12.10, and has the following  
16 minimal rights:

17 (1) Such voluntary participation in fringe benefit programs as is permitted  
18 by institutional policies;

19 (2) Such continued use of campus facilities as is allowed by policies and  
20 procedures established by the institution; and

21 (3) Such participation in institutional activities as is allowed by the  
22 policies and procedures established by the institution.

23 CHAPTER UWS 13. COMPLAINTS AND GRIEVANCES.

24 UWS 13.01 COMPLAINTS. Each institution shall establish policies and  
25 procedures to deal with allegations by ~~the-administration;~~ persons other  
26 than the academic staff member's supervisor(s), including administrators,  
27 students, other academic staff members, faculty members, classified staff  
28 members, or members of the public concerning conduct by an academic  
29 staff member which violates university rules or policies, or which



adversely affects the staff member's performance or obligation to the university but which allegations are not serious enough to warrant dismissal proceedings under UWS 11. Such procedures shall include the designation of an individual or body with the power and authority to conduct a hearing on the complaint and to recommend solutions to the chancellor if the problem cannot be otherwise resolved.

UWS 13.02. GRIEVANCES. Each institution shall establish policies and procedures for adjudicating grievances involving members of the academic staff. Such procedures shall include the designation of an individual or body with the power and authority to investigate and to recommend solutions to the chancellor if the problem cannot be otherwise resolved.

CHAPTER UWS 14. OUTSIDE ACTIVITIES.

UWS 14.01 OUTSIDE ACTIVITIES. Each institution shall develop policies and procedures concerning the performance by an academic staff member of outside activities of an extensive, recurring, or continuing nature outside his/her broad institutional responsibilities during any period of employment by the institution. Such rules and procedures shall be designed to encourage appropriate participation by academic staff members in public service or endeavors related to their fields of interest while ensuring adequate attention to all normal university responsibilities. Institutional procedures and policies shall, at a minimum, provide as appropriate for the following:

(a) reporting of substantial outside activities;

(b) notification to academic staff members where activities are deemed excessive or improper;

(c) a mechanism for appeal from a decision of impropriety;

(d) policies concerning the use of university facilities;

(e) policies concerning absence from regular duties;

(f) reporting of any intended service as an expert witness in legal proceedings, or as staff, advisor, or consultant to granting agencies.



*Academic Staff*

1 CHAPTER UWS 15. LIMITED APPOINTMENTS.

2 UWS 15.01 LIMITED APPOINTMENTS. (1) A limited appointment under  
3 sec. 36.19, Wis. Stats., is a special appointment to a designated administrative  
4 position. A person in this type of appointment serves at the pleasure of the  
5 authorized official who made the appointment. A member of the academic staff  
6 granted a limited appointment shall not lose existing rights to an academic  
7 staff appointment by accepting the limited appointment, and a member of the  
8 faculty granted a limited appointment shall not lose existing rights to a faculty  
9 appointment by accepting the limited appointment. Termination of a limited  
10 appointment is not a dismissal under UWS 4 or UWS 11 and is not otherwise  
11 appealable. Wherever possible, three months' notice of termination should be  
12 given if the appointee does not hold simultaneously another university appointment.

13 (2) Limited appointments apply to the following positions: president,  
14 senior vice president, provost, vice president, associate vice president,  
15 assistant vice president, chancellor, vice chancellor, associate chancellor,  
16 assistant to the chancellor, assistant chancellor, associate vice chancellor,  
17 assistant vice chancellor, center system dean, secretary of the board, associate  
18 secretary of the board, assistant secretary of the board, trust officer and  
19 assistant trust officer, and such other administrative positions as the board,  
20 the president, or the chancellor determines at the time of the appointment.

21 CHAPTER UWS 16. OTHER APPOINTMENTS.

22 UWS 16.01 OTHER APPOINTMENTS. The board may make or authorize appointments  
23 of specified terms for student assistants and employees in training, such as  
24 residents, interns, post-doctoral fellows or trainees or associates. Appointments  
25 made pursuant to this section shall not be subject to the provisions of secs. 36.13  
26 and 36.15, Wis. Stats., and UWS 1-15. Rules and procedures for such appointments  
27 shall be determined as appropriate by the president or the chancellor of each  
28 institution after consultation with appropriate faculty and with appropriate  
29 student assistants and employees in training.



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UNIVERSITY OF WISCONSIN SYSTEM ACADEMIC STAFF PERSONNEL RULES

Members, Academic Staff Personnel Rules Task Force

Robert Borchers (UW-Madison)  
J. Ray Bowen (UW-Madison)  
Ronald Dhuey (UW-Green Bay)  
Boris Frank (UW-Extension)  
Leila Fraser (UW-Milwaukee)  
Karl Meyer (UW-Superior)  
Stanley Rolnick (UW-La Crosse)  
David Stewart (UW Central Administration)- Chairperson



9.02 LETTER OF APPOINTMENT.

(1) The terms and conditions of the appointment shall be specified in a written letter of appointment. The appointment letter should be signed by an authorized official of the institution and should contain details as to the terms and conditions of the appointment, including but not limited to type of appointment (administrative, professional, fixed term, probationary or indefinite), duration of the appointment (starting date, ending date), salary, general position of responsibilities, definition of operational area, the length of the probationary period (if appropriate) and recognition of prior service as part of the probationary period (if appropriate). Accompanying this letter shall be an attachment detailing institutional and system regulations, rules, and procedures relating to academic staff appointments. If the appointment is subject to the approval of the board, a statement to this effect must be included in the letter.

(2) Each institution shall, after consultation with appropriate students, develop procedures relating to recruitment of members of the academic staff. The procedures shall be consistent with board policy and state and federal laws with respect to nondiscriminatory and affirmative action recruitment. The procedures shall allow maximum flexibility at the department, school, and college levels to meet particular needs.

9.03 ADMINISTRATIVE AND PROFESSIONAL STAFF APPOINTMENTS.

(1) Fixed Term Appointments. Each institution of the system may employ academic staff members on fixed term appointments. Such appointments shall be for a fixed term to be specified in the appointment, are renewable solely at the option of the employing institution, and carry no expectation of reemployment beyond their stated term, regardless of how many times renewed. The initial fixed term appointment may include a specified period of time during which the



1        UNIVERSITY OF WISCONSIN SYSTEM ACADEMIC STAFF PERSONNEL RULES

2        CHAPTER UWS 8. ACADEMIC STAFF RULES: COVERAGE AND DELEGATION.

3        8.01 COVERAGE. The rules in secs. UWS 9 to UWS 13, policies and procedures  
4 developed by particular institutions or Central Administration thereunder, apply  
5 to all academic staff appointments within each institution or within the central  
6 administration. In UWS 8 through 13, where appropriate "president" may be  
7 substituted for "chancellor" and "central administration" for "institution."

8        8.02 DELEGATION. Each chancellor shall provide for the establishment of  
9 a committee with at least a majority of academic staff to advise the administration  
10 on policies and procedures for academic staff adopted pursuant to UWS 8 to 13.  
11 Wherever each institution is charged in UWS 9 to 13 with adopting policies and/or  
12 procedures, the chancellor shall develop those policies and/or procedures in  
13 consultation with the committee and, as appropriate, with members of the faculty  
14 and the student body. Such policies and procedures need not be approved by the  
15 regents but shall be forwarded to the board by each chancellor through the president  
16 for the board's information.

17        CHAPTER UWS 9. ACADEMIC STAFF APPOINTMENTS.

18        9.01 TYPES OF APPOINTMENTS. Appointments to the academic staff may be  
19 administrative or professional. Administrative and professional academic staff  
20 appointments may be fixed term, probationary, or indefinite. Several probationary  
21 academic staff appointments may precede the granting of an indefinite appointment.  
22 Each institution shall develop guidelines concerning the categories of academic  
23 staff positions that may be appropriately designated as fixed term, probationary,  
24 or indefinite appointments. Appointments may be made in the central administration,  
25 an institution, college, department (or its functional equivalent), or a specified  
26 research or program unit. An appointment shall be limited to an operational area  
27 specified at the time of the appointment and shall not carry rights beyond that  
28 limitation.



1 appointee may be dismissed at the discretion of the authorized official. Such  
2 a dismissal is not subject to the provisions of UWS 10. Unless otherwise  
3 specified, fixed term appointments shall be for a period of one year. Each  
4 institution shall develop policies and procedures for the use of such  
5 appointments.

6 (2) Indefinite and Probationary Academic Staff Appointments. Indefinite  
7 appointments and probationary academic staff appointments shall be made by an  
8 appropriate official authorized by the board.

9 (a) Probationary Academic Staff Appointments. Each institution of the  
10 system may appoint selected members of the academic staff to probationary  
11 academic staff appointments leading to review and a decision on an indefinite  
12 appointment. Each institution shall adopt procedures to govern such appointments.  
13 These procedures shall provide for appropriate counting of prior service, for a  
14 maximum probationary period not to exceed seven years for a full-time position  
15 and a longer maximum probationary period in a part-time position, for annual  
16 appraisal of performance, and for an affirmative review process prior to the  
17 end of the probationary period resulting in promotion to an indefinite  
18 appointment or termination of the appointment. Normally such probationary  
19 appointments will be on an annual basis. A leave of absence shall not constitute  
20 a break in continuous service, nor shall it be included in the probationary  
21 period. An indefinite appointment is not acquired solely because of years of  
22 service.

23 (b) Indefinite Appointment. An indefinite appointment is an appointment  
24 with permanent status and for an unlimited term, granted by the chancellor to a  
25 member of the academic staff. Such an appointment is terminable only for cause  
26 under section UWS 10 or for reasons of budget or program under sec. UWS 11. Such  
27 an appointment may be granted to a member of the academic staff who holds or will  
28



1 hold a half-time appointment or more. The proportion of time provided for, in  
2 the initial indefinite appointment may not be diminished or increased without  
3 the mutual consent of the academic staff member and the institution unless  
4 the appointment is terminated under UWS 10 or UWS 11. Each institution shall  
5 adopt procedures to govern indefinite appointments including provisions for  
6 annual appraisal of performance.

7 9.04 NONRENEWAL OF PROBATIONARY ACADEMIC STAFF APPOINTMENTS.

8 (1) Each institution shall establish procedures for dealing with instances  
9 where probationary academic staff are not renewed. Nonrenewal is not a dismissal  
10 under UWS 10. The nonrenewed member of the academic staff shall be provided with  
11 an opportunity to request and to receive the reasons for nonrenewal and to  
12 receive a review of the decision by the hearing body upon written appeal by the  
13 academic staff member concerned within 20 days of notice of nonrenewal (25 days  
14 if notice is by first class mail and publication). The hearing body may be  
15 either an appropriate committee or a hearing examiner as designated in the  
16 institutional procedures. Such review shall be held not later than 20 days  
17 after the request, except that this time limit may be extended by mutual consent  
18 of the parties or by order of the hearing body. The burden of persuasion  
19 in such a review shall be on the nonrenewed appointee and the scope of the  
20 review shall be limited to the question of whether the decision was based in  
21 any significant degree upon one or more of the following factors, with material  
22 prejudice to the individual:

23 (a) conduct, expressions, or beliefs which are constitutionally protected,  
24 or actions which are consistent with an appropriate professional code of ethics;

25 (b) employment practices prescribed by applicable state or federal law;

26 or

27 (c) improper consideration of qualifications for reappointment or renewal.

28 For purposes of this section, "improper consideration" shall be deemed to have



1 been given to the qualifications of a staff member in question if material  
2 prejudice resulted because of any of the following:

3 1. the procedures required by the chancellor or board were not  
4 followed; or

5 2. available data bearing materially on the quality of performance  
6 were not considered; or

7 3. unfounded, arbitrary, or irrelevant assumptions of fact were made  
8 about work or conduct.

9 (2) Findings as to the validity of the appeal shall be reported to the  
10 official making the nonrenewal decision and to the appropriate dean or director  
11 and the chancellor.

12 (3) Such report may include remedies which may, without limitation because  
13 of enumeration, take the form of a reconsideration by the decision maker, a  
14 reconsideration by the decision maker under instructions from the hearing body,  
15 or a recommendation to the next higher administrative level. Cases shall be  
16 remanded for reconsideration by the decision maker in all instances unless the  
17 hearing body specifically finds that such a remand would serve no useful  
18 purpose. The hearing body shall retain jurisdiction during the pendency of  
19 any reconsideration.

20 9.05 NOTICE.

21 (1) Notice periods. Written notice that a fixed term or probationary  
22 academic staff appointment will not be renewed shall be given to the appointee  
23 in advance of the expiration of the appointment as follows:

24 (a) Fixed term appointments: At least three months before the end of the  
25 appointment in the first two years and six months thereafter. Fixed term  
26 appointments which are specified as nonrenewable in the letter of appointment  
27 require no additional notice of nonrenewal.



1 (b) Probationary appointments: At least three months before the end of  
2 the appointment in the first year; six months before the end of the appointment  
3 in the second year; and 12 months thereafter.

4 (2) Extension in the absence of proper notification. If proper notice of  
5 nonretention is not given in accordance with sec. (1) above, the appointment  
6 shall be extended so that at least the required notice is provided.

7 (3) The rules of each institution may provide for longer or different  
8 notice periods for teaching members of the academic staff. Unless specifically  
9 enumerated in the institutional rules, the above provisions shall govern.

10 CHAPTER UWS 10. DISMISSAL OF ACADEMIC STAFF FOR CAUSE.

11 10.01 DISMISSAL FOR CAUSE. A member of the academic staff holding an  
12 indefinite appointment may be dismissed only for just cause under sections  
13 10.02 through 10.09 of this chapter or for reasons of budget or program under  
14 sec. UWS 11. A member of the academic staff holding a probationary appointment  
15 or a member of the academic staff holding a fixed term appointment and having  
16 completed an initial specified period of time may be dismissed prior to the  
17 end of the contract term only for just cause under section 10.10 of this  
18 chapter or for budget or program reasons under sec. UWS 11.

19 The board's policy is that members of the academic staff are entitled to  
20 enjoy and exercise all rights of United States citizens and to perform their  
21 duties in accordance with appropriate professional codes of ethics. This policy  
22 shall be observed in determining whether or not just cause for dismissal exists.

23 10.02 RESPONSIBILITY FOR CHARGES.

24 (1) Whenever the chancellor of an institution receives an allegation which  
25 concerns an academic staff member holding an indefinite appointment which  
26 appears to be substantial and which, if true, might lead to dismissal under  
27 sec. UWS 10.01, the chancellor shall request within a reasonable time that the



1 appropriate dean or director investigate the allegation, offer to discuss it  
2 informally with the individual, and provide information of rights to which  
3 members of the academic staff are entitled under this chapter. If such an  
4 investigation and discussion does not result in a resolution of the allegation  
5 and if the allegation is deemed sufficiently serious to warrant dismissal, the  
6 dean or director shall prepare a written statement of specific charges. A member  
7 of the academic staff may be dismissed only after receipt of such a statement  
8 of specific charges and, if a hearing is requested by the academic staff member,  
9 in accordance with the provisions of this chapter and the subsequently adopted  
10 procedures of the institution. If the staff member does not request a hearing,  
11 dismissal action shall proceed along normal administrative lines but the provisions  
12 of sections 10.02, 10.08, and 10.09 of this chapter shall apply. In those cases  
13 where the immediate supervisor of the academic staff member concerned is a  
14 dean or director, the chancellor shall, to avoid potential prejudice, designate  
15 an appropriate administrative officer to act for the dean or director under this  
16 section.

17 (2) Any formal statement of specific charges shall be served personally or  
18 by certified mail, return receipt requested. If such service cannot be made  
19 within 20 days, service shall be accomplished by first class mail and by  
20 publication as if the statement of charges were a summons and the provisions  
21 of sec. 262.06(1)(c), Wis. Stats. were applicable. Such service by mailing and  
22 publication shall be effective as of the first insertion of the notice of  
23 statement of charges in the newspaper.

24 10.03 HEARING BODY. The chancellor of each institution shall provide for  
25 a hearing body charged with hearing dismissal cases and making a report and  
26 recommendations under this chapter. Throughout this and the following chapter,  
27 the term "hearing body" is used to indicate either a hearing committee or a  
28



1 hearing examiner as designated in the institutional procedures. This hearing  
2 body shall operate as the hearing agent for the chancellor pursuant to  
3 sec. 227.12, Wis. Stats. and conduct the hearing, make a verbatim record of  
4 the hearing, prepare a summary of the evidence and transmit such record and  
5 summary along with its recommended findings of fact and decision to the  
6 chancellor according to UWS 10.07.

7 10.04 HEARING. If the staff member requests a hearing within twenty days  
8 from the service of the statement of charges (25 days if notice is by first  
9 class mail and publication), such a hearing shall be held not later than twenty  
10 days after the request, except that this time limit may be extended by mutual  
11 consent of the parties or by order of the hearing body. The request for a  
12 hearing shall be addressed in writing to the hearing body established pursuant  
13 to UWS 10.03. Service of written notice of hearing on the specific charges  
14 shall be provided at least ten days prior to the hearing.

15 10.05 ADEQUATE DUE PROCESS. Each institution shall develop rules and  
16 procedures to provide for a fair hearing upon request in the event of dismissal.  
17 A fair hearing for an academic staff member whose dismissal is sought under  
18 sec. UWS 10.01 shall include the following:

19 (a) a right to the names of witnesses and of access to documentary  
20 evidence upon the basis of which dismissal is sought;

21 (b) a right to be heard in his or her defense;

22 (c) a right to counsel and/or other representative, and to offer  
23 witnesses;

24 (d) a right to confront and cross-examine adverse witnesses;

25 (e) a verbatim record of all hearings, which might be a sound recording,  
at no cost;



(f) written findings of fact and decision based on the hearing record;

(g) admissibility of evidence governed by 227.10, Wis. Stats.

#### 10.06 PROCEDURAL GUARANTEES.

(1) The following requirements shall also be observed:

(a) any person who participated in the investigation of allegations leading to the filing of a statement of charges, or in the filing of a statement of charges, or who is a material witness shall not be qualified to participate as a member of the hearing body;

(b) the hearing shall be closed unless the staff member under charges requests an open hearing, in which case it shall be open (see 66.77, Wis. Stats., Open Meeting Law);

(c) the hearing body shall not be bound by common law or statutory rules of evidence and may admit evidence having reasonable probative value but shall give effect to recognized legal privileges;

(d) the burden of proof of the existence of just cause is on the administration or its representatives;

(e) if a staff member whose dismissal is sought has requested a hearing, discontinuance of the proceeding by the institution is deemed a withdrawal of charges and a finding that the charges were without merit;

(f) nothing in section (e) shall prevent the settlement of cases by mutual agreement between the administration and the staff member, with the chancellor's approval, at any time prior to a final decision by the chancellor;

(g) adjournments shall be granted to enable either party to investigate evidence as to which a valid claim of surprise is made.

(2) If the institutional rules provide that dismissal cases be heard by a hearing committee, the following requirements shall be observed:

(a) the committee may, on motion of either party, disqualify any one of its members for cause by a majority vote. If one or more of the hearing committee members disqualify themselves or are disqualified, the remaining members may



1 select a number of replacements equal to the number who have been disqualified  
2 to serve, except that alternative methods of replacement may be specified in the  
3 rules and procedures adopted by the institution;

4 (b) if the hearing committee requests, the chancellor shall provide legal  
5 counsel after consulting with the committee concerning its wishes in this regard.  
6 The function of legal counsel shall be to advise the committee, consult with  
7 them on legal matters, and such other responsibilities as shall be determined  
8 by the committee within the provisions of the rules and procedures adopted by  
9 the institution.

10 10.07 RECOMMENDATIONS: TO THE CHANCELLOR. The hearing body shall send  
11 to the chancellor and to the academic staff member concerned, as soon as practicable  
12 after conclusion of the hearing, a verbatim record of the testimony and a copy  
13 of its report, findings, and recommendations. After reviewing the matter on  
14 record and considering arguments if submitted by the parties, the chancellor shall  
15 issue a final decision. In that decision, the chancellor may order dismissal of  
16 the staff member, may impose a lesser disciplinary action, or may find in favor  
17 of the staff member. This decision shall be deemed final unless the board,  
18 upon request of the academic staff member, grants review based on the record.

19 10.08 SUSPENSION FROM DUTIES. Pending the final decision as to dismissal,  
20 the academic staff member with an indefinite appointment shall not be relieved  
21 of duties; except where, after consultation with appropriate administrative  
22 officer, the chancellor finds that substantial harm may result if the staff member  
23 is continued in his or her position. Where such determination is made, the staff  
24 member may be relieved of his or her position immediately, but his or her salary  
25 shall continue until the chancellor makes a decision as to dismissal.

26 10.09 DATE OF DISMISSAL. A decision by the chancellor ordering dismissal  
27 shall specify the effective date of the dismissal.



1           10.10 DISMISSAL FOR CAUSE - FIXED TERM OR PROBATIONARY ACADEMIC STAFF

2   APPOINTMENTS. Determination of just cause and notification of dismissal shall be  
3   made by the appropriate dean or director following receipt of written notification  
4   of specific charges and an opportunity to have a hearing with the dean or director.

5   The hearing shall provide the academic staff member with an opportunity to present  
6   evidence and argument concerning the allegations. Dismissal shall be effective  
7   immediately on receipt of written notification of the decision of the dean or  
8   director unless a different dismissal date is specified by the dean or director.

9   Dismissals for cause shall be appealable by filing an appeal with the hearing  
10   body established under sec. 10.03. The burden of proof as to the existence of  
11   just cause on appeal shall be on the administration or the authorized official.  
12   The procedural guarantees contained in sec. 10.05 and 10.06 shall be applicable  
13   to the appeal proceeding. Each chancellor shall establish procedures for  
14   adjudicating such appeals. In no event, however, shall a decision favorable to  
15   the appellant extend the term of the original appointment. If a proceeding on  
16   appeal is not concluded before the appointment expiration date, the academic  
17   staff member concerned may elect that such proceeding be carried to a final  
18   decision. Unless such election is made in writing, the proceeding shall be  
19   discontinued at the expiration of the appointment. If the chancellor ultimately  
20   decides in favor of the appellant, salary lost during the interim period between  
21   the effective date of dismissal and the date of the chancellor's decision shall  
22   be restored.           In those cases where the immediate supervisor of the  
23   academic staff member concerned is a dean or director, the chancellor shall, to  
24   avoid potential prejudice, designate an appropriate administrative officer to  
25   act for the dean or director under this section.

26           10.11 DISMISSAL FOR CAUSE - TEACHING MEMBERS OF THE ACADEMIC STAFF.

27   The rules of each institution may provide that dismissal for cause of a member of  
28   the academic staff having teaching responsibilities and holding a probationary



1 appointment or a fixed term appointment may proceed under UWS 10.02 to 10.09.

2 If the institutional rules do not specifically make such provisions, dismissal  
3 for cause shall be made pursuant to UWS 10.10.

4 CHAPTER UWS 11. TERMINATION OF ACADEMIC STAFF FOR REASONS OF BUDGET OR PROGRAM.

5 11.01 GENERAL. Notwithstanding 36.15 Wis. Stats., the chancellor of each  
6 institution may terminate a member of the academic staff holding an indefinite  
7 appointment, or may terminate a member of the academic staff holding either a  
8 fixed term or a probationary appointment prior to the end of the appointment period,  
9 when such action is deemed necessary due to budget or program decision requiring  
10 program discontinuance, curtailment, modification, or redirection. Consistent  
11 with the limitation of academic staff appointments to an operational area, each  
12 institution shall establish policies and procedures which will ensure careful  
13 consideration of termination decisions for reasons of budget or program and for  
14 prior consultation with appropriate members of the academic staff. Nonrenewal  
15 of a probationary academic staff appointment under sec. 9.04, even if for financial  
16 reasons, is not a termination for reasons of budget or program.

17 11.02 INDIVIDUAL TERMINATION DECISION. When a reduction in program of a  
18 particular operational area is required, terminations of academic staff members  
19 with indefinite, fixed term, or probationary appointments should normally follow  
20 seniority. This presumption in favor of seniority may be overcome where program  
21 needs dictate other considerations (e.g., the need to maintain specific  
22 expertise within the program or operational area). The standard notice periods  
23 specified in UWS 9.05 should be used, unless there are compelling reasons to the  
24 contrary, for termination of probationary and fixed term appointments under this  
25 chapter. Indefinite appointees shall have twelve months notice of termination  
26 for reasons of budget or program, unless there are compelling reasons to the  
27 contrary.



11.03 REVIEW AND HEARING FOR INDEFINITE APPOINTMENTS.

(1) An academic staff member with an indefinite appointment whose position is to be eliminated shall be notified in writing and shall, upon request made within 20 days after such notification, be given a written statement of the reasons for the decision within 15 days, including a statement of the reasons for the determination that the budgetary or program needs should be met by curtailing or discontinuing the program in which the individual concerned works. If the academic staff member requests in writing within 20 days after receipt of said statement, he or she shall be entitled to a hearing before the hearing body provided for in UWS 10.03. However, such a request for hearing shall not forestall a termination under this section.

The request for hearing shall specify the grounds to be used in establishing the impropriety of the decision.

The staff member shall be given at least 10 days notice of such hearing. Such hearing shall be held not later than twenty days after the request except that this time limit may be extended by order of the hearing body. Anyone who participated in the decision to terminate or who is a material witness shall not serve on the hearing body.

(2) The academic staff member shall have access to the evidence on which the administration intends to rely to support the decision to terminate and shall be guaranteed the following minimal procedural safeguards at the hearing:

(a) a right to be heard in his or her defense;

(b) a right to counsel and/or other representatives, and to offer witnesses;

(c) a right to confront and cross-examine adverse witnesses;

(d) a verbatim record of all hearings, which might be a sound recording, provided at no cost;

(e) written findings of fact and decision based on the hearing record;



1 (f) admissibility of evidence governed by 227.10, Wis. Stats;

2 (g) the hearing shall be closed unless the staff member whose position  
3 is to be terminated requests an open hearing, in which case it shall be open  
4 (see 66.77, Wis. Stats., Open Meeting Law);

5 (h) adjournments shall be granted to enable either party to investigate  
6 evidence as to which a valid claim of surprise is made.

7 (3) If the institutional policies and procedures provide that the review  
8 and hearing be conducted by a committee, the following requirements shall be  
9 observed:

10 (a) the committee may, on motion of either party, disqualify any one of  
11 its members for cause by a majority vote. If one or more of the committee  
12 members disqualify themselves or are disqualified, the remaining members may  
13 select a number of other members of the academic staff equal to the number who  
14 have been disqualified to serve;

15 (b) if the committee requests, the chancellor shall provide legal counsel  
16 after consulting with the committee concerning its wishes in this regard. The  
17 function of legal counsel shall be to advise the committee, consult with them on  
18 legal matters, and carry out such responsibilities as shall be determined by the  
19 committee within the policies and procedures adopted by the institution.

20 (4) The first question to be considered in the review is whether one or more  
21 of the following factors improperly entered into the decision to terminate:

22 (a) conduct, expressions, or beliefs on the staff member's part which are  
23 constitutionally protected or actions which are consistent with an appropriate  
24 professional code of ethics;

25 (b) employment practices prescribed by applicable state or federal law; or

26 (c) improper consideration of the qualifications of the staff member.

27 For the purposes of this section, "improper consideration" occurs if material  
28 prejudice resulted from any of the following:



1           1. the procedures required by the chancellor or board were not  
2 followed;

3           2. available data bearing materially on the quality of the staff  
4 member's actual or potential performance were not considered; or

5           3. unfounded, arbitrary, or irrelevant assumptions of fact were made  
6 about work or conduct.

7           (5) The staff member shall present evidence on whether one or more of the  
8 factors specified above improperly entered into the decision to terminate. The  
9 hearing body shall then consider whether the evidence presented establishes a  
10 prima facie case that such factor or factors did enter significantly into the  
11 termination decision. If the hearing body finds that a prima facie case has  
12 not been established, the termination decision shall be found to have been  
13 proper and the hearing shall be ended.

14           (6) If the hearing body finds that a prima facie case has been established,  
15 the appropriate administration officer for the operational area shall be  
16 entitled to present evidence to support the termination decision, and, thereafter,  
17 the staff member may present evidence in rebuttal. Thereafter, on the basis of  
18 all the evidence presented, the hearing body shall make its determinations as  
19 follows:

20           (a) the hearing body shall first consider whether one or more of the  
21 above specified factors improperly entered into the decision to  
22 terminate. Unless the body is convinced that such factor or factors did  
23 improperly enter into that decision, the body shall find the decision to  
24 have been proper;

25           (b) if the hearing body is convinced that such factor or factors entered  
26 into the decision to terminate, then the body shall find that decision to be  
27 improper, unless the body is also convinced(1) that there was a bona fide  
28 program or budgetary reason(s), and that the determination of such reason(s) was



1 made in the manner prescribed by, and in accordance with, the standards established  
2 by the institution; and (2) that the decision to terminate the particular academic  
3 staff member was in accordance with the provisions of UWS 11.02.

4 (7) In determining whether a bona fide budgetary or program reason existed for  
5 termination of the appointment of the academic staff member concerned, the hearing  
6 body shall presume that the decision to curtail the program was made in good faith  
7 and for proper reasons. The hearing body shall not substitute its judgment or  
8 priorities for that of the administration.

9 (8) If the hearing body finds that the termination was improper, it shall  
10 report this decision and its recommendation to the chancellor and to the staff  
11 member. The chancellor shall review the matter, decide whether the staff member  
12 should be terminated, and notify the hearing body and academic staff member of  
13 the decision. This decision shall be deemed final unless the board, upon request  
14 of the academic staff member, grants review based on the record.

15 11.04 REVIEW FOR FIXED TERM AND PROBATIONARY ACADEMIC STAFF MEMBERS.

16 Each institution shall establish procedures for an impartial review of the  
17 terminations for reasons of budget or program of academic staff members with  
18 fixed term and probationary appointments. Nonrenewal is not a termination  
19 under this section.

20 11.05 ALTERNATIVE EMPLOYMENT. Each institution shall devote its best  
21 efforts to securing alternative appointments within the institution in positions  
22 for which staff terminated under this chapter are qualified under existing  
23 criteria. Each institution should seek to provide financial assistance for  
24 academic staff members who have indefinite appointments and who are to be  
25 terminated to readapt within the department or within another department of  
26  
27  
28



1 the institution where such readaptation is feasible within one year's time..  
2 Further, the University of Wisconsin System shall devote its best efforts to  
3 insure that such staff members terminated in any institution shall be made  
4 aware of openings within the System.

5 11.06 REAPPOINTMENT RIGHTS. Each institution shall establish administrative  
6 procedures and policies to insure compliance with 36.21, Wis. Stats. in providing  
7 that where terminations occur for reasons of budget or program no person may be  
8 employed at that institution within three years to perform reasonably comparable  
9 duties to those of the staff member terminated without first offering the  
10 terminated staff member reappointment without loss of rights or status.

11 CHAPTER UWS 12. COMPLAINTS AND GRIEVANCES.

12 12.01 COMPLAINTS. Each institution shall establish policies and  
13 procedures to deal with allegations by the administration, students, other  
14 academic staff members, faculty members, classified staff members, or members  
15 of the public concerning conduct by an academic staff member which violates  
16 university rules or policies, or which adversely affects the staff member's  
17 performance or obligation to the university but which allegations are not  
18 serious enough to warrant dismissal proceedings under UWS 10. Such procedures  
19 shall include the designation of an individual or body with the power and  
20 authority to conduct a hearing on the complaint and to recommend solutions to  
21 the chancellor if the problem cannot be otherwise resolved.

22 12.02 GRIEVANCES. Each institution shall establish policies and  
23 procedures for adjudicating grievances involving members of the academic staff.  
24 Such procedures shall include the designation of an individual or body with the  
25 power and authority to investigate and to recommend solutions to the chancellor  
26 if the problem cannot be otherwise resolved.

27

28



1 CHAPTER UWS 13. OUTSIDE ACTIVITIES.

2 13.01 OUTSIDE ACTIVITIES. Each institution shall develop policies and  
3 procedures concerning the performance by an academic staff member of outside  
4 activities of an extensive, recurring, or continuing nature outside his/her  
5 broad institutional responsibilities during any period of employment by the  
6 institution. Such rules and procedures shall be designed to encourage  
7 appropriate participation by academic staff members in public service or  
8 endeavors related to their fields of interest while ensuring adequate attention  
9 to all normal university responsibilities. Institutional procedures and  
10 policies shall, at a minimum, provide as appropriate for the following:

11 (a) reporting of substantial outside activities;

12 (b) notification to academic staff members where activities are  
13 deemed excessive or improper;

14 (c) a mechanism for appeal from a decision of impropriety;

15 (d) policies concerning the use of university facilities;

16 (e) policies concerning absence from regular duties;

17 (f) reporting of any intended service as an expert witness in legal  
18 proceedings, or as staff, advisor, or consultant to granting agencies.

19 CHAPTER UWS 14. LIMITED APPOINTMENTS.

20 14.01 LIMITED APPOINTMENTS.

21 (1) A limited appointment under sec. 36.19, Wis. Stats. is a special  
22 appointment to a designated administrative position. A person in this type of  
23 appointment serves at the pleasure of the authorized official who made the  
24 appointment. A member of the academic staff granted a limited appointment  
25 shall not lose existing rights to an academic staff appointment by accepting the  
26 limited appointment, and a member of the faculty granted a limited appointment  
27 shall not lose existing rights to a faculty appointment by accepting the limited  
28



1 appointment. Termination of a limited appointment is not a dismissal under  
2 UWS 4 or UWS 10 and is not otherwise appealable. Wherever possible, three  
3 months notice of termination should be given if the appointee does not hold  
4 simultaneously another university appointment.

5 (2) Limited appointments apply to the following positions: president,  
6 provost, vice president, associate vice president, assistant vice president,  
7 chancellor, vice chancellor, associate chancellor, assistant to the chancellor,  
8 assistant chancellor, associate vice chancellor, assistant vice chancellor,  
9 center system dean, secretary of the board, associate secretary of the board,  
10 assistant secretary of the board, trust officer and assistant trust officer,  
11 and such other administrative positions as the board, the president, or the  
12 chancellor determines at the time of the appointment.

13 CHAPTER UWS 15. OTHER APPOINTMENTS.

14 15.01 OTHER APPOINTMENTS. The board may make or authorize appointments  
15 of specified terms for student assistants and employees in training, such as  
16 residents, interns, post-doctoral fellows or trainees or associates. Appointments  
17 made pursuant to this section shall not be subject to the provisions of secs.  
18 36.13 and 36.15, Wis. Stats. and UWS 1-14. Rules and procedures for such  
19 appointments shall be determined as appropriate by the president or the  
20 chancellor of each institution after consultation with appropriate faculty and  
21 with appropriate student assistants and employees in training.



LANGENFELD, MARY M  
SPECIALIST NEWS& PUBL  
10 BASCOM HALL



*Handwritten signature*

Release: Immediately

12/3/75 jfn

## MADISON CAMPUS IS FOURTH IN NATION IN NUMBER OF SCIENTISTS

MADISON--Ranking fourth in the nation, the University of Wisconsin-Madison has 2,729 fulltime engineers and scientists on its academic staff, according to a National Science Foundation (NSF) report.

National leaders among 50 doctorate institutions were Michigan 3,293, Harvard 2,909, and Minnesota 2,782.

A tabulation by sex of the employees showed Wisconsin second in number of women with 562. Michigan led with 774 women.

A breakdown by field of study showed Wisconsin led the 50 institutions in psychology with 213 employees (71 women). Other Wisconsin rankings were: second in environmental sciences with 130 (15 women); tied for third in social sciences with 434 (106); fifth in physical sciences with 262 (14); eighth in life sciences with 1,340 (336); 11th in mathematical sciences with 111 (3); and 12th in engineering with 239 (17).

NSF said the figures were approximate for January, 1975, payrolls. The rankings were published this week in the Chronicle of Higher Education.

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# University of Wisconsin-Madison

OFFICE OF THE CHANCELLOR

Bascom Hall

500 Lincoln Drive

Madison, Wisconsin 53706

February 19, 1975

## MEMORANDUM

TO: All Members of the Academic Staff, UW-Madison

FROM: Cyrena N. Pondrom  
Assistant Chancellor (Personnel Division)

SUBJECT: Meeting to Discuss New Rules Governing Academic Staff Employees

With the passage of merger legislation in summer, 1974, the University of Wisconsin System was charged with developing a section of the Wisconsin Administrative Code setting forth general personnel rules for the faculty and the academic staff. Faculty rules were adopted by the Board of Regents at the meeting of December, 1974. Rules for the academic staff, developed by system-wide committees on which academic staff members held a majority, are now in draft form. These rules, when adopted, will supercede current campus guidelines on appointment procedures. A copy of these proposed rules and a synopsis is enclosed for your examination.

Because of the importance of these rules and the procedures which will be developed to implement them, the Madison campus administration is calling a meeting of all members of the academic staff for Tuesday, March 4 at 4 p.m. in B-10 Commerce. Chancellor Edwin Young will be present to discuss these developments and members of the campus administration and Academic Staff Advisory Committee who helped create the proposed System rules will be available to summarize the substance of the rules and answer questions. A final version of the rules will be sent to the Board of Regents for a "first reading" in April and a public hearing will be scheduled shortly thereafter. The Board will take final action on the rules at the next regular meeting following the hearing. All members of the campus community are invited to comment on the document in writing or at the hearing. Written comments should be sent to Vice President Donald K. Smith, with a copy to me, by March 15, 1975.

The draft policies provide that a standing advisory committee with a majority from the academic staff shall be created by the Chancellor to advise the campus administration on policies and procedures developed to implement the system-wide rules. At the request of a group from the academic staff, a portion of the meeting on March 4 will be devoted to hearing views from the academic staff



concerning procedures for selecting that committee. The following questions will be addressed during the discussion:

Should members of the committee be appointed, elected, or partially appointed and partially elected? If some should be elected, how should an election be conducted?

Should steps be taken to insure that major groups of positions (e.g. research specialists, collateral faculty, librarians) within the academic staff are represented on the committee? If so, what groups should be assured representation?

What is an appropriate size for the committee?

Representatives of the ad hoc group will make a brief presentation in response to these questions and opportunity will be provided for responses from other groups or from the floor.

Creation of these rules and of the campus procedures which will be formulated to implement them represent a very significant development for members of the academic staff. It is extremely important that as many staff members as possible examine the rules carefully. Those who attend the meeting, participate in a discussion or submit written comments will help to guide administrative decisions in the months ahead.

xc: Chancellor Edwin Young  
Vice Chancellor Irving Shain  
Vice Chancellor Robert Cooke  
Assistant Chancellor David J. Hanson  
Associate Vice Chancellor J. Ray Bowen  
Associate Vice Chancellor Len Van Ess  
Deans and Directors



A NARRATIVE ON

AND

A SYNOPSIS OF

THE ACADEMIC STAFF PERSONNEL RULES

UWS 8 - 13

by the

UW Madison Advisory Committee

The merger statute defines four types of appointments: faculty, academic staff, limited, and student assistant/employees in training and further provides that the Board of Regents shall adopt rules related to these appointments. The Board has already adopted and placed into the Administrative Code as UWS 1-7 the rules which relate to faculty appointments. The draft chapters UWS 8-13 contain the proposed Regent rules for the academic staff, UWS 14 contains the proposed Regent rules for limited appointments, and UWS 15 contains the proposed Regent rules for the student assistant/employees in training category.

The origins of this draft are as follows. When it became clear in the summer of 1973 that the statutory definitions of the academic staff were acceptable to the legislative leadership, the UW System Administration consulted the chancellors on the development of rules for academic staff appointments. It was agreed that the university cluster and the doctoral cluster would prepare separate drafts. If feasible, a later effort would be made to integrate the drafts into a single set of Regents rules for the academic staff. The cluster task forces were established in the academic year 1973-74; the graduate cluster task force was composed of the following individuals:

Joyce Becker	McArdle Laboratory	UW Madison
Robert Borchers	Dir., Physical Science Lab.	UW Madison
J. Ray Bowen	Asso. Vice Chancellor	UW Madison
Leila Fraser	Asst. to the Vice Chancellor	UW Milwaukee
Robert Ingle	Educational Psychology	UW Milwaukee
Richard Norris	Asst. Dir. of Adm. & Rec.	UW Milwaukee
Marelda Weiss	Asst. Dean Graduate School	UW Madison

Legal advice was provided by David Hanson.

A UW Madison advisory committee to the graduate cluster task force was appointed to provide additional input in the development of the graduate cluster proposal for academic staff personnel rules. In addition to the Madison members of the cluster task force, the following individuals served on the campus advisory committee:

Diane Eich	Technical Specialist, Research and Development Ctr.
Priscilla Florence	Specialist, School of Nursing
Arthur Kelman	Professor, Plant Pathology
Nancy Marshall	Specialist, General Library



Robert Miller	Asst. to the Dean, School of Education
Kenneth Mylrea	Asso. Scientist, Instrumentation Systems Ctr.
Cyrena Pondrom	Asst. Chancellor
John Rankin	Professor, Preventive Medicine

The initial phase of the graduate cluster effort was completed in May 1974 with the submission of a draft to Chancellors Baum and Young. The draft was forwarded by the Chancellors to the University of Wisconsin System administration in September 1974 with two minor changes. In October 1974, Vice President Smith appointed a system task force with representatives from the university cluster, the graduate cluster and extension to review the cluster proposals and to formulate, if possible, a single set of academic staff personnel rules for the system. The following individuals served on that committee:

Robert Borchers	UW Madison
J. Ray Bowen	UW Madison
Ronald Dhuey	UW Green Bay
Boris Frank	UW Extension
Leila Fraser	UW Milwaukee
Karl Meyer	UW Superior
Stanley Rolnick	UW LaCrosse
David Stewart	Central Administration Academic Affairs (Chairman)

Because of the variety and diversity of assignments, responsibilities, source of funding, and conditions of employment of academic staff among the campuses, the system document provides each campus with the autonomy needed to structure an academic personnel system which is responsive to the conditions that exist on the campus. UWS 8 provides for the establishment of a committee with at least a majority of academic staff to advise on policies and procedures adopted pursuant to UWS 8 to 13 and assigns the chancellor the responsibility for establishing campus rules after consultation with the committee. A synopsis of each chapter follows.

#### UWS 9

9.01 specifies three types of appointments: fixed term, probationary and indefinite. Such appointments are limited to an operational area (department, research program, or other budget unit) specified at the time of the appointment.

9.02 requires that the terms and conditions be specified in a letter of appointment and that the campuses develop procedures relating to academic staff recruitment.

9.03 defines fixed term, probationary and indefinite academic staff appointments.

9.04 establishes procedures related to a decision not to renew a probationary appointment for a member of the academic staff and a mechanism and standards for the appeal of such a decision.



9.05 specifies the notice periods for a decision not to renew either a fixed term or a probationary appointment for a member of the academic staff and provides for an extension of appointment in the absence of proper notification. The periods of notice vary with length of service; the maximum notice is 6 months for a fixed term appointee after two years of service and is 12 months for a probationary appointee after two years of service. These notice periods are identical to those specified in the current Madison campus guidelines.

#### UWS 10

10.01 provides that a member of the academic staff may be dismissed only for cause within the term of the appointment. Nonrenewal is not a dismissal. Procedures for a dismissal action concerning an individual holding an indefinite appointment, are outlined in UWS 10.02-10.09; procedures for an individual holding a fixed term or a probationary appointment are outlined in 10.10 and 10.11.

10.02 outlines procedures for bringing of dismissal charges against a member of the academic staff holding an indefinite appointment.

10.03 provides for a designation of a body (either an examiner or a committee) to conduct a hearing on the charges and to make a report and recommendations on the charges.

10.04 specifies the charges shall be transmitted in writing to the staff member and a hearing shall be provided at the request of the staff member concerned upon timely request.

10.05 provides for adequate due process, and UWS 10.06, for procedural guarantees, during the hearing.

10.07 covers the chancellor's review of and decision on the report and recommendations.

10.08 concerns the question of suspension from duties while under charges and prior to a final decision by the chancellor.

10.09 requires that the effective date of dismissal be specified in a decision ordering dismissal.

10.10 covers procedures related to the dismissal for cause of an academic staff member who holds either a fixed term or a probationary appointment.

10.11 permits a campus to use UWS 10.02 to 10.09 for dismissal proceedings involving an academic staff member who has teaching responsibilities and who holds either a fixed term or probationary appointment.

#### UWS 11

11.01 provides that a member of the academic staff may be terminated when such action is judged to be necessary because of a budget or program decision requiring program discontinuance, curtailment, modification or redirection.



11.02 specifies that a reduction of staff for reasons of budget or program should normally follow seniority and further specifies notice periods for terminations.

11.03 provides for a review of and a hearing on the decision to terminate a member of the academic staff holding an indefinite appointment.

11.04 requires each campus to establish procedures for impartial review of termination decisions of academic staff members holding either fixed term or probationary appointments.

11.05 expresses a commitment on the part of each campus to seek alternative employment for the terminated staff member while UWS 11.06 provides for reappointment rights.

UWS 12 charges the campus with the responsibility for establishing procedures to investigate complaints and grievances.

UWS 13 requires the campus to develop procedures for monitoring, when appropriate and as necessary, the outside activities of a staff member.



# UNITED FACULTY NEWSLETTER

Patricia F Murphy  
Bascôm

Admin Asst

*Admin  
Staff*

VOLUME V, NUMBER 5, FEBRUARY, 1975

UNITED FACULTY-LOCAL 223 AMERICAN FEDERATION OF TEACHERS

## OPEN MEETING

Senator Carl Thompson  
of the Wisconsin Senate Education Committee

"Prospects for the UW"

Tuesday, January 28  
8 pm

Memorial Union

## AUSTERITY, RECESSION, AND THE UNIVERSITY: WHAT DOES IT MEAN?

An ill wind doth blow. Governor Lucey's recent very strong statements about the necessity of cutbacks in the University of Wisconsin System, including the possible closing of campuses, is very important to the Madison campus as well as the rest of the system. Lucey's January 9 statement should have been no surprise, since there have been hints of cutbacks in the wind for some time. It is very clear that the rather modest salary increases that were recommended by the Regents will not be forthcoming, and that the faculty will continue to have its salary actually slashed by inflation. It also seems most unlikely that the proposal for a reduction in tuition will meet with success.

For too long, the Madison campus faculty has felt itself immune to pressure. There have been no 'layoffs' of tenured staff here, and enrollments have remained stable or have risen slightly. Yet, under the surface there is little cause for optimism. There have been an increasing number of cases in which deans have refused to promote faculty members who have been recommended by their departments for 'budgetary' reasons. This is a way of cutting the number of faculty. Further, the Madison campus cut-

(continued on p. 2)



cut a number of programs a year or two ago in an effort to save money. The Counseling Center was virtually eliminated, many student services dropped, and other 'non-academic' programs cut back. Such measures save money and in a sense protected the direct academic program. But such cuts could be made only once. The next time the Madison campus has to save money, it may well come out of the hides of the faculty.

While the current economic situation and to some extent even the drops in enrollments on many campuses could not have been predicted, a share of the blame for the present situation belongs to the leadership of the University. A golden opportunity to involve faculty, regents, and others in setting real priorities was lost when the merger simply enshrined the status quo. Decisions, hard or otherwise, were simply not made. In addition, neither the Central Administration nor the Madison campus leadership has involved the faculty in the decision making process in any real way. Thus, faculty members will not feel any responsibility for whatever perhaps harsh steps may be forthcoming. Indeed, the Administrations has not even bothered to inform the campus community of the coming difficulties. Our information must come from the Governor's office and from the daily press. This, certainly, is not the way to run a university with a tradition of shared responsibility and faculty involvement.

---

FACULTY SENATE: WHAT IS IT DOING? ANSWER: NOTHING!

The January meeting of the Faculty Senate has been cancelled and this is not the first cancellation of the year. Rumor has it that there will be an open discussion of affirmative action soon, but a firm date has not been set. What, one might ask, has the Senate accomplished this year? And why has it accomplished so little? Is it an unwieldy body? Or is the Administration reluctant to place real decisions before the Faculty Senate?

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The United Faculty Newsletter is published by United Faculty-American Federation of Teachers Local 223. Unsigned articles do not necessarily reflect the views of UF. Correspondence regarding the Newsletter should be sent to the editor, Prof. Philip G. Altbach, Box 2, Education Building. Membership information is available from Prof. Robert Skloot, 6004 Vilas Hall. A payroll deduction form will be found on p. 4.

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FOCUS ON ACADEMIC STAFF

By Joann Elder

(Editor's Note: This is the first of two articles dealing with some of the problems of academic staff (individuals who have professional responsibilities but who are not legal faculty or civil service. United Faculty has long felt that the situation of this group of people needs defining as well as improvement.)

It is important at this time to review the status of Academic Staff on the Madison campus, because decisions are now being made for us, as they have always been made. Now that Merger is a fact, new personnel policies are being worked out on a Systemwide basis. A copy of these proposed policies will be circulated soon. Now is the time for the Academic Staff



to show it is interested in its own future as well as the future of the University.

In the proposed UW System Faculty Personnel Rules, Chapter UWS 1 is concerned with a definition of terms. It states "Academic Staff means professional and administrative personnel, other than faculty and classified staff, with duties and types of appointments that are primarily associated with higher education institutions or their administration." If the Academic Staff person had an 'Indefinite' Appointment under the proposed system, it would greatly improve their status. In the present situation, Academic Staff has no job security, no way of earning merit or promotion, nor any input into institutional governance, and therefore no control over its own destiny.

Before we consider current proposals for Academic Staff personnel policies, we should note the size and amorphous clump of today's academic staff and how it got that way. In 1973, UW Madison Faculty Document 132 (p.9) listed legal faculty as 2,279, and "Other Academic Staff" at 6,742. To get this later number it included teaching, research and project assistants (3,038). The 1973 Affirmative Action Plan, Section IV, Part A. Listed Non Instructional Academic Staff at 2,396. Add 533 Clinical Faculty to this and you have 2,929. In either case the Academic Staff is larger than the legal faculty, which has been a primary reason the legal faculty has no interest in including such a group in faculty governance.

A closer look into the Academic Staff figures reveals approximately 1700 of these are "Specialists". This category of employees became popular by 1967. Vice President Clodius sent a memo to Deans and Department Chairmen outlining Academic Staff positions, which said "wide use of this title (Specialist) is encouraged." In the July 1, 1967 Guideline Academic Staff: Position Appointments and Titles, the Specialist title is defined, but the sentence about being "encouraged" is not there. In the second edition of the above, authored by Vice President Percy, the Specialist title remains as one of the 14 categories under "E. Professional Scientific and Specialist Academic Staff."

Between 1969 and 1970 departments were told to review their Classified and Specialist appointments, to be sure the latter were of sufficient academic scope. In 1968 Librarians holding Civil Service Appointments were made Specialists, as an improvement in their academic status. In so doing, they lost job security and regular salary increases which Civil Service employees retained. The Librarians found they were part of a group, some of whom had PhD's and some of whom did not have a B.A.

Included in the Specialist Title are some football coaches, lab technicians, editors, counselors, project typists, and senior scientists. The excuse for being made a Specialist was sometimes given "in order to be paid more than if a similar position was Civil Service"; more often, due to lack of regular increments or avenues for promotion, Specialists found they were earning less than their Civil Service counterpart. Base pay was less than



an instructor or lecturer, though many Specialist had comparable degrees.

By 1970 the unwieldiness of the Specialist appointment became apparent, and several efforts were made to review the situation. A Subcommittee on Specialists was appointed by the Chancellor's Committee on the Status of Women in 1971. They found those on "soft" monies (Federal Funds) outnumbered those on the instructional budget about three to one. Only slightly more than half considered their jobs career positions. The good thing that developed out of all the investigations was that clear guidelines were set up for all members of the Academic Staff: December 14, 1972 "Personnel Policies for Non-Faculty Members of the Academic Staff". Spelled out were "Letters of Appointment" and "Notice of Termination Other than Disciplinary Dismissals". Previous to this document was one on sick leave policy governing academic staff members. In fringe benefits, academic staff paralleled faculty. Still very much missing was job security or methods for promotion, and perhaps most important, a channel to speak for themselves.

(To be continued in the March Newsletter)

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UNITED FACULTY-AMERICAN FEDERATION OF TEACHERS  
Authorization for Payroll Deduction

Full name of Employee \_\_\_\_\_

Social Security # \_\_\_\_\_

Department \_\_\_\_\_ Type of Appointment

Annual \_\_\_\_\_ Academic \_\_\_\_\_

Tenured Staff \_\_\_\_\_ Non Tenured Staff \_\_\_\_\_

Effective \_\_\_\_\_, I hereby request the University of Wisconsin to deduct from my salary each month a sufficient amount to provide for the monthly payment of my union dues. Dues will be deducted in 12 installments; academic personnel will have 4 deductions taken from their final second semester check to cover the summer months.

The amount deducted will apply as monthly UF-AFT 223, University of Wisconsin-Madison dues and this authorization will remain in effect as long as I am employed at the University unless terminated by me upon thirty days written notice to the Treasurer.

Date \_\_\_\_\_ Signature \_\_\_\_\_

Office Address \_\_\_\_\_ Phone \_\_\_\_\_

Return to Robert Skloot, 6004 Vilas Hall 1974-5 Dues:

Tenured Staff \$95.00 Non-tenured Staff \$85.00



# The Specialist Organizing Committee Newsletter

*Specialists*  
*and staff*

September, 1976

#5

## BOYCOTT CANTEEN VENDING

Workers at Wisconsin Canteen have been on strike for over four months. Vending route drivers are represented by Teamsters Local 695. They are fighting for: 1) maintenance of the union shop, 2) an hourly wage in line with the union scale rather than the company's proposed commission system which would penalize the workers for products not sold or spoiled, thus lowering wages, and 3) job security.

Inside food production employees, represented by Hotel and Restaurant Workers Local 257, are fighting for: 1) maintenance of the union shop, 2) wages above minimum wage level, and 3) an end to sex discrimination--equal pay for equal work.

From the company's actions, it is apparent that it is determined to break the unions rather than seek a fair settlement. The company is now hiring scab labor as a weapon in its union-busting campaign. The University is Wisconsin Canteen's biggest account, and it is the only account that is keeping Canteen alive in its antilabor position. Virtually every vending machine on campus is a Canteen machine. In the interests of forcing the company to bargain seriously and reach a fair settlement with the unions, we are asking all students, faculty, and employees of the UW not to buy any Canteen products.

If you want to help, call the Canteen Workers Strike Support Committee at 256-4375.

## SOC-MASA-UF

There are currently three groups seeking the support of specialists here at UW-Madison: the Specialist Organizing Committee (SOC), the Madison Academic Staff Association (MASA), and United Faculty-AFT (UF). Since there may be confusion as to how these groups differ, we



are presenting a comparison of our goals and activities in three important areas: 1) collective bargaining and unionization, 2) the nature of the collective bargaining units, and 3) grievances.

### Collective Bargaining and Unionization

SOC, MASA, and UF all support specialists' obtaining the right to collectively bargain with the UW administration. However, there are major differences among the three groups.

SOC and UF are labor union oriented. Both recognize that specialists do professional-type work, and both view unionization as being consistent with meeting the needs of professional employees. An adversary relationship already exists between specialists and the UW administration, with the latter having nearly total control over the conditions of our employment. Both SOC and UF see a union as being the most effective, democratic way for specialists to gain more control over their jobs.

MASA, on the other hand, is ambivalent toward the concept of unionization. Some MASA members do not favor a union; they believe that the UW administration can be morally persuaded to share its power with the academic staff. Other MASA think that unionization is a good idea, but are afraid of alienating those with anti-union sentiments. While SOC works to present the advantages of unionization to specialists, MASA feels the interests of unity are best served by avoiding the discussion altogether.

### Nature of the Collective Bargaining Units

In the event that legislation is enacted to give collective bargaining rights to the academic staff and faculty at UW-Madison, MASA favors the inclusion of the faculty and the academic staff in the same bargaining unit. SOC believes that specialists need their own bargaining unit, separate from those of the faculty and other academic staff employees.

Some information on the numbers and classifications of UW employees will be useful before discussing these different viewpoints. The academic staff currently numbers 3114 employees. There are four principal subgroups within the academic staff: specialists (1694), instructors



(697), postdoctoral staff (315), and administrators (369). The faculty has 2225 members.

UF is primarily interested in organizing employees involved in the educational process, namely, faculty and academic staff instructors. However, UF is willing to sign up nonteaching academic staff employees, such as specialists, because a larger UF membership means greater strength in faculty bargaining with the UW administration. UF's faculty orientation is reflected in its membership—90% faculty, 10% academic staff.

MASA would like to be included with the faculty because it feels such an arrangement would afford the academic staff better treatment by the UW administration. In other words, this alignment would somehow improve the academic staff's status within the university community.

SOC believes that specialists should not be included with the faculty because a definite conflict of interest exists between the two groups. The faculty hires and fires specialists and supervises our work; the faculty will not voluntarily relinquish this control over our jobs. Similarly, conflicts of interest exist between specialists and other subgroups of the academic staff. The administrative staff sets up policy that minimizes job security and grievance rights for specialists. Postdoctoral staff members often determine specialists' daily work responsibilities in a manner that suits their own convenience.

SOC recognizes that specialists perform a diversity of essential job functions within the University. However, specialists are a more homogeneous group than academic staff members as a whole. Specialists do not have the teaching duties that instructors have, and they have fewer internal conflicts of interest. Moreover, specialists have common problems: little job security, few grievance rights, no real control over working conditions or salary.

### Grievances

MASA refuses to handle grievances for individual academic staff members. UF would handle grievances for UF members, but has little experience.

(cont'd)



SOC has successfully handled several grievances. A few facts will give you some idea how SOC was able to help.

A specialist on immigration status was laid off; he filed a complaint of discrimination. SOC was able to get him another specialist position for a year while the Department of Industry, Labor, and Human Relations investigated. Recently, the State determined that there was discrimination in this case.

A specialist was promoted and not given a raise. the Chancellor's office claimed that no promotional raises or salary adjustments were available. SOC was able to push for a review of the case. Documentation was provided to the decision-makers which convinced them to approve the proper raise.

If you have questions or problems, call Elaine McDonald at 263-2868 or Virginia Farkas at 251-5933.

The SPECIALIST ORGANIZING COMMITTEE meets every second and fourth Thursday at the Brooks Street YMCA at 4:45 p.m.

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# The Specialist Organizing Committee Newsletter

February, 1976

2

## COLLECTIVE BARGAINING --

### A SEPERATE BARGAINING UNIT FOR SPECIALISTS

The Specialist Organizing Committee believes it is vital for specialists to have a collective bargaining unit separate from those of other academic staff and of the faculty.

U.W.-Madison has 3029 employees classified as academic staff. This classification is further broken down into the following four categories: officials and managers (294), instructional academic staff (630), postdoctoral staff (300), and other academic staff (1805). Of the so-called "outher" category, 1730 are specialists. Even though there are more specialists than any other job title within the academic staff, the University does not see us as a discrete group.

Specialists, however, perform a variety of jobs crucial to the University's function. Although specialists jobs may seem dissimilar, the conditions of employment are much the same. Most specialists are fixed-term employees, depending on yearly reappointments, and have no control over their working conditions. Other academic staff members, such as associate deans and administrators, can have indefinite appointments, and some - such as clinical faculty - have the power to hire and fire specialists. For these compelling reasons, we feel it is necessary that specialists have their own bargaining unit.

Specialist have little in common with the faculty in terms of salary, job security, or working conditions. Specialists do not even have the equivalent of shared governance. Specialists, whose median salary is \$7,000. less than that



of the faculty can be laid off whenever the faculty finds it necessary. The faculty is not our primary adversary--the administration is. It would be impossible for the faculty and specialists to function together within the same bargaining unit. Because of the special conditions of employment shared by specialists, their collective bargaining needs lie in three major areas: job security, salary, and health and safety.

## UNIONIZED EMPLOYEES EARN MORE THAN SPECIALISTS

For this newsletter we will concern ourselves primarily with the area of salaries. Specialists are acutely aware that their salaries have not kept up with the increasing costs of food, rent or mortgage payments, clothing, and utility bills. The Specialist Organizing Committee has determined that the average increase of 9.4% is required to bring specialist salaries up to their 1973 level in terms of buying power. Many specialists, in fact, received much less than the average salary increase in previous years. This is due to the fact that the money allocated to each University department for salary increases is split between cost-of-living raises and "merit" raises. This method gives rise to many inequities.

The School of Nursing, for example, gave all specialists the minimum 3.2% salary increase as required. The remaining 3.3% was used, as intended, for merit increases. However these merit increases were not equitably distributed between faculty and academic staff, since it was felt that the faculty was "more underpaid" than the specialists were.

An equitable cost-of-living increase is urgently needed and long overdue. In the absence of collective bargaining, the only recourse specialists have is a petition currently being circulated by the SOC which asks for an emergency allocation by the Legislature to bring salaries up to 1973 levels.

To illustrate how a labor union can help our struggle for higher and more equitable wages, SOC has made a study of the Wisconsin Association of Scientists and Professionals, a labor union of state employees who perform work similar to the work done by specialists. We found, for example, that the starting salary of a chemist employed by the State is \$10,944. After one year, the employee receives an 8% raise, to \$11,820. If the chemist has a master's degree, the salary with one year of exper-



ience is \$13,813. Salary schedules for other types of work are similar. They are substantially higher than those received by many specialists (\$8,950.), and salary increases of State employees are handled openly. The employee's salary increase is not reduced for reasons of "merit" to whatever is left after the faculty and supervisory staff have taken their cut of the amount budgeted for salary increases.

Enclosed is a copy of the petition. Please sign it and return it to JULIA GRAY, RM. 536, WARF BLDG., 610 Walnut St. If you would like to circulate the petition and need additional copies please contact one of the following:  
Carol-262-3064                      Eva-262-0982

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### WAGES AND INFLATION

With most people feeling the pinch of higher prices for food, fuel rent, and other necessities, they are looking around for explanations. But economists treat inflation like the weather--they say we have to learn to live with it. Newspapers write about the "wage-price spiral" and editorialize about the need for sacrifices. We are told not to demand higher wages so we can "beat inflation".

It's not surprising that many people look to "wage-price controls" to solve the problem and blame unions for inflation. After all, higher wages push prices up, don't they?

The facts show otherwise. Over the last few years, fuel prices have doubled. Food jumped 20% in one year and continues to rise at a 10% annual rate. Even the Labor Department's Consumer Price Index, based on the unrealistic "market basket" approach, has shown a nearly 40% rise since 1970. And what about wages? Real wages, based on the purchasing power of the dollar, have been declining for 10 years! Measured in 1967 dollars, the average weekly earnings for a manufacturing worker with three dependents fell from \$102.42 in 1965 to \$98.49 in April of last year. (Monthly Labor Review) In other words, wages are not rising fast enough to keep up with



inflation. First-year wage increases in union contract settlements are averaging only about 7% - a net loss.

If wages don't push up prices, then what does? Inflation is primarily caused by the deficit spending of the government. When the government deficit spends that means it borrows money over and above what is collected in taxes. This money is pumped into the economy, but no goods have been manufactured for sale on the market corresponding to it. Military spending is the best example.

Monopolies take advantage of surplus purchasing power to raise prices. So money is pumped into the economy by government deficits and prices are raised to make extra profits. This is the main mechanism of inflation in the U.S. economy--and the big corporations that control food supplies and sources, benefit from it just as much as weapons manufacturers. From 1970 to 1974, corporate profits before taxes rose 91%. The only other thing that rose so steeply during that time was unemployment--up 92%.

By keeping wages relatively low and unemployment high, the economic policies of the government strengthen the competitive position of the U.S. abroad. The price of this trade war is being paid by the workers, and the burden falls heaviest on those least able to pay--women workers, minorities, and the elderly.

How do we fight inflation and unemployment? Only through unions do workers have the power to defend their standards of living. A cost-of-living clause in contracts, for example, would automatically raise wages when prices go up. Unions can also form watchdog committees to collect up-to-date price information, rather than wait for the government's figures. Organized workers can also lead the fight for a shorter workweek with no reduction in pay to beat unemployment.

You can't do anything all by yourself.  
Join the Specialist Organizing Committee.





# University of Wisconsin-Madison

## OFFICE OF THE CHANCELLOR

Bascom Hall  
500 Lincoln Drive  
Madison, Wisconsin 53706

May 5, 1975

*Specialist*  
*and staff*

### MEMORANDUM

TO: Academic Staff and Postdoctoral Employees-In-Training

FROM: Cyrena N. Pondrom, Assistant Chancellor *CNP*

Following the interest expressed at the campus-wide meeting of March 4, an interim committee composed of 15 members of the academic staff and employees-in-training has been appointed. The committee will advise the campus administration concerning permanent procedures for selecting a standing advisory committee on the development of any campus policies and procedures which implement the System-wide Academic Staff Personnel Rules. Members of the committee are:

Elizabeth Alexander, Lecturer - Law School (262-1002)  
Arlene Davenport, Specialist - Psychology Department (262-2077)  
Ellin Doyle, Research Associate - Bacteriology Department (263-4566)  
Joann Elder, Specialist - Sociology Department (262-3261)  
Gretchen Farwell, Specialist - Memorial Library (262-3246)  
Imogene Higbie, Clinical Assistant Professor - School of Social Work (251-2341)  
James Houge, Assistant Scientist - Instrumentation Systems Center (263-3068)  
Diane Johnson, Assistant Dean - College of Letters and Science (262-2644)  
Lyman Lyons, Specialist - School of Pharmacy (263-3986)  
Yvonne L. Magli, Specialist - Ophthalmology Department (263-6983)  
Robert Norton, Specialist - Physical Sciences Lab (873-6651)  
Ross Reinhold, Specialist - Center for Health Sciences (262-8283)  
Joseph Shaw, Specialist - McArdle Lab (262-1902)  
John Wolf, Specialist - Primate Center (263-3508)  
Barry Zimmerman, Specialist - Research and Development Center (263-2480)

I should like to thank the five members of an informal academic staff committee which advised on the selection of the interim group: Ms. Elizabeth Alexander (Lecturer, Law), Ms. Joyce Becker (Specialist, Oncology), Ms. Jill Rosenshield (Specialist, Memorial Library), Ms. Mareda Weiss (Assistant Dean, Graduate School), and Mr. Lawrence Winkler (Specialist, Research and Development Center). The committee examined the composition of the academic staff and developed a desired distribution of committee members, taking into account title, employing unit and general nature of duties. Then the group proposed a list of committee members by a computer generated random selection of persons who matched the desired distribution as much as possible and were on a list of volunteers. The campus administration appointed thirteen of the fifteen names originally proposed and added two persons to insure representation of titles and employing units not accounted for on the volunteer list.



Persons on the interim committee are drawn from each of the largest colleges and employment groups in the academic staff. If you wish to express your opinion concerning the selection of the standing advisory committee please feel free to write me directly or get in touch with one of the members of the "interim committee" with your title or from your college or division.

CNP:cs

xc: Chancellor Edwin Young  
Vice Chancellor Irving Shain  
Deans and Directors

MEMORANDUM

Academic Staff and Development Committee

TO: President, University of Wisconsin

Following the interest expressed at the campus-wide meeting of March 1, 1968, in the formation of a standing advisory committee on the development of the campus, the interim committee has been appointed. The committee will advise the campus administration concerning the selection of a standing advisory committee on the development of any campus policies and procedures which require the participation of the Academic Staff Personnel Unit. The members of the committee are:

Elizabeth Alexander, Lecturer - Law School (202-1002)  
Arlene Bevenport, Specialist - Psychology Department (202-1111)  
Ellin Doyle, Research Assistant - Psychology Department (202-1002)  
Joan Elder, Specialist - Sociology Department (202-1002)  
Gretchen Farwell, Specialist - Memorial Library (202-1002)  
Imogene Hight, Clinical Assistant - School of Social Work (202-1002)  
James Houge, Assistant Specialist - Interdepartmental System Center (202-1002)  
Diane Johnson, Assistant Lecturer - College of Letters and Science (202-1002)  
Lynn Lyons, Specialist - School of Pharmacy (202-1002)  
Yvonne L. Magill, Specialist - Anthropology Department (202-1002)  
Robert Norton, Specialist - Memorial Library (202-1002)  
Rose Rasmussen, Specialist - Center for Health Sciences (202-1002)  
Joseph Shaw, Specialist - Memorial Library (202-1002)  
Dorothy Wolf, Specialist - Human Center (202-1002)  
Harry Zimmerman, Specialist - Research and Development Center (202-1002)

I should like to thank the five members of an informal academic staff committee which advised on the selection of the interim group. The Elizabeth Alexander (Lecturer, Law), Joan Elder (Specialist, Sociology), Gretchen Farwell (Specialist, Memorial Library), James Houge (Assistant Specialist, Interdepartmental System Center), and the Lawrence Winkler (Specialist, Research and Development Center). The committee examined the composition of the academic staff and developed a desired distribution of various groups, taking into account title, employing unit and general nature of duties. The group proposed a list of committee members by computer generated random selection of persons who matched the desired distribution as much as possible and were an active of volunteer. The campus administration added two persons suggested for on the

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SPECIALIST  
LANGENFELD, MARY W





# University of Wisconsin-Madison

OFFICE OF THE CHANCELLOR  
Bascom Hall  
500 Lincoln Drive  
Madison, Wisconsin 53706

*Academic Staff*

February 12, 1976

## MEMORANDUM

TO: Members of the Academic Staff

FROM: Cyrena N. Pondrom, Assistant Chancellor **CNP**

RE: Academic Staff Advisory Committee

Enclosed are materials for nominating persons for election to the new Academic Staff Advisory Committee. This election will be conducted within the next month, and it is very important for each member of the academic staff to participate actively. Nominations are due in 175 Bascom Hall by February 27. It is anticipated that primary elections, where needed, will be conducted in early March, and that the general election will be held before the end of March. In order to help you participate actively, there follows a summary of information concerning some questions you may have about the upcoming election.

### How will the Committee be Established?

The Committee will consist of 7 elected and 4 appointed members. Nominations will be by district. To be eligible for nomination and service on the committee a staff member must hold an appointment (of any fraction) in the academic staff, and must have a total employment commitment with the UW-Madison of at least 50%. All academic staff members employed prior to January 1 are eligible to vote. In the event more than two candidates per seat are nominated in any district there will be a primary with votes cast within that election district. The two candidates with the highest vote total will stand for election from that district. In the general election each voter will cast one vote and will have the option to cast it either within or outside the district. The highest vote total in each district will determine the elected members of the committee.

### What is the Academic Staff Advisory Committee?

The Board of Regents adopted System-wide rules (UWS 9-14) governing academic staff which became effective November 1, 1975. A copy of that document was sent to you last November; if you have misplaced your copy and wish to consult it a copy should be on file in every departmental office. UWS 9.02 provides that each institution will have a committee consisting of a majority of elected academic staff members to advise the campus administration concerning the development of certain specified



institutional personnel policies and procedures for academic staff. The Academic Staff Advisory Committee is the committee called for in UWS 9.02.

What is the function of the Academic Staff Advisory Committee?

The advisory committee is established to advise on institutional policies and procedures governing certain personnel policies for academic staff. The policy areas in which the committee will advise, which are spelled out in UWS 10-14, are: use of and procedures governing types of appointments; recruitment; protection of fixed term employees with substantial service; non-renewal of probationary appointees; provision of fair hearing in dismissal procedures and fair consideration and impartial review in layoffs; procedures assuring reappointment rights after layoff; complaint and grievance procedures; regulation of outside activities.

How was the make-up of the Academic Staff Advisory Committee determined?

UWS-rules require that the committee have a majority of elected members and that this majority be made up of academic staff members. Beyond that minimum, the exact combination of elected and appointed members was decided upon by the UW-Madison administration after long and detailed consultation with many individuals and groups, including an Interim Committee of academic staff members, the University Committee, principal investigators, administrators, and other academic staff members. All of these inputs were considered and several alternative plans which sought to provide a fair procedure for selecting a representative academic staff committee were developed. These options were discussed with the Interim Committee on February 9, and wherever the committee expressed a preference among the alternatives, that option was adopted.

What will be considered in making appointments to the committee?

The chief consideration will be getting a well-balanced committee in which the interests of smaller subgroups will not be overlooked. More than half the persons in the academic staff are specialists; if elected members were all specialists, appointments would be made to ensure representation of persons holding other titles. (Conversely, of course, if specialists were not elected, they would be added by appointment.) We will certainly need to develop some policies and procedures adapted to the special needs of staff with particular kinds of responsibilities -- like librarians, collateral faculty members, postdoctoral research staff, for example. It would be helpful to have representatives on the committee from some or all of these groups to give advice. In addition, most districts combine several schools and colleges. When possible, appointed members will be selected so as to give representation on the committee to persons from a wider variety of schools and colleges.

How does the plan selected agree with Interim Committee recommendations?

- 1) Interim Committee recommendations fully accepted as part of the plan.
  - a) that the advisory committee be made up entirely of academic staff members



- b) that nominations be by electoral district, by place of employment, rather than by title or function
- c) that there must be two candidates for each seat on the committee
- d) that nominations be supported by ten signatures of academic staff employed in the electoral district as well as by the consent of the person nominated
- e) that each candidate supply a paragraph about himself or herself of 100 words or less, to be mailed with the ballot
- f) that the individual with the highest number of votes in each district be on the committee
- g) that tenure-track faculty members who also serve in an academic staff position be ineligible to vote in the election, but that individuals with "faculty status" be eligible to vote
- h) that members of the Advisory Committee be able to count attendance at regularly scheduled meetings of the committee as part of their professional duties
- i) that service on the committee be limited to persons who have appointments of 50% time or more at the University (this includes "limited appointees" with zero-budgeted academic staff concurrent appointments whose appointments total 50% or more)
- j) that persons be allowed to vote outside of their own districts. Although there was considerable difference of opinion in the advice received on this issue, the Interim Committee rationale for cross-over voting was adopted. The committee argued that an individual running from outside a particular district might be viewed by a voter as a better representative than the persons running from the voter's own district. The plan adopted preserves the concept of cross-over voting but reduces the influence on the outcome of the vote in one district by voters in another district. It provides that nominations, and run-offs if necessary, be conducted within district lines, with each voter having one vote. Once the final nominees are selected, the actual election allows each voter to cast one vote either within or outside the district.
- k) that in determining election districts the number of "persons" in the district be calculated on a "full-time-equivalent" rather than a head count basis.



2) Interim Committee recommendations partially accepted:

- a) size of the committee. The Interim Committee recommended a 13-person committee. The administration in its guidelines to the Interim Committee recommended 3-7 persons. The plan adopted is an 11-person committee. It is our hope that this number will provide a committee which will be small enough for effective committee discussion and writing, yet large enough to provide representativeness of the academic staff.
- b) term of office. The Interim Committee proposed that committee members serve two year terms, six or seven members elected each year. Members elected this spring in this election will serve two years. After a year of operation, the committee will be consulted on the question of continuing membership for the committee.

3) Interim Committee recommendations not accepted:

- a) that all members of the Advisory Committee be elected. The plan adopted conforms with UWS rules in having a majority of the members elected. Because of the complexity involved in holding an election, both the Interim Committee and the administration agreed that the only feasible way to draw election districts was by place of employment, not by title and/or function. As a result it was the conclusion of the administration that an all-elected committee would not assure representation of various groups of academic staff members with special employment needs -- such as librarians, clinical and other collateral faculty members, and postdoctoral employees -- and that through appointments to the committee this representation could be assured. The administration agreed with the Interim Committee's statement that "the committee's legitimacy will rest on its representativeness of academic staff", but given the structure of the academic staff and the limitations of structuring a fair election procedure, the administration concluded that such representativeness is better guaranteed through the judicious use of a small number of appointments.
- b) that each voter have as many votes as there are seats on the committee (in this case, eleven). The plan adopted gives each academic staff member one vote (to be cast in any district). Giving voters eleven votes would allow a well-organized group in one college -- conceivably -- to elect the representatives from another school (in another district) in which interest was less well organized. This would obviate the effect of having election districts. The suggestion of one vote cast any place was regarded by the Interim Committee as an acceptable plan, although it was not the one included in that committee's final report.



4) What are the Election Districts?

<u>District Designation</u>	<u>No. of Representatives</u>	<u>District Composition</u>
1	2	Center for Health Sciences <u>minus</u> CHS-Administration*
2	1	Letters and Science <u>minus</u> Poverty Institute and Primate Center
3	1	Graduate School <u>minus</u> Academic Computing Center plus Primate Center and Poverty Institute
4	1	Agricultural and Life Sciences, Engineering
5	1	Education, Institute for Environmental Studies, Intercollegiate Athletics, Intramural Recreation, Family Resources and Consumer Sciences, Law, Business
6	1	Support Services**, Library, CHS-Administration, Academic Computing Center

5) Why should you run for a seat on the Committee, and participate in the election?

The policies and procedures which will govern academic staff members at UW-Madison in a variety of important personnel areas will be established within the next several months. It is important that these policies and procedures take into account the needs of various segments of the UW-Madison community. As a member of the academic staff, you have a special understanding of the needs and responsibilities associated with your own work situation. In order to produce a committee that is truly representative, and whose advice and recommendations will be instrumental, it is hoped that you will consider standing for election and that you will participate in the election as well.

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\*Refers to the division known as "CHS-Administration" (office of the Vice-Chancellor and its support staff) and does not include administrative staffs in colleges and units within the center.

\*\*Support Services includes the following units: General Education Administration, General Services, Business Services, Academic Services, Administrative Data Processing, Arboretum, Continuing Education, Officer Training, Physical Plant, Protection & Security, Housing, Summer Session, Union.



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550 North Park Street

*Academic  
Staff*

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4/22/76 meb, jk

## NEWS BRIEFS FROM THE MADISON CAMPUS

Names of seven elected members of the newly-formed Academic Staff Advisory Committee at the University of Wisconsin-Madison were announced recently.

They are Joyce Becker, oncology; Patricia Meller, Primate Center; Alasdair MacCormick, opthamology; Kenneth Alvar, nuclear engineering; Robert Miller, School of Education; Pamela Berlin, Mills Music Library; and Phil Hellmuth, College of Letters and Science.

The committee will work with the Chancellor's office on matters concerning the academic staff. Four additional members will be appointed by the Chancellor's office.

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A pre-reading program which is being used in 2,200 schools across the country only one year after publication will be displayed Saturday, May 1, in the Reading Fair at Westgate Shopping Center.

Consisting of small group games and songs, the program emphasizes skills such as awareness of letter order and blending sounds to form words.

Developed at the University of Wisconsin-Madison's Research and Development Center for Cognitive Learning, the program won the 1975 Chicago Certificate of Excellence.

The Reading Fair, sponsored by the Madison Area Reading Council, will run from 9:30 a.m. to 4 p.m.

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FILE

# University of Wisconsin Madison

Office of the Chancellor  
Bascom Hall  
500 Lincoln Drive  
Madison, Wisconsin 53706

August 17, 1976

*Academic Staff*

TO: Academic Staff, University of Wisconsin-Madison

FROM: Academic Staff Advisory Committee

The members of the Advisory Committee for Academic Staff are listed below. The Committee which convened on the 1st of June, 1976, has met five times since then, and a sub-committee has been working intensively on modifications of existing personnel rules. Meetings during the fall semester will usually be every second Tuesday at 10:00 a.m. in Room 223 Commerce. The next meeting will be on Tuesday, September 14. The meetings are open and you may attend if you wish. (Call 3-2511 to confirm meeting date and time.) The Committee's first assignment is to advise on personnel policy and rules for Academic Staff on the Madison Campus in accordance with Wisconsin Administrative Code UWS 9-14. At the first meeting of the Committee a preliminary draft was provided by the Academic Personnel Office. This document is being used as a working draft by the Committee and copies may be obtained from 175 Bascom (Ext. 3-2511). Activities of the Advisory Committee will be summarized in the Madison Newsletter, published by the Office of Information Services (ext. 2-0948). The Newsletter serves as a gazette for professional activities of University Staff and news stories relating to the activities of Academic Staff members should be communicated to the editor (Ext. 2-0948). Any staff member who does not receive a monthly issue of the Madison Newsletter should request it from his or her departmental office.

You are urged to keep current with the Committee's progress either by attending the meetings which are open and will be advertised in Datelines, or by reading the Madison Newsletter. The chairman of the committee will be glad to receive communications regarding the Committee's work or the subject of personnel rules. These may be in the form of written papers or letters, or phone calls. The members from your district will also be glad to hear your suggestions, criticisms or problems and to have the benefit of your expertise in formulating personnel policy.

## Academic Staff Advisory Committee

Kenneth Alvar-----	Asst. Scientist, 335 Eng. Research --	3-5646, 873-6651
Joyce Becker-----	Specialist, 210 McArdle Labs -----	2-7992
Pamela Berlin-----	Specialist, B162 Memorial Library -----	3-1885
Phillip Hellmuth-----	Assistant Dean, 205 South Hall -----	3-2304
*Thomas Hoover-----	Registrar, 130C Peterson -----	2-3964
*Frank Kooistra-----	Asst. Director of Research, 136 Ag. Hall -----	2-1254
**Alasdair MacCormick--	Asst. Clinical Prof., 502 North Walnut -----	3-2245
Patricia Meller-----	Specialist, 126 Primate Center -----	3-3537
Robert Miller-----	Asst. to the Dean, B117 Educ. Bldg. -----	2-4917
*Genece Robinson-----	Specialist, Sallery Hall -----	2-1076, 2-1078
*Mareda Weiss-----	Assistant Dean, 315 Bascom -----	2-5835

\* Appointed Members

\*\* Chairman



*Academic Staff*

From The University of Wisconsin-Madison / University News and Publications Service, Bascom Hall, Madison 53706 / Telephone: (608) 262-3571

Release: Immediately

11/26/76 meb

## APPOINTMENTS AND HIRE-FIRE PROCEDURES TO BE AIRED AT OPEN MEETING

MADISON--Academic personnel policies at the University of Wisconsin-Madison will be discussed at an open meeting of the Academic Staff Advisory Committee Dec. 14 at 7:30 p.m. in Union South.

Terms of appointments and procedures for hiring and firing will be outlined, according to committee member Robert E. Miller of the School of Education. Miller said Academic staff members are encouraged to bring reactions to policies being considered by the committee.

Information is available in the Academic Personnel Office, 170 Bascom Hall.

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*Academic  
staff*

From The University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: (608) 262-3571

Release: Immediately

5/1/78 emd

CONTACT: Charlotte Woods (608) 263-5052

## SEVEN ELECTED TO ACADEMIC STAFF COMMITTEE POSTS

MADISON--Seven persons have been elected to the University of Wisconsin-Madison's first standing Academic Staff Committee. The winners were chosen from among 12 candidates in six districts in a campus-wide election.

The four persons who received the most votes will serve two-year terms. They are Joyce Becker of McArdle Laboratory, Margaret Newton, medicine, Phillip Hellmuth, College of Letters and Science, and Thomas Hoover, registrar. Winning one-year terms were Mareda Weiss of the Graduate School, Frank Kooistra, College of Agricultural and Life Sciences, and Robert Miller, School of Education.

The committee will advise the administration on matters affecting the academic staff. Four additional members will be administration appointees. The new committee replaces the Academic Staff Advisory Committee which was formed in 1976 and which helped write the recently adopted academic staff rules. Several members of the new committee served on the old committee.

A total of 921 academic staff members voted out of 3,135 eligible. The academic staff consists of most University employees who are not faculty members, civil service workers or student employees.

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MADISON ACADEMIC STAFF ASSOCIATION

news

The University of Wisconsin--Madison

Volume 1, Number 3, December, 1976

## ASAC REPORT

ALL ACADEMIC STAFF SHOULD BE AWARE of the importance of their representatives on the Academic Staff Advisory Committee (ASAC). Your representative is best able to explain the decisions made thus far about the personnel rules being proposed to govern academic staff.

ASAC REPRESENTATIVES RECOGNIZE THE COMMITTEE'S IMBALANCE. Through the election conducted last spring, academic staff members selected candidates and voted for representatives on the basis of districts set up by the Chancellor's office. These boundaries are unrelated to the distribution of levels and positions of academic staff within those districts. This situation, together with the appointments made by the Chancellor, has allowed for a committee in which administrative and high-level academic staff are overly represented.

TO KNOW HOW YOUR JOB AND YOUR CAREER WILL BE AFFECTED, watching the committee's activities will be essential as they draw up their proposal for rules and policies. ASAC is making decisions on the basis that academic staff is a diverse group of professionals. To be effective they need to hear from that diverse group, from you, NOW!!

LET'S LOOK AT THIS COMMITTEE. ASAC is made up of a strong group of career professional staff. Many sitting on this committee are administrators with varied responsibilities in the University and, as a group, have an awareness of many special problems characteristic of the types of units they represent. As an example, four members of the committee could be said to represent career academic staff funded on soft money: two of the four are Ph.D.-level scientists while the remaining two are research specialists with many years of experience in their fields and presently hold positions of considerable responsibility.

CONCERNS OF ACADEMIC STAFF ON SOFT MONEY have become important issues in recent weeks and are receiving a great deal of consideration at the ASAC meetings. The outcome of one series of deliberations (ASAC CONSIDERS APPOINTMENTS Page 2)

### ACADEMIC STAFF ADVISORY COMMITTEE

District 1	Joyce Becker	2-7992
" 1	Alasdair MacCormick	3-2245
" 2	Phillip Hellmuth	3-2304
" 3	Patricia Meller	3-3537
" 4	Kenneth Alvar	3-5646
" 5	Robert Miller	2-4917
" 6	Pamela Berlin	3-1885

Appointed:	Thomas Hoover	2-3964
	Frank Kooistra	2-1254
	Genece Robinson	2-1078
	Marenda Weiss	2-5835

## \* \* \* \* \* NOTICE \* \* \* \* \*

- \* Tired of unproductive meetings? \*
- \* Want to accomplish more? \*
- \* A pilot workshop on \*
- \* MEETINGS: SKILLED PARTICIPATION AND LEADERSHIP \*
- \* Sponsored by MASA \*
- \* Group facilitators from the \*
- \* Center for Conflict Resolution \*
- \* Week of January 31 \*
- \* Check datelines: for exact date, time, and place\* or call us \*
- \* Fee: \$2.00 MASA members, \$3.00 nonmembers \*
- \* PARTICIPATION LIMITED! PREREGISTER BY CALLING \*
- \* 263-4889 before January 21, 1977 \*

## \* \* \* \* \*

### WORKSHOP ON MEETINGS FOR ACADEMIC STAFF

A graduate-level workshop designed to enhance skills related to meeting process and small-group behavior has been developed with the assistance of the Center for Conflict Resolution (CCR). This pilot is designed to provide a professional continuing education opportunity for academic staff. A nominal fee is being charged to help underwrite the cost.

The group facilitators for this workshop are from CCR and bring with them several years of past experience with the Center. Both facilitators are graduate students; one is a Master's student in Public Administration, and the other is a Ph.D. candidate in Communication.

Enrollment is limited, but a second workshop may be held if the demand is sufficient. If you have any questions, please call either Betsy Densmore at 255-0479 or Jean Budinger at 3-4889.

### FUTURE ASAC MEETINGS

- 10 December (Fri.) 307 Bascom 1-5 p.m.
- ★14 December (Tue.) Union South 7:30 p.m.★
- (At this meeting, academic staff members will be able to present their questions and views to the committee.)

Vice-Chancellor Pondrom has copies of the most recent ASAC drafts in her office. These are available for review by members of the academic staff. Note especially Chapter 3 on appointments.



## ASAC CONSIDERS APPOINTMENTS

--from page one

was a major concession from the Administration making possible an indefinite appointment for people and/or positions funded on a soft-money basis. The passage incorporating this concession into the document reads: "A probationary appointment may be made without respect to fund source." (ASAC draft, 26 Oct., not yet ratified) The document does not say that only Ph.D.s may be considered, nor does it provide assurance that all or most Ph.D.s would be considered. Rather, it recognizes that there will be some individuals of great value to the University, whatever their credentials, who may be considered for indefinite appointments.

ANOTHER CONTROVERSIAL ISSUE has been the question of the alternatives to losing your job (or having the position which you hold terminated) at the end of a probationary period if you (or your position) are not moved into the indefinite category. [This statement may seem a wee bit awkward, and indeed it is, for the committee has yet to agree on when and how, if at all, "to separate the position from the person for that job." (ASAC minutes, 26 Oct., 1976)] The following is an excerpt from the 26 Oct. ASAC draft.

A probationary staff appointment is one leading to review and a decision on indefinite appointment. A probationary appointment shall be made in an operational area in situations in which it is anticipated that the position will continue indefinitely. Probationary appointments within an academic department must be approved in advance by the Executive Committee of the department (in the case of a position which is departmentally administered) or by the Department Chairman (in the case of one that is not). In addition all probationary appointments require the advance approval of the appropriate dean or director. For appointments in an administrative or service unit, approval must be received both from the immediate unit director and the college-level director/dean or Chancellor's office, where reporting is directly to that office.

THREE KINDS OF APPOINTMENTS AVAILABLE to academic staff if this document were ratified would be the following.

- 1) Fixed Term: This appointment would have a period of evaluation "of up to three months during which the appointee may be dismissed without the right of appeal at the discretion of the individual making the appointment." (ASAC draft, 26 Oct.)

THE EVALUATION PERIOD IS NOT A MANDATORY CONDITION of employment as the document is worded, but if it is to be used, the appointment letter must so state. The language of the document has a positive tone and implies that continuation in the  
(continued this page)

#### Correction Notice

The article on the Advisory Committee which appeared in the September newsletter should have stated that the June 1st draft was compiled with the assistance of one of the appointed committee members and one of the elected committee members.

Do you have an interest in the affairs of academic staff? MASA will keep you informed. To join, send \$5 to Raoul Reiser, 1925 Willow Drive. Faculty are welcome as associate members.

position is to be expected. (All academic staff are presently on fixed-term appointments.) In the notes which are intended to accompany the document, the committee makes the following remarks.

It is our belief the procedures we have suggested strike a good and reasonable balance between the rights of the employee and the need for no-fault terminations in which an individual can be let go for reasons other than program, budget, or cause. But we have provided that the person making the decision to terminate must have sound reasons for doing so and must inform the employee of these reasons in writing if the employee so requests. (ASAC draft, 26 Oct.)

- 2) Fixed Term-Terminal: These appointments are given when there is no factual basis for anticipating reappointment beyond the stated period in the letter of appointment. Therefore, notice of nonrenewal is given in the letter of appointment.

- 3) Probationary-Indefinite: Although listed as separate appointments in the ASAC draft, their relationship is such that they should be treated as one. Why? Because probationary appointments would be given only to academic staff (a) whose qualifications merit, and (b) whose position would allow, an indefinite appointment.

The probationary period...shall be for not more than seven years in a full-time position, and may be for not more than ten years in a part-time position of at least half-time. Appointments with shortened probationary periods or appointments to indefinite status without a probationary period are permitted. Appropriate service at other institutions and at the University of Wisconsin-Madison may be counted. A leave of absence or professional improvement assignment shall not constitute a break in continuous service, nor shall it be included in the probationary period. The initial letter of appointment must clearly specify the maximum probationary period. Probationary academic staff not appointed to indefinite status may not normally be reappointed on fixed term within the same operational area. Exceptions may be made by the Chancellor or the Chancellor's designee after seeking advice from the appropriate divisional review committee dean or director. (ASAC draft, 26 Oct.)

An indefinite appointment...is for an unlimited term granted upon the affirmative recommendation of the appropriate department (or its functional equivalent) and the Chancellor...[and is] not limited nor specific to any academic staff title series or position. An indefinite appointment, although normally made to an individual holding a fixed term or probationary appointment at the University of Wisconsin-Madison may be granted to a person not currently so employed. (ASAC draft, 26 Oct.)

(PROBATIONARY APPOINTMENTS Page 3)



PROFS, Inc., if approved by the faculty, will represent only faculty and faculty status personnel. The MASA Steering Committee is investigating the need for a parallel organization for academic staff.

## LIAISON COMMITTEE REPORT

The University Committee met with Chancellor Young in September. The Chancellor informed the committee of "the efforts which his office is making to inform the legislators on the problems of the Madison campus." (20 Sept. minutes) In mid-October, the committee spent a considerable amount of time discussing the PROFS, Inc. proposal. The major points of that discussion were as follows.

1. The executive director should remain close to the faculty and not become a full-time lobbyist.
2. "Nothing in the proposal should be read to limit the right of any other University group or any individual faculty member to present their views to the state government or public." (18 Oct. minutes)
3. The committee's size, the type of membership (elected or appointed), and which University committees would be guaranteed representation.
4. "A question was raised about including nonfaculty people who are represented in the Senate. It was agreed that all persons represented in the Senate should be included in the number to determine the 50 percent of faculty necessary to put the plan into effect." (18 Oct. minutes) The word faculty is intended to include "academic personnel who have faculty status and are represented in the Faculty Senate."

The Faculty Senate passed a resolution in May 1976 to approve in principle most of the recommendations of an ad hoc committee on Development of Structures to Facilitate Communication with State Government and the Public. This action has led to Faculty Document 262a outlining the plan called Public Representation Organization of the Faculty Senate (PROFS), Inc.

Details of this plan are beyond the scope of this report, but interested persons may review this document by contacting Pat Molholt at 262-9600.

\* \* \*

The next meeting of the

MASA STEERING COMMITTEE

will be held

December 15, 5 p.m., at Union South.

All members are welcome to attend  
and participate.

\* \* \*

## PROBATIONARY APPOINTMENTS

--from page two

Once you enter the probationary category, there are only two directions you can go: up (into the indefinite classification, amounting to tenure) or out. Let's look at an example of the latter. You have been put into the probationary track because there is every reason to think you have the qualifications to achieve the indefinite position and because the position is one of long-range stability, probably supported by "hard" money. If for some reason, no fault of yours, the position was eliminated, or if the needs of the position changed so that your qualifications were no longer adequate, the rules read you could not then be reappointed into a fixed-term position.

The above would happen rarely, and the Chancellor can make an exception. But you can see that the fixed term appointment might be a more comfortable appointment in some instances. The draft clearly has added important protections to the fixed term appointment by granting the employee the right to request written reasons if the fixed term appointment is not renewed.

In this article we have reported and made some comments on the major issues under consideration by ASAC and the Chancellor's office. If you have any concerns about these or other personnel matters, we urge you to contact an ASAC member.

Joann Elder  
Jean A. Budinger

## MASA NEWS

The October 5 General Membership Meeting, held at Union South, was attended by about 50 people. MASA's President, Ross Reinhold, opened the meeting with an introduction of MASA Steering Committee and Academic Staff Advisory Committee members in attendance.

Alasdair MacCormick, ASAC Chairperson, followed with a synopsis of the Committee's progress in drafting recommended academic staff policies and rules. In the discussion which followed, other ASAC members contributed their perceptions and opinions of the Committee's activities including reasons for some of the major decisions made by the Committee.

MacCormick and other ASAC members stressed the importance of knowing what the academic staff wanted them to achieve. They pointed out that ASAC continually receives input from faculty and University administration representatives, but if a proper balance is to be maintained, the Committee must also hear from individuals of the academic staff.

After a short break for refreshments, small groups were formed; each compiled a list of concerns of importance to academic staff. MASA's Steering Committee will review this list and advise the membership as to what action can be taken. The ASAC members who were present at this meeting will be addressing some of the concerns identified as work on the document for academic staff continues. Those concerns listed by the groups included the following.

1. Poor information flow, or lack of it. There was a general feeling that academic staff are not being kept well-informed on matters of concern to them. Outcomes of ASAC meetings and current

(MASA CONCERNS Page 4)



## MASA CONCERNS

--from page three

University policies, such as fringe benefits for academic staff, were mentioned as representative problem areas.

2. Position classifications. Problems discussed in this area included the following.

- A need for position titles that "have a reasonable relation to the job's requirements and the responsibilities involved"
- Equitable salary ranges between departments that take into account the duties and responsibilities of the position
- Career advancement opportunities which are "identifiable" and include opportunities for transfer without unnecessary loss of status
- A merit increase system with a flexibility that would allow increases to be given during the fiscal year, "closer to the time of the reason for getting it"
- Identification of positions that should qualify for overtime pay, rather than having a blanket policy for all academic staff

3. Job security. Nonrenewal emerged as one of the more important concerns. However, several people commented on the undesirability of total job security, pointing out the need for reasonable and consistent policies taking precedence in this area.

4. Governance. To some degree most, if not all, members present felt that there is a need for the academic staff to have appropriate and meaningful input throughout the University. The suggestion was made that wherever possible, this should be of a nonadvisory nature. Some individuals expressed strong opinions that advisory input accomplishes nothing.

It was generally agreed that in view of the small number of academic staff presently sitting on University committees, some committees which should have academic staff representation probably do not. Ross Reinhold noted that the MASA Steering Committee was aware of the situation and had been considering what moves would be appropriate for MASA on this issue.

Some SOC (Specialists Organizing Committee) members who were present wanted to know why MASA doesn't take a formal stance on unionization. Several MASA members explained that an informal survey indicated that most MASA members either did not want to unionize or felt that "this is not the time" as there is not yet legislation which gives us the right to bargain collectively. Also, MASA

(continued this page)

members felt that the activities of ASAC were the primary focus of concern until their proposed document is finally ratified and accepted by the Board of Regents.

The people who attended the October 5 meeting represented a relatively diverse cross-section of the academic staff including specialists, counselors, project directors, deans' assistants, administrators, scientists, and others.

Dick Olson

The Editor  
MASA News

Dear Editor:

The September edition article "Advisory Committee Meets and Makes Progress" was an objective description of the committee's activities. However, I am hoping in the future MASA News will include articles which cover the workings of the Advisory Committee in greater detail and with critical insight.

Earlier this year, I was able to attend many of the meetings myself. I was witness to debates, discussions, proposals, and counterproposals. No one who has attended these meetings has come away without a certain sense of awe regarding Vice-Chancellor Pondrom's effect on the interactions of the committee.

Now, due to schedule conflicts, I am unable to attend Tuesday morning meetings; I hope the Wednesday meetings are kept on the schedule. I sorely miss the quantity and quality of information I was once able to get for myself. I firmly believe that certain MASA members are the most knowledgeable people on campus in matters concerning the academic staff. I am asking that the MASA News staff make a commitment to tap the valuable resources at their disposal and provide detailed coverage and commentary of REALLY what's happening with the Advisory Committee.

Karen A. Carlson  
MASA Member

This is the last newsletter to be sent to all academic staff. Non-MASA members interested in receiving future editions should contact Dick Olson at 262-1326.

MASA News Staff

Editor	Jean Budinger
Photographer	Terry Stewart
Technical Supervisor	Dick Olson
Technical Assistants	Al Roberts and Ann Wallace

Letters to the editor and news articles submitted for the next issue must be received no later than February 15, 1977. Send all items to MASA News Editor, 1225 Observatory Drive. All items should be typewritten and double-spaced.

0050  
NEWMAN, JOHN F  
PROG COORD NEWS SERV  
19 BASCOM HALL  
CAMPUS

088



*Academic Staff*

From The University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: (608) 262-3571

Release: Immediately

6/22/78 emd

CONTACT: Bryant Kearl (608) 262-1305

## NEW CODE OFFERS BETTER JOB SECURITY FOR ACADEMIC STAFF

MADISON--Some time this fall an academic staff member will be awarded an indefinite appointment at the University of Wisconsin-Madison. He or she will be the first person to benefit from job security provisions of a new document that codifies the employment rights of more than 3,000 academic staff members for the first time.

Indefinite appointments are probably the most talked about part of "Policies and Procedures Governing Academic Staff Appointments" -- or ASA -- a document accepted by University System regents this spring. ASA also spells out the academic staff's rights in such areas as grievances, layoffs and performance review.

Indefinite appointments for academic staff will offer job security comparable in some ways to that of tenured faculty members. Both procedures assure continued employment except in specifically stated unusual circumstances.

According to Vice Chancellor for Academic Affairs Bryant Kearl, tenure is awarded at UW-Madison after a professor has shown promise of national academic prominence, besides teaching and public service achievements. This usually requires a record of published research.

Academic staff will be judged more in terms of their own work and unit. Paraphrasing an informal document which will be used with ASA, Kearl said that decisions on indefinite appointments will recognize the person who is "playing a key role in this University, doing excellent work and showing continued professional growth," although security of funding prospects also will be considered.



An indefinite appointment will require a recommendation to the dean by a department. Deans will then seek advice from the appropriate area review committee: either humanities and social sciences; biological and medical sciences; physical sciences and engineering; or administration, student services and libraries. The area review committees, which were just recently formed, each have seven academic staff and four faculty members.

Before deans can recommend indefinite appointments, they must guarantee that they have enough money in their budgets to cover the appointments for several years. Kearn said this will mean that some departments will have relatively few indefinite appointments, not because of a lack of qualified candidates, but because many of their academic staff are paid with "soft" money -- grants that might run out or be discontinued.

Academic staff with six or more years service will be considered first for indefinite appointments, but no minimum service is required. Current academic staff who do not achieve indefinite appointments will continue on the same kind of fixed term appointments most of them now have, which means they must be reappointed periodically. Under the new rules, some new academic staff may be hired on probationary appointments, under which they must achieve indefinite appointments by a specific time or lose their jobs.

ASA specifies several other job security conditions. It outlines appeal procedures for fixed term and probationary employees who are not retained, and gives guidelines on how layoffs should be conducted. Seniority will be a factor in layoffs, but a person's importance to a program and fulfillment of the University's affirmative action program also may be considered.

The document outlines grievance and complaint procedures and establishes a hearing examiners panel for grievances, complaints and dismissals for cause. It sets up an Academic Staff Committee to advise the administration, requires a performance review and describes items to be contained in personnel files. Finally, it



Add two--AC staff

gives guidelines on the outside activities of academic staff that might relate to their professional work.

Creation of the ASA was begun in 1976 by former Vice Chancellor for Personnel and Analysis Cyrena Pondrom. The 10 academic staff members who helped develop the rules over an 18-month period ending last January were Ken Alvar, nuclear engineering, Joyce Becker, oncology, Pamela Berlin, library, Phil Hellmuth, College of Letters and Science, Tom Hoover, registrar, Frank Kooistra, College of Agricultural and Life Sciences, Alasdair MacCormick, ophthalmology, Pat Meller, Primate Center, Bob Miller, School of Education, student services, and Mareda Weiss, Graduate School.

The rules were approved by Chancellor Irving Shain this winter and sent to the regents. By not disapproving the rules within 90 days, the regents in effect approved them, effective May 1.

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# UW news

From The University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: (608) 262-3571

Release: Immediately

5/3/79 b1

CONTACT: David Horvath (608) 263-5052

## THREE ELECTED TO ACADEMIC STAFF COMMITTEE POSTS

MADISON--Paul Anderson, Frank Kooistra and Charlene Tortorice have been elected to the University of Wisconsin-Madison's Academic Staff Committee.

The committee helped write the academic staff rules which were adopted in 1978 and is charged with advising the administration on policies and procedures affecting members of the academic staff.

Anderson, 5715 Richmond Drive, is a specialist with the Graduate School Physical Sciences Laboratory and has been with UW-Madison for six years. Kooistra, Cross Plains, is assistant dean of the College of Agricultural and Life Sciences and will serve his second elected term on the committee. Tortorice, 205 Merry St., is a specialist with the Testing and Evaluation Services in the School of Education.

The committee consists of seven elected members and four administration appointees. Elections are held annually to select representatives from three of six districts. The newly elected representatives will serve two-year terms of office beginning July 1.

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Release: Immediately

1/18/79 bl.

## ACADEMIC STAFF GIVEN FIRST INDEFINITE APPOINTMENTS

MADISON--University of Wisconsin-Madison Chancellor Irving Shain has named the first eight academic staff members to be granted indefinite appointments.

Recipients receive permanent status for an unlimited period, terminable only for cause or for reasons of budget or program. The 3,000-member academic staff is made up of all University employees who are not faculty, civil service or student employees.

Named to indefinite appointments were Kenneth Todar, 1240 Wellesley Road, lecturer, bacteriology; Frank Kooistra, 2513 Martin St., Cross Plains, assistant dean, College of Agricultural and Life Sciences; Richard Daluge, 5321 Fairway Drive, assistant dean, College of Agricultural and Life Sciences; Charles F. Quinn, 518 Hilton Drive, assistant dean, School of Education; Robert G. Heideman, 518 Caldys Place, director of educational placement and career services, School of Education; Sam Falci, 6010 Piping Rock Road, assistant to the dean, School of Education; Thomas Lee, 6610 Piping Rock Road, specialist in catalog department, Memorial Library; and Rose Marie Caruso, 5459 Netherwood, Oregon, specialist, General Library.

Robert Miller, chairman of the Academic Staff Committee, said the appointments do more than increase the staff members' feeling of job security. "More importantly they recognize the staff's value to the campus," he said. "Many academic staff members have never really believed in 40-hour work weeks. They've given their blood, sweat and tears to this campus and this recognition is very important to them."



Add one--academic staff

Nominations for indefinite appointments are made by the dean of the college to one of four area review committees. Nominees are judged on the basis of quality of performance in the job, evidence of potential of continuing professional growth and their significant, current and continuing value to their program area.

Appointments will continue to be granted throughout the year.

###



*academic  
staff*

From the University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: 608/262-3571

Release: Immediately

7/5/79 mt

## GIFT OF \$379,000 MOVES CAMPUS CAMPAIGN FORWARD

MADISON--On-campus solicitations for the University of Wisconsin Foundation's \$15 million "Forward with Wisconsin" campaign for capital gifts have been launched with the receipt of a \$379,000 gift from University medical practitioners through their Clinical Practice Plans.

Dean Robert H. Bock, campus chairman for the drive, announced the beginning of campus-wide solicitations today. He said the \$379,000 gift was in addition to an earlier \$1,381,500 loan for the Clinical Science Center made by the members of the Clinical Practice Plans.

The medical gift brought to \$477,000 the total received from faculty and staff in advance of the general Madison campus solicitations, Dean Bock said. Included in the early campus givers were five new faculty members of The Bascom Hill Society, representing gifts or pledges of \$10,000 or more from each of them.

Dean Bock said that campaign committees representing colleges, schools, emeritus faculty, academic and classified staff have been organized and "most already are functioning."

Robert Miller, president of the Madison Academic Staff Association, forwarded the association's gift with a note that said:

"Although the members of MASA continue to share concerns with most academic staff concerning the effects of inflation on their salaries, they are career-oriented professionals who believe in and care about the future of the Madison campus of the University of Wisconsin."



Add one--campaign

Accepting the MASA gift, Madison campus Chancellor Irving Shain said, "This kind of commitment by faculty and staff to their University is exceptional and is truly appreciated."

William O. Beers, general chairman of the "Forward with Wisconsin" drive, reported that off-campus gifts from alumni and friends of the University, corporations, and foundations already have taken the three-year campaign close to the two-thirds mark toward its \$15 million total.

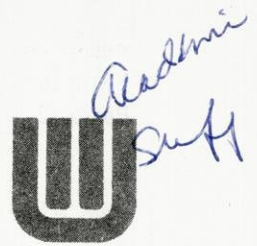
He listed these campaign goals:

Tools of Knowledge	\$3,150,000
Unrestricted and Donor-Designated Projects	1,750,000
Elvehjem Art Museum Endowment	600,000
Computer Laboratory-School of Business	500,000
Special Library Collections	300,000
New Scholarly Achievement	\$2,950,000
Scholarships	1,000,000
Bascom Professorships	750,000
Chair, Agricultural and Natural Resources Law	500,000
Fellowships in the Humanities	350,000
Lectureships and Scholarships in Women's Studies	350,000
Student Recreation and Educational Facilities	\$3,500,000
Gymnasium Unit III	
Advances in the Health Sciences	\$5,400,000
Clinical Science Center	3,800,000
Family Practice Clinics	1,600,000
TOTAL	\$15,000,000

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# UNIVERSITY OF WISCONSIN—MADISON



Office of Budget, Planning and Analysis  
170 Bascom Hall • 500 Lincoln Drive • Madison, Wisconsin 53706

February 8, 1980

## MEMORANDUM

TO: Members of the Academic Staff in Districts 1, 2 and 6

FROM: Carole McGuire, <sup>McG</sup>Election Coordinator

SUBJ: Election of the Academic Staff Committee

The Academic Staff Committee is charged with advising the administration on policies and procedures affecting members of the academic staff. The Committee consists of seven elected members and four appointed members. This Spring an election will be held in accordance with the Academic Staff Rules to elect new members to this Committee from Districts 1, 2 and 6. A similar election will be held in Districts 3, 4 and 5 next year. Enclosed are materials for nominating persons for election to the Committee. Nominations are due in 170 Bascom Hall by February 29. It is anticipated that primary elections, where needed, will be conducted in mid-March, and that the general election will be held in mid-April.

In order to help you participate actively, an excerpt from the Policies and Procedures Governing Academic Staff document is attached. The Academic Staff Committee has established procedures for determining who would vote in a particular district. Only those academic staff members employed in a district where an election is being held may nominate and vote for a representative from the district. An academic staff member cannot participate in the election process in two districts even if the academic staff member has an appointment in both districts. In case of such a joint appointment, the academic staff member is to participate in the election process within the district in which s/he has the greatest percent of appointment at the time at which the election takes place. If you are unsure about your district membership, please call 263-5052.

To be eligible for nomination and service on the Committee, a staff member must hold an appointment (of any fraction) in the academic staff, must be eligible to vote in the district, and must have a total employment commitment with the UW-Madison of at least 50%. In the event more than two candidates per seat are nominated in any district there will be a primary vote in that election district, and the two candidates with the highest vote total will stand for election from that district. In the general election each eligible voter will cast one vote within his/her electoral district. The highest vote total in each district will determine the elected members of the Committee.



The election districts are as follows:

<u>District Designation</u>	<u>Number of Representatives</u>	<u>District Composition</u>	<u>Election Status</u>
1	2	Center for Health Sciences <u>minus</u> CHS-Administration*	Election beginning
2	1	Letters and Science <u>minus</u> Poverty Institute and Primate Center	Election beginning
3	1	Graduate School <u>minus</u> Academic Computing Center plus Primate Center and Poverty Institute	Election in 1981
4	1	Agricultural and Life Sciences, Engineering and Veterinary Medicine	Election in 1981
5	1	Education, Institute for Environmental Studies, Intercollegiate Athletics, Intramural Recreation, Family Resources and Consumer Science, Law, Business	Election in 1981
6	1	Support Services**, Library, CHS-Administration, Academic Computing Center	Election beginning

As a member of the academic staff, you have a special understanding of the needs and responsibilities associated with your own work situation. In order to produce a committee that is truly representative, and whose advice and recommendations will have real value, it is hoped that you will consider standing for election and that you will participate in the election as well.

This is the first of several correspondences you will be receiving concerning the election, including the actual ballots for the election. If the address on this letter is incorrect, or if you change locations in the next few months, please contact Bill Elsa, Peterson Payroll Processing Center, 262-7340, to assure that you receive future correspondences.

CMcG:lt

Attachments

xc: Vice Chancellor Bryant E. Kearl  
Deans, Directors, Department Chairpersons  
Associate Vice Chancellor MaryAnn Yodelis Smith  
Director Glenn Watts

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\* Refers to the division known as "CHS-Administration" (Office of the Vice Chancellor and its support staff) and does not include the administrative staff in colleges and units within the center.

\*\* Support Services includes the following units: General Education Administration, General Services, Business Services, Academic Services, Administrative Data Processing, Arboretum, Continuing Education, Officer Training, Physical Plant, Protection and Security, Housing, Summer Session, Union.



NOMINATION PETITION FOR ACADEMIC STAFF ADVISORY COMMITTEE

Name: \_\_\_\_\_ District # \_\_\_\_\_  
Last, First, Middle (See reverse side)

Employer: \_\_\_\_\_  
Indicate Department/Unit/College

Position Title: \_\_\_\_\_  
Specialist/Project Associate/Scientist, etc.

Function (if not clear from Title): \_\_\_\_\_

Length of Service: In present position \_\_\_\_\_; At UW-Madison \_\_\_\_\_

Supporting Signatures (10 signatures of academic staff from within your district are needed.)

	<u>Name (Signature)</u>	<u>Campus Employer</u>	<u>Position Title</u>	<u>Date</u>
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____
4.	_____	_____	_____	_____
5.	_____	_____	_____	_____
6.	_____	_____	_____	_____
7.	_____	_____	_____	_____
8.	_____	_____	_____	_____
9.	_____	_____	_____	_____
10.	_____	_____	_____	_____

PLEASE ATTACH A STATEMENT, UP TO ONE FULL PAGE CONTAINING THE INFORMATION ENTERED ON THIS FORM ABOVE THE LINE, AND ANY OTHER INFORMATION YOU FEEL WILL BE RELEVANT TO VOTERS. THIS STATEMENT SHOULD BE SINGLE-SPACED, TYPEWRITTEN, AND READY FOR OFFSET REPRODUCTION. IT WILL BE SENT WITH THE BALLOT TO VOTERS.



To be nominated you must  
have an academic staff appointment of any fraction,  
have a total university appointment of at least 50%,  
be eligible to vote in the district.

To sign the nomination papers you must  
have an academic staff appointment of any fraction,  
hold your academic staff appointment and be eligible to vote in the same  
district as the person you are nominating.

You are not a member of the academic staff if your sole title is:

Employee-in-Training

research associate  
postdoctoral fellow/scholar/trainee  
postgraduate trainee 1-7  
pharmacy intern  
intern

Student Appointments

teaching/research/project/program assistant  
undergraduate assistant  
housefellow

Faculty

professor  
associate professor  
assistant professor  
instructor

Any Classified Title

If you hold the title professor, associate professor, assistant professor, or instructor you are not eligible to run, nominate, or vote in the academic staff election, even if you concurrently hold an academic staff title. You are eligible to vote, nominate, and run for the Advisory Committee if your appointment as a "limited" staff member, as an employee-in-training, or as a classified staff member is accompanied by an academic staff appointment of any amount and your total percent time as a UW-Madison appointee is at least 50%.

You are a member of the academic staff (unless you already know you hold only a limited appointment) if your title is:

specialist  
program/project coordinator  
program/project supervisor  
counselor  
program/project associate  
assistant/associate/senior scientist  
librarian  
faculty assistant

clinical (assistant, associate) professor, instructor  
adjunct (assistant, associate) professor, instructor  
professor (CHS) (associate, assistant, instructor)  
professor L/I (associate, assistant, instructor)  
lecturer

and a large number of other unclassified titles. If you have any questions, please call 263-5052.

Districts are:

Election Beginning

- 1--Center for Health Sciences minus CHS Administration\*
  - 2--L&S minus Poverty Institute and Primate Center
  - 6--Support Services\*\*, Library, CHS Administration, Academic Computing Center
- Election in 1981; no nominations at this time
- 3--Graduate School minus Academic Computing Ctr. plus Primate Ctr. and Poverty Inst.
  - 4--Agriculture, Engineering and Veterinary Medicine
  - 5--Education, Inst. for Environmental Studies, Intercollegiate Athletics, Intramural Recreation, Family Resources & Consumer Sciences, Law, Business

\* Refers to the division known as "CHS-Administration" (Office of the Vice-Chancellor and its support staff) and does not include the administrative staff in colleges and units within the Center.

\*\* Support Services includes the following units: Gen. Ed. Admin., Gen. Services, Business Serv., Acad. Serv., ADP, Arboretum, Cont. Education, Officer Training, Physical Plant, Protection and Security, Housing, Summer Session, Union.



## **Chapter 2**

### **Academic Staff Committee**

#### **2.01 Academic Staff Committee**

The Academic Staff Committee (ASC) shall consist of seven academic staff members elected by the academic staff and four academic staff members appointed by the Chancellor or the Chancellor's designee. The committee is charged with advising the administration on policies and procedures for academic staff adopted by the University of Wisconsin-Madison pursuant to Chapter UWS 9-14. It is authorized to establish its own bylaws for the performance of its functions, and its bylaws shall have effect upon concurrence of the Chancellor. All members of the Committee shall be at least 50% time employees of the University of Wisconsin-Madison. The term of office shall be two years commencing July 1 of the year elected or appointed. The initial committee shall serve for two years.

#### **2.02 Selection Procedures**

1. An election shall be held not later than April 30 of each even numbered year to elect four members to serve two year terms and on each odd numbered year to elect three members to serve two year terms. All terms are to expire on June 30 of their final year. The first election following adoption of this document shall provide for one year terms for three of the elected members and two year terms for four of the elected members. Thereafter, members shall be elected biennially to replace those whose terms will expire as of June 30 of election year. Appointed members shall serve at the pleasure of the Chancellor or designee, normally for two year terms. There shall be no limitation on the number of consecutive terms any member may serve.

2. If an elected member resigns from the committee or becomes ineligible to serve, a replacement will be elected at the next election to complete the term of office; an interim replacement may be selected by the Committee.

#### **2.03 Quorum**

A majority of committee members shall constitute a quorum.

#### **2.04 Meetings**

The Committee shall hold an organizational meeting as soon as possible but no later than August 15 at the call of the retiring ASC Chairperson or designee. (See UWS 9.02).

#### **2.05 Continuing Functions of ASC**

The functions of ASC shall include but are not limited to the following:

1. Receive and review academic staff policy concerns and recommendations and serve as an avenue of communication for Academic Staff concerns to the Administration and to the faculty governance structure.
2. Review the Academic Staff policies and procedures as needed. Recommended changes to these rules shall be forwarded to the Chancellor upon approval of ASC. (For policies that affect the faculty's primary responsibilities for educational programs and academic policies it is anticipated that the Chancellor or designee will also consult with the University Committee).
3. Serve as a resource for the University Administration in matters of significance in Academic Staff employment such as circumstances and opportunities for career development, recruitment, appointment practices, etc.
4. Serve as a resource for Academic Staff members concerning academic staff policies and procedures.
5. Review election procedures and formulation of the election districts, and provide recommendations which insure that elections are carried out as equitably as possible.
6. Provide information on topics of concern to academic staff for publication in appropriate University publications.

#### **2.06 Committee Activities and Services**

Service on the Academic Staff Committee is recognized by the University as an important function of staff members elected or appointed to the Committee. Employing departments shall provide reasonable released time for attending scheduled ASC meetings and shall give this function consideration among other job functions and responsibilities in consideration for promotion, indefinite appointment, merit increase and other job related matters.



*Academic Staff*

December 14, 1979

REPORT TO: All Madison Campus Academic Staff

FROM: The UW-Madison Academic Staff Committee

RE: Collective Bargaining and Pending Legislation

The Academic Staff Committee has appointed a sub-committee to prepare information for the academic staff on recent developments on collective bargaining which may affect academic staff on the Madison Campus. The Academic Staff Committee also requested the sub-committee to prepare a questionnaire for a poll of the Madison Campus academic staff on particular issues which relate to collective bargaining and the collective bargaining process. The sub-committee has prepared the following report on collective bargaining, and a questionnaire will be sent shortly. We are hopeful that all academic staff take the time to read what follows and to complete the questionnaire when you receive it.

As many of you are aware a collective bargaining bill, Senate Substitute Amendment #1 to Senate Bill 121, is currently pending before the State Senate. This bill was referred to the Senate Education and Revenue Committee after a brief debate on the Senate floor October 23, 1979. If the bill is enacted into law, collective bargaining rights would be provided for faculty and academic staff throughout the UW System. In order for this bill (or any other collective bargaining bill) to be enacted into law in the present session, it must be passed by both houses of the state legislature in its spring session (January 29 through April 3, 1980) and signed by the Governor. While the bill has passed neither house and could emerge from committee in any form, the Academic Staff Committee felt that this opportunity should be taken to familiarize academic staff with the bill in its most recent version and survey the attitudes of the academic staff toward this bill and on

issues in the collective bargaining process in general.

#### I. Scope of Bargaining

The bill, if enacted in its present form, would extend to UW System faculty and academic staff "broad scope" collective bargaining rights on wages and fringe benefits, hours and conditions of employment and on other matters as well. By the amendment of existing law, the bill would extend to faculty and academic staff essentially the same broad scope collective bargaining rights held by State classified employees.

The faculty on our campus have gone on record at Faculty Senate meetings in opposition to several features of collective bargaining legislation for a university faculty, and, in particular, they have strongly opposed a broad scope bargaining bill because broad scope bargaining could include negotiations on what are presently matters of faculty right and responsibility by State Statute, Board of Regents rule, Madison Campus policy or tradition. Threatened primarily by the broad scope of the pending bill are the tenure system and institutional shared governance with respect to academic and educational policy making. A "narrow scope" collective bargaining bill would limit the subjects of negotiation to wages and fringe benefits. If a collective bargaining bill were to be enacted, the faculty on this campus would probably view narrow scope bargaining as least injurious to their interests.

If the present bill with its broad scope



bargaining were to pass and UW-Madison academic staff were to vote in favor of collective bargaining, it is anticipated that all wages, hours, and policies which have a primary impact on working conditions would be mandatory subjects of bargaining. The collective bargaining agreement would be the exclusive source of rights pertaining to those subjects, including those which may now be covered by Regent rules or UW-Madison Policies for Academic Staff.

If the bill passes, certain issues will be either statutorily exempted from collective bargaining or placed in collective bargaining only at the option of management. Specifically, the employer would be prohibited from bargaining on the mission and goals of the university.

Further, the employer is not required to bargain on certain "management rights," except that grievance procedures for handling disputes which arise out of disciplinary actions are a subject of bargaining. Under the law, management would have rights to:

- 1) Carry out the statutory mandate and goals assigned to the agency, utilizing personnel, methods and means in the most appropriate and efficient manner possible.
- 2) Manage the employees at the agency; hire, promote, transfer, assign, or retain employees in positions within the agency, and in that regard establish reasonable work rules.
- 3) Suspend, demote, discharge or take other disciplinary action against the employee for just cause; or to lay off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and nonproductive.

These management rights would supercede many of the present provisions of the UW-Madison Policies for Academic Staff.

## II. Collective Bargaining Units

The bill as currently written would provide six units within which collective bargaining may occur. They are:

- 1) the combined faculties of the UW-Madison and UW-Milwaukee
- 2) the combined academic staffs of the UW-Madison and UW-Milwaukee
- 3) the combined faculties of the university cluster institutions (the old state universities, UW-Parkside and UW-Green Bay)
- 4) the combined academic staff of the university cluster institutions
- 5) the combined faculty and academic staff of Extension
- 6) and the combined faculty and academic staff of the Center System.

By definition all academic staff who hold appointments of one-half time or more are included in the unit except supervisors, management employees, and individuals who are privy to confidential matters affecting the employer/employee relationship. It should be noted, however, that academic staff who teach one-half time or more (Lecturer, Faculty Assistant, Clinical Professor, etc.) are defined as "faculty" under the bill and have been placed in the combined UW-Madison and UW-Milwaukee faculty bargaining unit. This is in direct conflict with present State Law, Board of Regents rules, and System and Campus policies which clearly recognize the faculty/academic staff distinction.

In the pending bill, academic staff who are supervisors are not eligible for collective bargaining although classified service supervisors may organize and bargain. The term "supervisor" is not defined in the bill. This has been a problem in the clas-



sified service. The Wisconsin Employment Relations Commission has considered many cases concerning the concept of supervision and the number of employees supervised in attempting to decide who is a supervisor.

The practical effect of the legislative apportionment of collective bargaining units cannot be known until such units are in operation. Various campus sub-units which reflect similar professional pursuits or work groups within our campus academic staff may be desired by some as more representative unit divisions for collective bargaining purposes. However, even though such divisions may have some appeal, it is unlikely that the legislature would provide for divisions within a particular campus due to the possibility that this would result in a large number of separate collective bargaining entities scattered within institutions throughout the UW System.

If the bill is enacted in its present form, should either the Madison Campus academic staff or the Milwaukee Campus academic staff, but not both, vote to organize for collective bargaining purposes, only the campus which votes to organize will enter into negotiations. The other campus will continue its employment under the present system. Should the non-bargaining campus vote to organize at a subsequent time, it would have to join the organized campus in the next round of negotiations under the bargaining agent already selected by the organized campus. While it may be unrealistic from the legislative point of view to expect multi-collective bargaining units on this campus, it is equally unrealistic in principle and from an organizational viewpoint to join together by legislative mandate the 600 member Milwaukee Campus academic staff with the 3000 member Madison Campus academic staff.

### III. Possible Pre-election Activity under a Collective Bargaining Law

It should be understood that merely pro-

viding collective bargaining rights by statute does not automatically trigger the collective bargaining process. A majority of the individuals in the collective bargaining unit voting in a representation election must select representation by a collective bargaining agent. If a collective bargaining unit never has a representation election or in a representation election votes against collective bargaining, management-staff relationships continue under existing rules and policies.

Representation elections are the province of the Wisconsin Employment Relations Commission (W.E.R.C.). An election is held only at the request of a collective bargaining agent claiming to "represent" a significant number of people within the collective bargaining unit. As evidence, the collective bargaining agent usually presents to the W.E.R.C. authorization cards signed by individuals in the collective bargaining unit who wish to have the petitioning collective bargaining agent represent them in collective bargaining with the employer. The W.E.R.C. will not hold an election unless 30% of the individuals within the collective bargaining unit request collective bargaining representation by a particular labor organization. Since there are nearly 3000 academic staff on this campus, it would take approximately 900 individuals to request collective bargaining (through card signing) before the W.E.R.C. would hold an election. Additional collective bargaining agents could appear on the ballot prepared by the W.E.R.C. if each prospective agent secures signed authorization cards from 10% of the individuals in the unit.

If a collective bargaining bill is enacted you may be contacted by an organizer for a collective bargaining agent to sign a card indicating your interest in having that agent represent you for collective bargaining purposes. Since we have a campus which is open to the public, it is likely that you may be approached by such organizers on campus. It is unlawful, however, for them to contact



you in your lab or at your desk during working hours. If an election is to be held, it will be a matter of public knowledge, reported in the media and on campus. Every member of the academic staff who holds an appointment of one-half time or more (except previously mentioned supervisors, management employees, and individuals privy to confidential matters) would be permitted to vote in a representation election.

#### IV. The Election Process

A question which frequently arises is how a representative is selected and how the election process works. A point of strong objection by the faculty to the current collective bargaining bill is that it will not provide a preliminary determination of whether the faculty wants to go to collective bargaining without the inclusion of possible collective bargaining agents in a single ballot.

If a collective bargaining bill does pass and there is enough interest to warrant an election, the faculty would prefer that a two-stage ballot be the basis for a collective bargaining determination. The first stage would consist of a simple question in which the faculty member would vote either for or against collective bargaining. Only if a majority were to favor collective bargaining would the second stage follow. In that stage collective bargaining agents which have been certified by the Wisconsin Employment Relations Commission would compete for collective bargaining rights until a majority of those voting selects a particular collective bargaining agent. The collective bargaining agent receiving a majority of the ballots would be certified by the W.E.R.C. as the agent to represent the faculty in collective bargaining. This issue is, of course, as significant to academic staff members as it is to faculty, because a two-stage ballot would permit resolution of the simple question of whether collective bargaining is desired before any determination is made as

to which agent might be selected for collective bargaining purposes.

A single-stage ballot, which is provided in the pending bill, would list all of the collective bargaining agents which have received W.E.R.C. approval to be placed on the ballot to run along with "No Union." It is possible to have several collective bargaining agents on the ballot. A single-stage ballot places an individual who does not favor collective bargaining in a difficult position, because if the individual feels that collective bargaining will ultimately prevail, the individual might vote for a particular bargaining agent in the hopes that another bargaining agent does not win the election, rather than vote for no union and be deprived of an effective role in the choice of a collective bargaining agent.

#### V. Employer Bargaining Agent

The bill now pending would make the Department of Employment Relations rather than the Board of Regents the bargaining agent for the State. This is in contrast to bills which died in earlier legislative sessions which had proposed as bargaining agent for the administration the Board of Regents under which the academic staff are now governed by State Statute, Regent Rules and the Regent approved UW-Madison Campus Policies for Academic Staff.

At its October board meeting some of the Regents expressed reservations about the pending bill. However, the entire Board went on record in opposition to the bill's designation of the Department of Employment Relations, rather than the Board, as the representative of the employer in collective bargaining negotiations. The Department of Employment Relations acts as the agent for the various state departments and the University system in collective bargaining negotiations with classified state employees in units which have elected collective bargaining.



If the bill passes in its present form it is not known how the Department of Employment Relations as a non-higher education agency would treat either the Regent Rules and UW-Madison Policies for Academic Staff or, as indicated earlier, the Regent Rules and Faculty Policies and Procedures for the UW-Madison governing faculty rights. However, it is fair to say that the faculty on this campus view the Department of Employment Relations as less sympathetic to the tenure system and shared governance rights which have been carefully developed and nurtured with the Board of Regents. There is also concern that such a situation will weaken the Board of Regents as a governing body.

#### VI. Union Shop and Fair Share

Two matters should be clarified concerning your status and obligations in relation to collective bargaining. First, if a collective bargaining bill is enacted into law, you do not automatically become a member of a union; you are simply, by statute, a member of a bargaining unit which may or

may not organize for the purpose of collective bargaining. If the bargaining unit in which you have been placed votes to organize, the union becomes the exclusive bargaining agent for you on all the subjects of bargaining, but you do not automatically become a member of the organizing union. You may exercise a choice on union affiliation at any time. You may be requested to join a union; however, your response as to affiliation is of your own free choice.

Second, the notion of "fair share" is that each member of a collective bargaining unit regardless of union affiliation, as a recipient of collective bargaining benefits, should pay a portion of the costs of collective bargaining. While fair share is a part of the collective bargaining bill, it can be made effective in a bargaining unit only after the bargaining unit has been organized and only through a special election in which all bargaining unit members (union and non-union) are entitled to vote. In such an election, to be implemented, fair share must carry by a two-thirds majority of the total votes cast.



Academic Staff Committee 1979-80

MIRIAM ALLMAN (2 Year Term, Ends July 1, 1980) Secretary W. S. Middleton Center for Health Sci. Library 1305 Linden Drive	262-6176
PAUL D. ANDERSON (2 Year Term, Ends July 1, 1981) 58 Physical Science Office and Shops	837-6651
JOYCE BECKER (2 Year Term, Ends July 1, 1980) 210 McArdle	262-7992
PHILLIP HELLMUTH (2 Year Term, Ends July 1, 1980) 209 South Hall	262-2304
THOMAS HOOVER (2 Year Term, Ends July 1, 1980) Chair 130c A. W. Peterson Building	262-3964
DIANE JOHNSON (2 Year Term, Ends July 1, 1980) Vice Chair 3040 Stadium-Camp Randall	262-1914
FRANK KOOISTRA (2 Year Term, Ends July 1, 1981) 136 Ag Hall	262-1254
MARIAN LAINES (2 Year Term, Ends July 1, 1980) Gordon Commons	262-6980
MARGARET NEWTON (2 Year Term, Ends July 1, 1980) 239 University Health Service 1552 University Avenue	262-1826
CHARLENE TORTORICE (2 Year Term, Ends July 1, 1981) 366 Educational Sciences	262-5863
WALTER TRZECIAK (2 Year Term, Ends July 1, 1980) Physical Science Office and Shops	873-6651



Release: Immediately

5/1/80 mrs

CONTACT: Carole McGuire (608) 263-3025

## FOUR ELECTED TO ACADEMIC STAFF COMMITTEE POSTS

MADISON--Joann F. Elder, Thomas H. Hoover, Susan M. Langan and Thomas S. Thielke have been elected to the University of Wisconsin-Madison's Academic Staff Committee.

The committee advises the administration on policies and procedures affecting academic staff members.

Elder, 1112 Grant St., is a specialist in the sociology department, where she has been the undergraduate adviser since 1967. She will represent District 2.

Hoover, 2110 W. Lawn Ave., has been UW-Madison registrar for 14 years. He was re-elected to represent District 6, having served on the committee since 1976.

Langan, 1517 Madison St., is a laboratory technician in the UW Hospital and Clinics pediatrics department. She will represent District 1.

Also elected District 1 representative was Thielke, 3315 Northbrook Drive, Middleton. Thielke is associate director of pharmacy and central services at the UW Hospital and Clinics and assistant clinical professor in the School of Pharmacy.

The committee consists of seven elected members and four administration appointees. Representatives from three of the six districts are elected annually. The newly-elected representatives will serve two-year terms beginning July 1.

###



Release: Immediately

2/10/81 rtb

*Faculty  
Award*

CONTACT: Prof. Steven Chaffee (608) 262-3690

## HAROLD NELSON TO RECEIVE RESEARCH AWARD

MADISON--University of Wisconsin-Madison Professor Harold L. ("Bud") Nelson has been named recipient of the Association for Education in Journalism's prestigious Paul Deutschmann Award.

The award, for a distinguished research career in journalism, is made only when AEJ feels it has an appropriate candidate. Nelson's is only the fifth since the award was first made 17 years ago. He will receive the honor at the AEJ convention in August at Michigan State University, where the late Paul Deutschmann was chairman of the communication department.

Nelson joined the UW-Madison faculty in 1955 and was director of the School of Journalism and Mass Communication from 1966 to 1975. Best known for his legal and historical research, he is author of "Freedom of the Press from Hamilton to the Warren Court" and co-author of "Law of Mass Communications," one of the leading textbooks in the field.

Previous recipients of the Deutschmann award were the late Chilton R. Bush, former head of the Stanford University journalism department and a Wisconsin alumnus; the late Ralph O. Nafziger, director of the UW-Madison journalism school 1949-1966; Wilbur Schramm, journalism researcher and author, and J. Edward Gerald of the University of Minnesota, who was Nelson's major professor.

Nelson plans to retire from the Madison faculty in June. He has been president of AEJ and of the American Association of Schools and Departments of Journalism and also headed the history division of AEJ.



# THE ORGANIZER



Published for the University of Wisconsin Academic Staff by the Wisconsin Education Association Council

Vol. 1 No. 1

November 24, 1980

*Acad Staff*

## WEAC Introduces Collective Bargaining Legislation for Academic Staff

A bill to provide collective bargaining rights for the UW System academic staff has been sent to the legislative drafting library earlier this month. The Bill, authored by the Wisconsin Education Association Council, has as one of its prime sponsors Senator James Moody from Milwaukee. When passed, the legislation would require that management negotiate the wages, hours, terms and conditions of employment with any certified bargaining agent of the academic staff. Some of the major features of the Bill are as follows:

### 1) Scope of Bargaining

The Bill provides that all issues related to "hours, wages, terms and conditions of employment" are negotiable.

### 2) Unit Determination

Each institution within the UW System will have a single bargaining unit, with an opportunity to merge with other units by mutual popular vote.

### 3) Election Procedures

Upon petition of 30% or more of the employees in a particular unit, the Wisconsin Employment Relations Commission will hold an election to determine what bargaining agent, if any, will represent the academic staff; the names of all unions seeking to represent the unit will appear on the ballot including an opportunity to vote for "no representation". In order for any union to represent the unit or for "no representative" to prevail, a majority of those casting votes must vote for one of the agents or "no representative". In the event that three or more choices appear on a ballot and there is no clear majority on the first ballot successive run-off elections are held, with name of the agent or "no representative" getting the least number of votes dropped from the ballot, until there is a clear majority winner.

### 4) The WEAC Bill provides for fact-finding and mediation in the event of an impasse at the bargaining table. WEAC is also considering amending the Bill to provide for binding arbitration similar to the WEAC provision in the state municipal employee's labor law.



5) Management Representative

The WEAC Bill names the UW System Board of Regents as the employer. Further, the Board of Regents would be empowered to create a labor relations capability and be the bargaining agent for the State.

The Bill is modeled to some degree on the National Labor Relations Act. While this outline of the major provisions of the Bill is very brief, it does attempt to answer the most frequently asked questions that academic staff have about this process. The WEAC will continue to keep the academic staff community apprised of this and other Higher Education issues through the regular publication of THE ORGANIZER.

/ \_ / I want to join the Wisconsin  
\_ Education Association Council

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# UNIVERSITY OF WISCONSIN-MADISON



TO: UW-MADISON ACADEMIC STAFF  
FROM: ACADEMIC STAFF COMMITTEE  
RE: ANNUAL REPORT OF THE ACADEMIC STAFF COMMITTEE

ACADEMIC STAFF COMMITTEE

## MEMORANDUM

July 10, 1980

TO: The Chancellor, U.W. Madison  
FROM: T. H. Hoover, Chair  
Academic Staff Committee  
SUBJECT: Annual Report of the Academic Staff Committee

*Academic Staff Committee*  
*THH*

As mandated by the By Laws of the Academic Staff Committee, this report is forwarded for your information (and consideration of recommendations).

The Committee has enjoyed the support of your office and is appreciative of this support. On every appropriate occasion, Associate Vice Chancellor Yodelis Smith has made herself and members of her staff available for consultation, for imparting information and assistance with sensitive problems. We are aware also that Vice Chancellor Kearn has kept himself informed about our activities and has provided support when necessary.

The year's activities began with our initial meeting on August 8, 1979. At that time, officers were elected and a regular monthly meeting schedule was adopted. Over the course of the year the committee discussed and made recommendations on the following concerns:

We kept abreast of proposed legislation on collective bargaining. We attempted to inform the staff members about this legislation through a bulletin sent to each member. In addition, we attempted a survey of academic staff in order to become aware of the attitude of the academic staff on the specific legislation then in process and collective bargaining in general. The responses to the survey form were poor with only 1,046 of 3,200 responding (33%). Professor Sharp of SRL had previously advised us that responses less than one-half would not provide statistically valid data. Therefore, the committee considers the results invalid to support conclusions about the AS on these questions. Nevertheless, we had strong protestations by members of the staff to our initial decision not to publicize the results of our survey. The Committee subsequently voted to tabulate the results in summary form and make the results available to your office and to the academic staff. No effort was made to cross tabulate, make comparisons or draw conclusions from the data. We simply report it as it came to us with the caveat that two-thirds of the academic staff chose not to respond.

We worked with the Associate Vice Chancellor for Personnel in reactivating the Academic Staff Salary and Fringe Benefits Committee and obtaining representation on the University Salary and Fringe Benefits Committee by the Chair of our AS Committee. It is obviously important for the AS to be represented on this committee. Our representative, William Fetzner, although starting late in the year, has represented us well. We will recommend that he be continued in this capacity for the ensuing year.

We conferred with the Associate Vice Chancellor for Personnel on the seeming difficulty of getting a sufficient number of indefinite appointments approved, particularly in the Biol/Med Sciences and Humanities and Social Studies areas. We were concerned that unnecessarily conservative attitudes prevailed in implementing policies emanating from some deans' offices. However, over the year the implementation appeared gradually to become less restrictive as a result of interaction between deans' offices and the Vice Chancellor for Personnel. In one instance, the ASC worked directly with a dean to obtain needed modification of policy. We were gratified by the openness and acceptance with which our recommendations were received. It is worthwhile to summarize the situation regarding indefinite appointments as of this year and we have done so at enclosure 1. Our concern for the future will be that the initiative for recommending these appointments continue and that there be equity, campus-wide, as regards indefinite appointments. We will continue to monitor these appointments.

We reviewed and made recommendations about the academic staff position and salary survey. In general, our recommendations were accepted and implemented and we are now satisfied with the instrument. We are somewhat concerned as to how the survey will be implemented - realizing the importance of semantics - and the manner in which findings will be standardized compared and used. We will continue to monitor the survey with these concerns in mind.

We reviewed and made recommendations concerning the vacation policy for academic staff and faculty. We support the new policy as being more flexible than the previous policy, especially as regards carryover of vacation days. We believe, however, that there should be provisions for some highly-motivated individuals to save up vacation for the purpose of attending university summer sessions, or even a semester, in order to complete a specific degree. In this respect, we bring to your attention the fact that there are at present no provisions for sabbaticals for members of the academic staff. It seems important that in the absence of such provisions, individuals be permitted to save up and use their vacations for educational purposes.

We were asked by the University Committee, late this year, to consider and make recommendations concerning how and to what extent academic staff can best participate in the faculty governance process. We greatly appreciated this initiative by the University Committee and have concluded that this matter deserves our best efforts as a committee. We will endeavor to have a report for the University Committee by early Fall, 1980.



At the recommendation of the Associate Vice Chancellor for Personnel, we appointed an academic staff Subcommittee on Affirmative Action. Diane Johnson was asked to chair this subcommittee. The committee report, attached, contains seven important recommendations. It is noted that this report was submitted on June 10, 1980, prior to the time the reorganization of the Academic Personnel Office. It is our understanding from Associate Vice Chancellor Yodelis Smith that the concerns expressed by the Affirmative Action Subcommittee were taken into cognizance in this reorganization and that the office is now constituted so as to implement the recommendations. The subcommittee will continue its work for the ensuing year.

In addition to the above, the committee worked on these matters:

Representation on committees. The ASC continues to be concerned that AS are usually represented on committees such as search and screen committees, especially at U.W. System level, only indirectly, by high level administrators. We are aware of the considerable progress in this respect at the U.W. Madison where academic staff have been appointed to committees, and solicit your assistance in informing President O'Neil of our concerns in this regard.

State employee insurance plans - specifically the gap in coverage when an individual moves from a research assistant to a project associate position. This remains a concern.

Memorial resolutions for deceased academic staff.

Recommendations for appointments to the Task Force on Women.

Review of the System-wide administrative rules on conflict of interest.

Effect on AS of the Regent rule change providing for early retirement.

AS representation on the University Faculty Association.

The election of new ASC members.

Continuing education fringe benefit.

With submission of this report we wish to acknowledge the services of the following members of the ASC whose terms have expired or who, for other reasons no longer serve on the committee: Margaret Newton - resigned in April as a result of accepting a faculty appointment in Milwaukee; Joyce Becker - served on the committee from its inception in 1976 through June 30, 1980; Phillip Hellmuth - served as an appointed member from inception of the committee in 1976 through June 30, 1978 and as an elected member from July, 1978 through June 30, 1980. Walter Trzeciak served as an appointed member from July 1, 1978 through June 30, 1980. Marian Laines served as an appointed member from July 1, 1978 through June 30, 1980.

#### UW-MADISON ACADEMIC STAFF EMERITUS DESIGNATIONS 1980-81 BUDGET

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EMERITUS DESIGNATION</u>	<u>YEARS OF SERVICE</u>
Francis H. Grimstad	Medicine/Dermatology	Clinical Associate Professor Emeritus	30
Frederick E. Mohs	Surgery	Clinical Professor Emeritus	40
Edward J. Schantz	Food Microbiology & Toxicology	Adjunct Professor Emeritus	8

#### ACADEMIC STAFF COLLECTIVE BARGAINING SURVEY

In an opinion survey of academic staff at the U.W.-Madison on the subject of Collective Bargaining the following results were obtained:

##### Response Data

Survey Forms Distributed	3200
Responses Received	1046
Response Rate	32.96%

##### Questions

1. In general do you favor or oppose some form of collective bargaining for the academic staff (CHECK ONE)?

Favor very much	261 (24.95%)	Oppose somewhat	155 (14.82%)
Favor somewhat	215 (20.55%)	Oppose very much	279 (26.67%)
Undecided: Depends	128 (12.24%)	No answer	8 (00.77%)

Your answers to the first question will be considered in interpreting the rest of the survey. Please continue, whether or not you favor collective bargaining. The remaining questions assume that a collective bargaining statute for the U.W. System faculty and staff is enacted.



2. What is your preference with respect to the scope of issues covered in the academic staff collective bargaining statute? (CHECK ONE)

a. Broad scope bargaining covering wages, fringe benefits, hours, conditions of employment, etc.

No.	% of Responses Received
434	(41.49%)

b. Narrow scope bargaining limited to wage and fringe benefits

553	(52.87%)
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c. No answers

59	(5.64%)
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3. Issues which could be included in collective bargaining are listed below. Please indicate your opinion as to whether each one should or should not be included in an academic staff collective bargaining statute.

Possible Issues	Returns w/Answers		Should be Included		Undecided		Should be Excluded	
	No.	% of Returns	No.	% of Answers	No.	% of Answers	No.	% of Answers
a. Wages & Fringe Benefits	982	(93.88%)	881	(89.71%)	33	(3.36%)	68	(6.92%)
b. Job Security	1000	(95.60%)	613	(61.30%)	161	(16.10%)	226	(22.60%)
c. Working Conditions	997	(95.32%)	449	(45.04%)	256	(25.68%)	292	(29.29%)
d. Promotion	996	(95.22%)	414	(41.57%)	203	(20.38%)	374	(38.05%)
e. Lay Off	1012	(96.75%)	531	(52.47%)	217	(21.44%)	264	(26.09%)
f. Grievance Procedure	975	(93.21%)	600	(61.54%)	168	(17.23%)	207	(21.23%)
g. Workload Determination	981	(93.79%)	270	(27.52%)	253	(25.79%)	458	(46.69%)
h. Input into University Governance	995	(95.12%)	379	(38.09%)	261	(26.23%)	355	(35.68%)

4. What other issues do you feel should be included in an academic staff collective bargaining statute?

None	532	50.86% of Total Returns
Other Items	65	6.21% of Total Returns

5. What is your first and second preference for the composition of a collective bargaining unit the Madison academic staff would be a part of? (RECORD 1 & 2)

Total response was 952 (91.01% of survey responses received)

	No.	% of Responses
a. Systemwide Faculty and Academic Staff	92	(9.66%)
b. Systemwide Academic Staff	92	(9.66%)
c. Madison & Milwaukee Faculty & Academic Staff	34	(3.57%)
d. Madison & Milwaukee Academic Staff	45	(4.73%)
e. Madison Faculty & Academic Staff	271	(28.47%)
f. Madison Academic Staff Only	418	(43.91%)

6. Do you favor or oppose the inclusion of teaching members of the Madison academic staff within the joint Madison and Milwaukee Faculty bargaining unit? (CHECK ONE)

Total answers 972 (92.93% of survey responses received)

	No. of Answers	% of Answers
Favor	261	(26.85%)
Undecided; depend:	305	(31.38%)
Oppose	261	(26.85%)
No preference	145	(14.92%)



7. Whom would you most prefer to be designated as the employer representative in academic staff collective bargaining negotiations? (CHECK ONE)

Total answers 968 (92.54% of survey responses received)

	<u>No. of Answers</u>	<u>% of Answers</u>
a. U.W. System Board of Regents	443	(45.76%)
b. State Dept. of Employee Relations	94	(9.71%)
c. A combination of Regents & State Dept. of Employee Relations	206	(21.28%)
d. No preference or undecided	225	(23.24%)

8. Which one of the two ways of exercising the collective bargaining choice would you prefer? (CHECK ONE)

Total answers 977 (93.40% of survey responses received)

	<u>No. of Answers</u>	<u>% of Answers</u>
a. A two-step ballot process. The first step is simply a vote for or against collective bargaining; if a majority of those voting favor bargaining, a second vote is taken to select a bargaining agent (a specific union to represent employees).	782	(80.04%)
b. A one-step ballot process. One vote is taken with a ballot which includes possible bargaining agents (specific unions to represent employees), and the choice of voting against collective bargaining. If a majority of those voting do not select any bargaining agent or the "no bargaining" choice, another vote is taken with a ballot listing only the two highest vote getters.	98	(10.03%)
c. Undecided, no preference	97	(9.93%)

9. From what you now know about the enabling legislation for U.W. faculty and academic staff collective bargaining under consideration by the state legislature (Senate Substitute Amendment 1 to Senate Bill 121), do you favor or oppose it? (CHECK ONE)

Total answers 942 (90.06% of survey responses received)

	<u>No. of Answers</u>	<u>% of Answers</u>
I favor the bill	133	(14.12%)
I oppose the bill	384	(40.76%)
I don't know about this bill	381	(40.45%)
I have no preference	44	(4.67%)

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MEMORANDUM

June 10, 1980

TO: Thomas Hoover, Chairman, Academic Staff Committee

FROM: Academic Staff Subcommittee on Affirmative Action

RE: Report of Subcommittee Activities from February through May, 1980

The first finding of the Subcommittee was that there is no longer an Office of Affirmative Action at the University of Wisconsin-Madison. That office has been split into two new operations. One, headed by Diane Rausch, is now the Office of Contract Compliance and deals primarily with governmental regulations. The other, headed by Gerald Thomas, is called the Office of Human Resource Development and Programs for Affirmative Action. The focus of that office is local and is geared to programs which do not appear to have any relation to members of the Academic Staff.

The programs which Dr. Thomas does direct are the Colleague Mentor program and the Network Program for New Faculty, both directed to faculty; and the summer intern program for students. There is also some involvement with classified staff, but, as was stated earlier, no programs involving or directed toward members of the Academic Staff.



The second finding of the Subcommittee was that there is a very subtle distinction between definitions of Affirmative Action. Apparently the definition of Affirmative Action is that it is not geared toward individual situations. The Subcommittee has concluded that there is really no Affirmative Action program on the campus. These programs which do exist appeared to be geared toward anti-discrimination policies rather than Affirmative Action, and we did feel there was a difference.

The third finding of the Subcommittee was that there is no printed material regarding either Affirmative Action or non-discrimination which could be distributed to offices with openings. We feel that this is something that should be remedied in the future.

The recommendation of the Subcommittee are as follows:

1. That the offices involved with Affirmative Action and/or non-discrimination develop a proactive approach. We feel this could be initiated by making more members of the Academic Staff aware of the operations of the Office of Human Resource Development and Programs for Affirmative Action by inserting articles into the MASA Newsletter and other publications of the University;
2. That Dr. Thomas's office become involved in developing career ladders for Academic Staff personnel;
3. That his office become active in identifying women and minorities in the Academic Staff in preparation for assisting those people in developing career ladders;
4. That students graduating from the University of Wisconsin-Madison be identified by Dr. Thomas's office and alerted to opportunities within the University system;
5. That there are some areas of the University which have openings on a regular basis, such as University Housing, and these offices could be kept informed as to policies and available personnel by Dr. Thomas;
6. That Diane Rausch should be asked on a regular basis to keep the Subcommittee informed as to policies being developed by her office as well as by various governmental agencies;
7. That she be asked to supply copies of all Affirmative Action guidelines to the Subcommittee;
8. The Subcommittee recommendation to the Academic Staff Committee is that guidelines be developed for cutting staff, when (if) that becomes necessary, with affirmative action goals in mind.

#### INDEFINITE APPOINTMENTS OF ACADEMIC STAFF

July 1, 1979 through June 30, 1980

COLLEGE OR DIVISION	ADMINISTRATOR STAFF		INSTRUCT. STAFF		SCIENTIST & TECHNICAL STAFF		CLINICAL STAFF		PROGRAM/PROJECT COORD/SUPERVISOR STAFF		SPECIALIST STAFF		T O T A L S	
													GRAND	
	Men	Women	M	W	M	W	M	W	Men	Women	Men	Women	Men	TOTAL
Academic Services	3	1									6	2	9	12
Business Services									1				1	1
CALS	3		1		1						15	1	20	21
School of Education	3												3	3
College of Engineering									2				2	2
Graduate School									2		1	1	3	4
College of L&S				1			4		1		4	2	5	12
Library										1	1	7	1	9
Medical School			4										4	4
School of Nursing		1		3									4	4
Inter-Coll. & SS.											1		1	1
IES									1				1	1
Continuing Education											1		1	1
Memorial Union							1				4	1	4	6
University Housing											3	1	3	4
T O T A L S	9	2	5	4	1	1	-	4	7	1	34	17	56	85



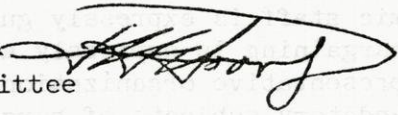


ACADEMIC STAFF COMMITTEE  
% Personnel Office  
174 Bascom Hall

*Academic Staff*

May 28, 1981

MEMO TO: Academic Staff Members  
University of Wisconsin-Madison

FROM: T. H. Hoover, Chair   
Academic Staff Committee

SUBJECT: Collective Bargaining

This memorandum is to alert you to hearings on two separate collective bargaining bills for academic staff which have been introduced in this legislative session. These bills were introduced with virtually no prior notice and opportunity for study and comment. In addition, the hearings have been scheduled on extremely short notice. It is as if there is some conscious effort to preclude meaningful action on these bills by members of the academic staff - although we are the ones most affected.

I urge you to attend the hearings to make your views known, to register for or in opposition to the bills, and to write your senators and assemblymen and members of the appropriate legislative committees to inform them of your concerns. The substance of each bill as presented by the Legislative Reference Bureau is given below with some further personal interpretation of my own enclosed in brackets by way of explanation.

ACADEMIC STAFF AS A SEPARATE EMPLOYEE GROUP

HEARING BEFORE THE EDUCATION AND STATE INSTITUTIONS COMMITTEE - 2:00 P.M., TUESDAY, JUNE 2, ROOM 421-S THE STATE CAPITOL

[1981 SB 395 provides for collective bargaining for academic staff in the U.W. system as a separate category of employees. Academic staff at U.W.-Madison would constitute a separate bargaining unit upon affirmative vote of those members of the academic staff designated as covered by the act. Administrative and confidential employees are excluded but instructional academic staff are covered by the bill.]

The analysis follows:

1981 SENATE BILL 395

May 7, 1981 - Introduced by Senators Moody, Van Sistine, Frank, Goyke, Cullen, Krueger, McCallum, Strohl, Harnisch, Braun, Berger, George and Roshell: cosponsored by Representatives Flintrop, Gerlach, Otto, Dorff, Crawford, Shoemaker, Broydrick, Kincaid, Potter, Smith, D. Travis, Schneider and Behnke. Referred to Committee on Education and State Institutions.



May 28, 1981

Analysis by the Legislative Reference Bureau

This bill creates an employment labor relations act to cover the members of the academic staff of the University of Wisconsin System. Excluded from coverage are members of the faculty, students and confidential and administrative employees.

Under the bill, U.W. academic staff is expressly guaranteed the right of self-organization. Collective bargaining is expressly authorized and required with recognized or certified representative organizations in relation to specified subjects of bargaining. Mandatory subjects of bargaining include compensation, benefits, hours and conditions of employment.

The employment relations committee determines appropriate collective bargaining units under the bill. However, a unit consisting of all the members of the academic staff at a single U.W. campus is appropriate.

Although the state may voluntarily recognize and bargain with a union, employees in the units have the right to vote in an election conducted by the employment relations commission as to whether there shall be collective bargaining and if so, with which representative.

[Single stage voting is specified. The academic staff will not be permitted first to vote whether or not to be represented and, if so, choose by separate vote the unit to represent them. Instead, they are to vote on a single ballot either for one or another possible units to represent them or for "no representative."]

Responsibilities of the state as an employer are handled under the bill by the board of regents of the University of Wisconsin system.

Unfair labor practices similar to the existing practices applicable to the state, classified employees and their unions are created by the bill and applied to the U.W. system and to the members of the academic staff employed by the system and their unions. Arbitration of grievances arising under a collective bargaining agreement is permitted, and arbitration awards may be enforced in court in accordance with the usual statutory procedure. Strikes are prohibited. Members of the academic staff who engage in a strike are subject to a fine of \$10.00 per day.

The commission may mediate (encourage voluntary settlement of) any labor dispute on its own motion or at the request of one of the parties. Both parties to a dispute may also request appointment of a fact finder. The fact finder issues a nonbinding proposal for settlement of the dispute. The U.W. system and a union representing members of its academic staff may agree to final and binding arbitration of any dispute pertaining to the terms of a proposed collective bargaining agreement. No compulsory means of dispute settlement is provided.

Agreements are submitted to the joint committee on employment relations (JCOER) for approval and those parts which require legislation are presented to the legislature in a procedure similar to that used for existing classified state employee contracts.



May 28, 1981

A "fair-share" (agency shop) agreement whereby nonunion members may be required to pay union dues is authorized. Such an agreement requires the approval of two-thirds of the employees voting in a collective bargaining unit before it may take effect; it may also be discontinued according to a similar procedure. Dissenting employees are entitled to a refund of a portion of fair-share moneys utilized for certain purposes upon request.

Currently no employment relations act applies to members of the U.W. academic staff. Although such individuals may organize and join labor unions, the U.W. is not required to recognize or bargain collectively with them by statute. The employment relations commission has no responsibility to conduct elections, mediate disputes or adjudicate alleged unfair labor practices involving such individuals and their employer.

#### ACADEMIC STAFF AND FACULTY AS SEPARATE EMPLOYEE GROUPS

HEARINGS ARE SCHEDULED AT 9:30 A.M. ON MAY 29 IN MILWAUKEE AT THE STUDENT UNION AND ON JUNE 1 AT MADISON AT 1:00 P.M., ROOM 421NW OF THE STATE CAPITOL

[1981 Assembly Bill 452 extends collective bargaining to members of the faculty and academic staff of the University of Wisconsin system exclusive of academic staff and faculty employed by U.W. Extension, management employees, confidential employees and employees of less than half time. Department chairpersons and their functional equivalents are covered. Bargaining units are structured so that the academic staff at U.W.-Madison and the faculty at U.W.-Madison would bargain as two separate units. The same would be true for U.W.-Milwaukee. The faculties of all other U.W. campuses would constitute a separate unit and the academic staff at all other U.W. campuses would also constitute one unit. Under this bill "Faculty" includes academic staff who teach one half time or more.]

The analysis follows:

#### 1981 ASSEMBLY BILL 452

May 7, 1981 - Introduced by Representatives by Broydrick, Flintrop, Plewa, Behnke, Vanderperren, Looby, Schneider, Potter, Hasenohrl, Helbach, Crawford, Roberts, Byers, Bradley, Kincaid, Norquist, Dorff, Ellis, Shoemaker, Becker, Radtke, Andrea, Harer, D. Travis, Smith, Medinger and Czarnezki; cosponsored by Senators Van Sistine, Bablitch, Frank, Krueger, Goyke, Harsdorf and Roshell. Referred to Committee on Education.

#### Analysis by the Legislative Reference Bureau

This bill extends the state employment labor relations act to cover the members of the faculty and academic staff of the University of Wisconsin system. Excluded from coverage are members of the faculty and academic staff of the University of Wisconsin Extension, management employees, confidential employees and employees who have an appointment of less than half time. Department chairpersons or their functional equivalents are covered.



May 28, 1981

Under the bill, U.W. faculty and academic staff are expressly guaranteed the right of self-organization. Collective bargaining is expressly authorized and required with recognized or certified representative organizations in relation to specified subjects of bargaining. Mandatory subjects of bargaining include salaries, fringe benefits, hours and conditions of employment; but bargaining is not required on certain subjects reserved to the management and direction of the University, except insofar as the exercise of that management and direction affects compensation, fringe benefits, hours and conditions of employment. In addition, bargaining is not permitted on the structure of the U.W. system and its institutional missions and goals and individual personnel decisions. However, the criteria for making personnel decisions may be bargained.

Bargaining units are structured so that the faculties of the U.W.-Madison and the U.W.-Milwaukee bargain as 2 separate units; the academic staffs of the U.W.-Madison and the U.W.-Milwaukee bargain as 2 separate units; the faculty and academic staff of the U.W. Center System bargain as 2 separate units; and the faculties and academic staffs of each of the other U.W. campuses bargain separately with one unit for the faculties on all campuses and one unit for the academic staffs on all campuses. Employees may vote to combine units, and the faculty or academic staff of each campus may decide individually whether to participate in bargaining.

Although the state may voluntarily recognize and bargain with a union, employees in the units have the right to vote in an election conducted by the Employment Relations Commission as to whether there shall be collective bargaining and if so, with which representative. Responsibilities of the state as an employer are handled under the bill by the Department of Employment Relations. However, the department is directed to maintain close liaison with the board of regents of the University of Wisconsin system with respect to collective bargaining activities involving U.W. faculty and academic staff.

The current unfair labor practices are extended to apply to the U.W. system and to the members of the U.W. faculty and academic staff employed by the system and their unions. Arbitration of grievances arising under a collective bargaining agreement is permitted, and arbitration awards may be enforced in court in accordance with the usual statutory procedure. Strikes constitute an unfair labor practice. The board of regents and the department may sue for a court order to restrain any strike and participating employees may be disciplined or discharged, but no monetary penalty applies to strikers. The treatment of strikes is the same as currently provided for classified state employees and their unions.

The commission may mediate (encourage voluntary settlement of) any labor dispute on its own motion or at the request of one of the parties. Both parties to a dispute may also request appointment of a fact finder. The fact finder issues a nonbinding proposal for settlement of the dispute. No compulsory means of dispute settlement is provided.

Agreements are submitted to the joint committee on employment relations (JCOER) for approval and those parts which require legislation are presented to the legislature in a procedure similar to that used for existing classified state employee contracts.



Academic Staff Members

Page 5

May 28, 1981

A "fair-share" (agency shop) agreement whereby nonunion members may be required to pay union dues is authorized. Such an agreement requires the approval of two-thirds of the employees voting in a collective bargaining unit before it may take effect; it may also be discontinued according to a similar procedure. If the faculty or academic staff at any institution votes not to participate in collective bargaining, that group does not participate in any fair-share agreement.

Currently, no employment relations act applies to members of the U.W. faculty and academic staff. Although such individuals may organize and join labor unions, the U.W. is not required to recognize or bargain collectively with them by statute. The Employment Relations Commission has no responsibility to conduct elections, mediate disputes or adjudicate alleged unfair labor practices involving such individuals and their employer.

THH:kmz



*Academic  
Staff*

From the University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: 608/262-3571

Release: Immediately

4/22/81 ns

CONTACT: Carole McGuire (608) 263-3025

## THREE ELECTED TO ACADEMIC STAFF COMMITTEE POSTS

MADISON--Frank W. Kooistra, Robert E. Miller and Robert A. Nellis have been elected to the University of Wisconsin-Madison's Academic Staff Committee, an 11-member body which advises the administration on policies and procedures affecting academic staff.

Kooistra, 2513 Martin St., Cross Plains, is an assistant dean in the College of Agricultural and Life Sciences and assistant director of the Wisconsin Experiment Station. He has represented District 4 on the committee since its beginning in 1976.

Miller, 430 Glenway St., is an assistant to the dean in the School of Education's student services office. He has been the committee's District 5 representative since 1976.

Nellis, 5906 Old Middleton Road, is a research specialist at the Waisman Center and a specialist in the department of communicative disorders. He will represent District 3.

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From the University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: 608/262-3571

Release: Immediately

2/10/81 ns

*Academic Staff*

UW-MADISON NEWS BRIEFS

ACADEMIC STAFF TO HEAR PRESIDENT O'NEIL

University of Wisconsin System President Robert M. O'Neil will address a meeting of the UW-Madison Academic Staff Association Tuesday (Feb. 17). The meeting will begin at 4 p.m. in Union South.

- o -

Annemette Sorensen will present a colloquium on "Motherhood and Market Work: How Children Influence Their Mother's Career" Friday (Feb. 13) at 3 p.m. in the Women's Studies Program Building, 209 N. Brooks St.

- o -

"Clocking Technology," the role of time as a measure of human behavior in a technological society, will be discussed by Michael Mahoney, professor of history at Princeton University, at 3:45 p.m. Feb. 26 in 52 Bascom Hall. The lecture is sponsored by the history of science department.

- o -

A series of three noon "Brownbag Series" seminars are being offered by the UW-Madison Ibero American studies program during the next month.

The public is invited to the 12 p.m. talks at 1418 Van Hise Hall. Coffee will be available.

- more -



Add one--news briefs

The seminar leaders include:

Feb. 16--Robert Aubey, Business School, "Mexican Oil: Some Economic and Social Implications";

Feb. 23--Julie Denslow, botany, and Timothy Moermond, zoology, "Tropical Rain Forests"; and

March 2--Susana Lastarria, UW-Madison Development Studies Program, "Peasant Differentiation in Three Peruvian Communities."

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*academic staff*

From the University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: 608/262-3571

Release: Immediately

9/17/81 sjs

CONTACT: David Horvath (608) 263-7449 or John Ross (608) 262-1464

# BLOCKED UW-MADISON PAY RAISES HURT LOWER-PAID, ANALYSIS SAYS

MADISON--The preliminary court injunction which has blocked retroactive pay raises for University of Wisconsin-Madison faculty and academic staff has its biggest overall impact on lower paid employees, according to an analysis released Thursday by the UW-Madison's office of budget, planning and analysis.

The analysis detailed the potential loss in pay which could be suffered by University employees should the injunction sought by the Wisconsin State Employees Union be granted. A total of \$989,000 in retroactive pay increases has been blocked by the litigation, the study figures show, but only \$183,800 of that would go to faculty members, 782 of whom are affected because they have 12-month appointments. The remainder of the 2,100 faculty members are on nine-month academic appointments, and not affected by the suit.

On the other hand, 3,500 academic staff members, who are generally lower paid than faculty, stand to lose \$385,700 in retroactive pay, the figures show. Additionally, classified non-represented employees, workers whose minimum starting salary is \$9,500 annually, would lose \$252,700; research associates and post-graduate trainees, \$94,900; and graduate assistants, \$71,800.

"It's clear that the people most affected are not the \$40,000 a year faculty members," David Horvath, assistant director of budget, planning and



Add one--raises

analysis, said. "The largest number are among the various specialist titles, the support staff. A specialist's minimum salary is \$11,500, and I would assume the bulk of them are paid less than \$17,000."

John Ross, director of the Public Representation Organization of the UW-Madison Faculty Senate (PROFS Inc.), which is seeking to intervene in the litigation, said the figures disprove accusations that the blocking of retroactive raises amounts merely to a levy against higher-paid faculty members.

"We resent those accusations," Ross said. "Let there be light on the facts, rather than dealing in innuendo."

The Wisconsin State Employees Union suit would prohibit distribution of the retroactive portion of salary increases which were approved by the Legislature's Joint Committee on Employment Relations Aug. 6.

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OBJECTIVE



To identify ways the academic staff can be represented in University governance and recommend a governance structure for faculty and academic staff which allows for the greatest unity in serving the University.

HISTORICAL BACKGROUND

In 1848 all University higher education jobs were done by the President and faculty. By the 1890's there was a nonfaculty Registrar-Secretary of the Faculty "to lessen the burdens of faculty." For the first 124 years most University professionals were lumped together as "academic staff." The 1974 statute merging all Wisconsin public universities made a clear separation of legal faculty and academic staff - on paper only. Faculty and academic staff continue to perform similar functions in research, administration and teaching but academic staff usually function in only one area while faculty have teaching, research and public service obligations.

Many functions in the University, in addition to teaching, are vital to its operation today and are filled by academic staff. The Office of Admissions, Registrar, Financial Aids, Counseling Center, Placement, Memorial Union and Union South and Housing are examples of student support services staffed by academic staff. Academic deans and advisors, archivists, editors, architects, computer specialists, coaches and directors of special programs like the arboretum are mostly academic staff appointments as are many scientists and lab technicians on grant money.

Distinguishing between faculty and academic staff is not an easy task and cannot be done by whether the person teaches. For example, at U.W.-Madison the clinical professors and lecturers in social work and medicine are academic staff - not faculty. Lecturers may be distinguished visitors sharing expertise for a single semester, advanced graduate students acquiring a semester's teaching experience or persons filling unexpected course demands. Distinguishing academic staff is difficult because support functions may be performed by academic staff or faculty or civil service workers. For example, a specialist and a civil service worker do quite similar work in the Degree Summaries Office.

Librarians are the best example of the dilemma in defining academic staff. Before 1968 librarians in administrative positions were faculty and all others were civil service. In 1968 most of the classified librarians became specialists. The director of the Memorial Library in a 1969 "Statement to Librarians" gave reassurance about job security and grievance procedures - while admitting these were but his personal views. A committee of librarians then wrote a definitive report explaining the inappropriateness of the specialist title because "as a specialist, the librarian is denied a voice in formulating policies which affect both the library and the University. Consequently, the ability of the librarians to develop their profession is seriously impaired." The report also explained why civil service classification was also unsuitable. Joseph Treyz, director of libraries, explained to the Chancellor's Committee on the Status of Women in 1971 his attempt to gain faculty status for all professional librarians. The subcommittee on specialists recommended appropriate faculty rank for specialist-librarians but to no avail. Today a few librarians are faculty, a few are civil service, one has "faculty status", and the rest are specialists. A master's is the terminal degree usual for librarians in all these appointment categories.



Only legal faculty are represented in the Faculty Senate. However, a few academic staff having "faculty status" are represented. Only 25 of over 3,000 academic staff have faculty status. Faculty status has no effect on job security or salaries for these 25 academic staff, it simply means they are represented in governance while other academic staff are not.

Between 1949 and 1972 research personnel hired through federal grants greatly increased the academic staff. In 1949-50, \$3,700,000 was spent on research at the U.W. By 1972 this grew to \$69,000,000 - \$40,000,000 from federal grants. In 1980, \$128,000,000 was spent on research, \$88,570,000 from federal grants. Academic staff were independently hired by principal investigators to fit the needs and budgets of their grants. Although "soft money" positions are considered temporary, some such employees have now been employed for 20 years. ("Soft money" is the term for money from other than state legislated funds.)

In 1967, the University tried to bring order into hiring by drawing up academic staff personnel policies which encourage use of the specialist title for its flexibility as well as to reduce the number of instructors--especially non-teachers. In 1970, Vice President Percy wrote the second guideline: "Academic Staff Positions, Appointments and Titles," by which many persons of diverse qualifications were lumped into the catchall specialist title thus lowering the status of persons with this title. The Committee on Status of Women's Subcommittee on Specialists, in 1971, noted "serious dissatisfaction" with the specialist position which had no job security, promotional track, or guidelines for salary increases. In its "Personnel Policies for Non-Faculty Members of the Academic Staff," 14 December, 1972, the U.W.-Madison sought to regularize campus personnel practices. These policies did little to raise the status of specialists and further confused the identity of academic staff. Academic staff had no input into University governance nor even self-governance, not ladders of promotion or structure to earn merit.\*

Alasdair MacCormick, the first chair of the Madison campus Academic Staff Committee, summarized the situation of academic staff in a paper prepared in 1980.

Prior to the passage of the University of Wisconsin merger act in 1972, academic staff coexisted in....collegiality with the faculty. The more senior academic staff members thought of themselves as quasi-faculty and there seemed very little need....for academic staff members to identify themselves, as a separate group. However, UWS 10.01 of the Wisconsin Administrative Code states that the types of appointments open to academic staff members are of three kinds: fixed term, probationary, or indefinite. Fixed term appointments are for a fixed term specified in the letter of appointment, renewable solely at the option of the employing institution and carrying no expectation of reemployment beyond the stated term, regardless of how many times renewed. Unless otherwise specified, fixed term appointments are to be for a period of one year.

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\*This historical background from the preliminary report of the ASC Subcommittee on Governance is adapted from ELDER, Joann, Women on the Academic Staff, (Swoboda, M. J. and Roberts, A. J. eds.), UNIVERSITY WOMEN A Series of Essays Vol. II, (1980) Madison, Wisconsin, University of Wisconsin System, Office of Women.



Since none of these designations had existed prior to the merger act, when the act went into effect, all academic staff members were placed automatically on one year fixed term appointments pending a decision on possible alternative appointments. It was a rude shock for many academic staff members to see in cold, hard print a statement that they had no job security, a condition which may have existed de facto throughout their prior University of Wisconsin service but which had not previously been brought so forcefully to their attention.

Given the size of the University today with a student body twice as large as two decades ago, a faculty which grew by two-thirds, and an academic staff five times as large as it was in 1949-50, there is need for a large support staff of professionals in the University structure. The complex functions of the University depend on close interrelationships of faculty and staff. Smooth functioning depends on good communication. The role of faculty is central to governance. Our paper is to show that the faculty role would be strengthened by including the academic staff in the governance structure to promote a more involved staff.

#### ACADEMIC STAFF REPRESENTATION ON UNIVERSITY COMMITTEES

Our research on academic staff representation on University committees revealed in 1980-81 there were 70 committees on the Madison campus. These committees were composed of 599 faculty and 171 academic staff positions. These committees are formed in four ways:

1. Chancellor appoints - 51 committees; 386 voting faculty; 114 voting academic staff; 14 faculty consultants; 22 academic staff consultants.
2. Elected faculty - 10 committees; 118 positions.
3. Elected academic staff - 1 committee; 7 positions.
4. University committee appoints - 8 committees; 78 faculty voting positions; 3 faculty consultants; 28 academic staff consultants.

These statistics show that academic staff are already extensively involved in institutional governance. This largely unrecognized role has occurred because academic staff members play key roles in the University, yet are nowhere specifically identified in committee appointment structures as an employee group that should have representation. The full text of the report will call attention to several committees where academic staff representation would be appropriate.



# UW news

From the University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: 608/262-3571

Release: Immediately

5/5/82 sjs

*Academic Staff*

CONTACT: Carole McGuire (608) 263-3025

## FOUR ELECTED TO UW-MADISON ACADEMIC STAFF COMMITTEE

MADISON--Four University of Wisconsin-Madison academic staff members--Thomas Thielke, Bette Barnes, Joann Elder and Steven Saffian--have been elected to two-year terms on the UW-Madison Academic Staff Committee.

The committee serves an advisory function to the administration on policies and procedures affecting academic staff members.

Thielke, 2616 Cochise Trail, was re-elected District 1 representative. He is associate director of pharmacy and central services for UW Hospital and Clinics and an assistant clinical professor in the School of Pharmacy.

Barnes, 2211 Chadbourne Ave., also was elected in District 1. She had been appointed in 1981 to fill a vacancy on the committee. Barnes is a lecturer in physiology.

Elder, 1112 Grant St., was re-elected District 2 representative. She is undergraduate adviser in the sociology department.

Saffian, 5309 Barton Road, will represent District 6. He is an assistant dean of students and director of the Campus Assistance Center.

The Academic Staff Committee consists of seven elected members and four administration appointees.

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*Academic Staff*

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Release: Immediately

5/12/83 uns

CONTACT: Carole McGuire (608) 263-3025

### THREE ELECTED TO ACADEMIC STAFF COMMITTEE POSTS

MADISON--Lynda M. Parker, Jane Ann Phillips and Charlene E. Tortorice have been elected to University of Wisconsin-Madison's Academic Staff Committee.

The Academic Staff Committee advises the administration on policies and procedures affecting academic staff members.

Parker, no address listed, is an assistant director in the Space Science and Engineering Center. Phillips, 414 Russell St., is a bacteriology lecturer in the College of Agricultural and Life Sciences. Tortorice, 1734 Helena St., a program supervisor in the School of Education's Testing and Evaluation Services, also served on the committee during 1979-81.

The committee consists of seven elected members and four administration appointees. Half the representatives are elected annually. The newly-elected members serve two-year terms beginning July 1.

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Release: Immediately

5/7/84

## UW-MADISON NEWSBRIEFS

### FOUR ELECTED TO ACADEMIC STAFF COMMITTEE

Three current members of the Academic Staff Committee at University of Wisconsin-Madison have been re-elected to their posts and a fourth has been newly elected.

Re-elected were Bette E. Barnes, a lecturer in the department of physiology in the UW Medical School; Joann F. Elder, an undergraduate advisor in the department of sociology; and Steven R. Saffian, an assistant dean of students and director of the Campus Assistance Center. Theresa B. Young, an assistant scientist in the department of preventive medicine in the medical school, also was elected.

The committee advises the administration on policies and procedures affecting academic staff members. Representatives serve two-year terms.

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### SUMMER TENNIS LEAGUES/CLASSES OFFERED AT NIELSEN

Summer tennis leagues and junior tennis instruction will be offered this summer at Nielsen Tennis Stadium on the University of Wisconsin-Madison campus.

Five leagues, each running four weeks, will run from May through September. Leagues are either one night or two nights per week for the four weeks, and will be available for men's or women's singles or doubles or mixed doubles. Leagues are available for UW community members and the general public. There are fees. Further information is available at (608) 262-0410.

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9/19/84

*Academic Staff*

UW-MADISON NEWSBRIEFS

NOBELIST'S LECTURE CANCELLED

A lecture by Nobel Prize winner Dr. George Wald scheduled Thursday, Oct. 4, has been canceled, according to the UW-Madison Office of International Studies and Programs. The lecture, "Survival in a Lethal Society," was to have been the first in a series of memorial lectures honoring the memory of Elizabeth and Karl Paul Link.

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SIGMA CHI CHAPTER HONORED

The Sigma Chi chapter at UW-Madison was one of 43 chapters awarded the Legion of Honor Scholarship Award from the international fraternity this year.

The award is given annually to those campus chapters considered to have commendable scholarship programs. Each of the fraternity's 188 active chapters is encouraged to apply.

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ACADEMIC STAFF STUDY COMMITTEES SET PUBLIC HEARINGS

Three UW-Madison committees set up to examine policies governing academic staff members will hold public hearings this month on campus.

The Job Security/Procedural Due Process Committee, chaired by Charlene Tortorice, will hold a hearing Tuesday (Sept. 25) from 2:30-4:30 p.m. in Memorial Union; the Career Development Committee, headed by Carla Heimerl,

-more-



Add 1--UW-Madison Newsbriefs

will meet Wednesday (Sept. 26) from 11:30 a.m.-1:30 p.m. in Room 224 of the Wisconsin Center; and the Governance Committee, led by Professor John Harriman, will hold its hearing Wednesday (Sept. 26) from 3:30-5:30 p.m., Room 224, Wisconsin Center.

All interested parties are invited to attend.

The committees were established in response to a UW System Board of Regents mandate to system schools to study employment conditions. The committees are expected to file their reports before next April.

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THREE ELECTED TO ACADEMIC STAFF COMMITTEE

4/29/85  
Academic  
Staff

Gwendolyn J. Wachal, Lois M. Brick and Jane Ann Phillips have been elected to the Academic Staff Committee at UW-Madison.

The committee advises the university administration on policies and procedures affecting academic staff members.

Wachal is a program coordinator and fellowships advisor in the Graduate School; Phillips, currently vice-chair of the Academic Staff Committee, is a lecturer in bacteriology in the College of Agricultural and Life Sciences; and Brick is a program coordinator in School Evaluation Services in the School of Education.

The Academic Staff Committee consists of seven elected members and four administration appointees. The newly-elected representatives will serve two-year terms beginning July 1.

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Release:

## UW-MADISON FACULTY TO VOTE ON ENDORSING CATCH-UP PAY FOR ACADEMIC STAFF

MADISON--A resolution backing the proposed catch-up pay plan for members of the academic staff will be considered by University of Wisconsin-Madison's Faculty Senate on Feb. 4 (Monday).

The meeting begins at 3:30 p.m. in B-10 Commerce Building on campus.

The resolution expresses support for the plan, passed by the UW System Board of Regents in November, despite the fact that "available funds will not meet existing needs at UW-Madison or elsewhere in the UW System."

The resolution also praises two other aspects of the pay plan which have been clarified since the Regent action: the assurance that the chancellor will have flexibility in allocating the catch-up funds; and the decision that no academic staff member will be categorically excluded from consideration.

Under the plan, some UW-Madison academic staff members would receive a 13.9 percent catch-up raise in the 1985-87 biennium. But the increase originally had been aimed only at those academic staff members who teach, do research or are librarians.

The resolution, developed jointly by the faculty's University Committee and the Academic Staff Committee, emphasizes the academic staff's "essential role in the continuation of UW-Madison as an internationally renowned institution."

Academic staff members are non-tenured professionals who hold a variety of positions at the university, from teaching and research to counseling and administration. There are about 3,500 academic staff members at UW-Madison.

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*Boyd*  
*Staff*

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5/29/85

## UW-MADISON ACADEMIC STAFF MEMBERS AWARDED DEVELOPMENT GRANTS

MADISON--Twenty University of Wisconsin-Madison academic staff members have been awarded grants for special projects under an Academic Staff Professional Development Program sponsored by the UW System.

The program was established earlier this year in recognition of the "critical functions" performed by the UW System's academic staff members.

Proposals selected include projects to train librarians in changing technology, to study non-traditional methods of providing college courses to employed adults and to obtain certification in treating children with neurological dysfunctions.

In all, the system awarded about \$30,000 to UW-Madison staff members for the projects, with another \$15,000 provided by the UW-Madison departments.

UW-Madison recipients and their departments are:

Leslie Peckham, business; Michael von Schneidemesser, agricultural economics; Elizabeth Doll, educational psychology; Michael Redmond, engineering; Gail May, Waisman Center, allied health and physical therapy; Patricia Field, state hygiene lab; Ei Terasawa Grilley, primate center; Susan Weismer, communicative disorders and curriculum and instruction; Yvonne Bowen, academic advancement program; Dora Lee Nollendorfs, German; James Refsguard, human oncology; Santhanam Swaminathan, human oncology; Marilyn D. Jenkins, nursing; Karen Todar, Wisconsin Union; Sandra Pfahler, University Libraries; M. Carla Heimerl, continuing education services; Kathleen Berigan, University Outreach; Paul J. Caleb, veterinary medicine; Kathy Toohey, veterinary medicine; and Joseph Hammang, veterinary medicine.

###

-- Steve Schumacher (608) 262-8289





ACADEMIC STAFF



# CAMPUS CURRENTS

*Academic Staff*

A NEWSLETTER FOR UNIVERSITY OF WISCONSIN ACADEMIC PROFESSIONALS October, 1985 - Vol. 1, No. 1

## UW Academic Staff Testify in Favor Of Collective Bargaining Rights

by Larry Morse, Academic Staff Chair AFT Local 3535

On September 18, the Assembly Labor Committee approved two bills (AB179, AB229) which would provide UW Academic Staff with the right to choose whether or not to engage in collective bargaining with the State of Wisconsin. On October 2, the Senate Education Committee also approved the same two bills (SB115, SB170). Both bills were authored by AFT affiliates in Wisconsin higher education.

UW Academic Staff members of AFT testifying in favor of AB229 (SB170), which would provide bargaining rights

for UW Academic Staff only, were Dennis Hill, Barbara Meyer, and Joann Elder from AFT Local 223 on the Madison campus. Also speaking in favor of the bill were Helen Lewis, President of the University of Connecticut Professional Association (AFT 3695), Troy Brazell, AFT National Representative, Ken Opin, Lobbyist for the Wisconsin Federation of Teachers, Daryl Holter for the Wisconsin State AFL-CIO, Ed Muzik, Executive Director of TAUWF (AFT 3535), and Clifford Morrison, Bargaining Chair for AFT 3535.

Speaking against the bill were William Kuepper and Ronald Bornstein for the UW System, representatives of Wisconsin Right to Work (For Less) and Steve Saffian of the UW Academic Staff Committee.

Dennis Hill, commenting on the survey commissioned by the Madison Academic Staff Committee which showed a nearly even response of Madison Academic Staff on the question of collective bargaining (1/3rd for, 1/3rd against, 1/3rd undecided) said to the

legislators on the Senate Education Committee:

*"Had a pollster surveyed the constituents of your district prior to your election, would you have agreed to cancellation of the election? Of course not. Your constituents deserved the right to choose in the election booth. So, too, should the Academic Staff have the right to choose."*

Barbara Meyer, in her testimony before the Assembly Labor Committee, said: "I am concerned about job security. After ten years of service to the State, I still have none. Like over 90% of my Academic Staff colleagues, I work on a year-to-year basis." Joann Elder, in her testimony before the Assembly Labor Committee said: "I feel it is in the enlightened self interest of Academic Staff to operate from a contract which has been written by and for the Academic Staff."

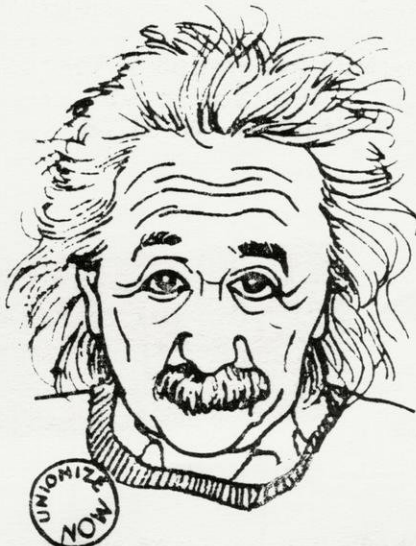
Further action on the collective bargaining bills is expected in the legislature's Joint Finance Committee. Members of the Joint Finance Committee are Senators George (Co-chair), Roshell, Chvala, Helbach, Norquist, Strohl, Stitt and Davis and Assemblymen Schneider (Co-chair), Metz, Jauch, Travis, Kunicki, Nelsen, Prosser and Panzer.

Let your legislators know your position. Use the Legislative Hotline (1-800-362-9696) or in Madison (266-9960). If you don't know your legislators, the hotline folks will tell you that too.

### Did you know?

Albert Einstein became a charter member of the American Federation of Teachers Local 552 at Princeton University in 1938.

Asked why he joined the AFT, Einstein said: "I consider it important, indeed, urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field."



**Campus Currents** is the only systemwide newsletter written by and about University of Wisconsin Academic Staff. It provides a forum for Academic Staff to communicate with each other on professional and work-related concerns. Through this newsletter we will attempt to educate Academic Staff throughout the system about their rights and how their rights can be improved through collective bargaining.

Topics to be addressed in this and future issues include: job security, salaries, governance, job classification, professional development, and sex-based discrimination in the University of Wisconsin system.

If you wish to communicate with the newsletter staff, write to **Campus Currents**, Attn: Editor, Wisconsin Federation of Teachers, 2021 Atwood Avenue, Madison, WI 53704 or call toll-free 1-800-362-7390 or in Madison dial 244-6877. **Campus Currents** is your newsletter and your opportunity to be heard.

Co-Editors:

Barbara Meyer, AFT 223, UW-Madison  
Larry Morse, AFT 3535, UW-Eau Claire



# Pay Equity and the UW Academic Staff Job Classification Study: Would Collective Bargaining Improve the Outcome?

by Joann Elder, Academic Adviser  
UW-Madison, Dept. of Sociology

The UW Regents recommended pay catch-up only for those Academic Staff whom they considered to be closest to the mission of faculty and higher education, namely librarians, lecturers and research staff. In the minds of some legislators, this raised the question about "those left out of catch-up" not being appropriate at all to be Academic Staff and maybe should be classified. The budget bill mandated that a consultant study the Academic Staff to determine possible changes in classification. Meanwhile the Regents had set up a committee to study title changes for academic staff. A draft of those proposed title changes has been circulated to Academic Staff. A consultant has not yet been appointed. Of course, all Academic Staff would like the recognition of having their work noticed as being valuable to the mission of higher education.

Recently, Helen Lewis, President of the University of Connecticut Professional Employee Association, testified before the Wisconsin Assembly Labor Committee in support of Assembly Bill 229 which would provide collective bargaining rights to UW Academic Staff. Our professional counterparts at the University of Connecticut joined the American Federation of Teachers (AFT) to secure a fair system of classification. They did not want to affiliate with the state classified professional bargaining unit because they felt academic professionals had different needs, including more flexibility in the academic setting.

They wanted points for classification based on (1) knowledge base, (2) independent action, (3) leadership, (4)

complex/variety. It took a lot of negotiating to win the right of input into this system. In the end the union won one-half of the scoring committee membership, an overall review of the classification system, and an appeals procedure. They won awareness of some comparable worth issues, equity issues, some significant salary gains, but most of all they were proud of the fair, consistent, unbiased classification for academic professionals which the union had achieved.

Currently, the University of Connecticut Professional Employee Association, AFT Local 3695, is negotiating to distribute an additional \$200,000 to employees based on longevity and to help ameliorate problems of salary compression. The union also bargained for a role in University governance, and for the right to apply to a joint labor/management committee for funding to attend professional meetings, conferences and workshops.

Why do UW Academic Staff need a union? Events of recent years show us left out of the salary process. We were not part of the Star Fund. Only some of us received a little bit of catch-up, despite the fact that the Bornstein Committee which studied Academic Staff salaries showed all of Madison's Academic Staff to be below the median of our peer institutions. Student Ser-

vices personnel were shown to be the most underpaid, but no catch-up was recommended for those in student services. Academic Staff who have been here more than ten years are even more behind in salary pay scales.

The latest budget process gave us a role in governance. However, note that the role for Academic Staff in Chapter 36 did **not** come from a demand from the Regents, nor from lobbying by the Madison administration, it came in the **Budget Process** from Senator Joseph Czarnecki from Milwaukee who also voted in the Senate Education Committee to approve passage of collective bargaining rights for UW Academic Staff. Both the Senate Education and Assembly Labor committees have already recommended approval of Academic Staff collective bargaining legislation. There is a very good chance that the legislature will give Academic Staff the right to choose collective bargaining this biennium.

The most important thing a union will do for Academic Staff is to give clout where there was none before. A contract is negotiated by Academic Staff, for Academic Staff and a contract is in writing and cannot be ignored. In that contract we can bargain for all of the above, including a classification system for academic professionals, and take pride in ourselves and our work.

NOTE: Salary listings for 1985-86, entitled: **University Budget Staff Detail** are available for public perusal at the Reference Desk, Room 262, Memorial Library, UW-Madison and in other libraries throughout the system.

## Campus Currents

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*Academic  
staff*

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CONTACT: Bernard Cohen (608) 262-1304

## ACADEMIC STAFF ENCOURAGED TO PARTICIPATE IN TITLE, PAY STUDY

MADISON--Vice Chancellor Bernard Cohen is encouraging members of University of Wisconsin-Madison's academic staff to participate in a title and pay structure study being conducted by Hayes-Hill Inc. for UW System and the state's Department of Employment Relations.

Hayes-Hill, recently selected as a consulting team on the project, is already meeting with staff, faculty and administrators throughout the system, said Cohen.

On Thursday (Feb. 20), team members will be at UW-Madison to spend part of the morning meeting with the Academic Staff Committee.

"From 11 a.m. to 1 p.m., there will be an open session for any academic staff members to discuss their ideas for a pay and title structure with the consultants," said Cohen.

The session will be held at Memorial Union.

Cohen said the consultants are particularly interested in hearing staff opinions about the proposed title structure developed last fall by a UW System committee. Specifically, he said, "does it need to be fixed, and if so, how?"

Cohen said academic staff members who would like to review that proposal can get a copy from their dean or director's office, or from the associate vice chancellor's office, 166 Bascom Hall.

Other items to be discussed Thursday are what factors related to compensation are critical to an evaluation of academic staff positions; who



Add 1--Academic staff jobs

can be considered the academic staff's peers, both in the Madison community and at universities around the Midwest; and what are the salaries of those peer groups.

"We are urging anyone with thoughts on these issues, or data to present, to come to the open session," said Cohen.

He said the consultants would be working on a very tight schedule, with a preliminary report due to be presented in mid-April and a final report due in early May.

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Release: **Immediately**

8/13/85

UW-MADISON NEWSBRIEFS

**STUDENT JOB FAIR SCHEDULED AUG. 30**

The first Student Job Fair at UW-Madison will be held Friday, Aug. 30, from 10 a.m.-4 p.m. in Great Hall of Memorial Union on campus.

Sponsored by UW-Madison's Student Job Center, the fair will provide space for employers to meet and interview UW-Madison students looking for part-time jobs. It is free for both businesses and students.

The job center was established in 1984 by the Office of Financial Aids to help students find part-time jobs during the school year or full-time jobs in summer. In its first year of operation, the office more than doubled the number of job orders coming into the university, according to center officials.

Employers who wish to take part in the fair can reserve a space by calling (608) 262-5627 or 262-6313. The deadline for reserving space is Aug. 23.

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**SAFFIAN NAMED CHAIRMAN OF ACADEMIC STAFF COMMITTEE**

Steven Saffian, director of UW-Madison's Campus Assistance Center, has been elected chairman of the Academic Staff Committee.

The committee advises the chancellor on issues relating to the 3,400 academic staff members on campus.

Saffian, 47, has headed the Campus Assistance Center since 1968. He was appointed an assistant dean of students in 1973.



*Academic  
Staff*

From the University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: 608/262-3571

Release: Immediately

12/11/85

CONTACT: Andrea Tuffli (408) 742-7480, Evan Richards (608) 263-6775

## UW-MADISON STAFFER NAILS DOWN A NASA "SNOOPY AWARD"

MADISON--Andrea Tuffli is good at knocking down barriers.

A member of the University of Wisconsin-Madison academic staff, Tuffli joined the elite of the aerospace industry recently when she was presented with a NASA "Snoopy Award," an award earned by less than 1 percent of all those who help plan, construct and test the nation's spacecraft and satellites.

Tuffli is one of the few women to win the award. She was cited for her work as test team leader for the high-speed photometer component of the \$1.2 billion Hubble Space Telescope now undergoing testing at Lockheed Missiles & Space Co. in Sunnyvale, Calif.

Recipients are chosen by the astronauts who fly the spacecraft and who deploy the satellites and complex scientific instruments in space. Tuffli received her award from astronauts John W. Young, Bruce McCandless and Katherine D. Sullivan, members of the shuttle crew that will deploy the 25,500-pound space telescope in 1986 or 1987.

"It's really quite a compliment. I never expected to get one of these things," she said, referring to the small silver pin of the cartoon character made famous in Charles Schulz's comic strip Peanuts. The award was created during the Mercury program of the early 1960s when Schulz gave NASA permission to use the likeness of the famous beagle.

The award was given to Tuffli for her "'can do' attitude and tireless

-more-



Add 1--Snoopy Award

contributions" to the development of a successful testing program for the high-speed photometer.

Built at the UW-Madison Space Science and Engineering Center, the high-speed photometer is one of the space telescope's five scientific instruments. It is intended to probe the heavens for rapidly pulsating stars, neutron stars and black holes.

A Madison native, Tuffli received her undergraduate degree from UW-Madison in physics and mathematics, fields noted for a preponderance of male practitioners. Now Tuffli is one of a handful of women in a group of 150 people helping to test the space telescope and its scientific payload.

###

-- Terry Devitt (608) 262-8282





From the University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: 608/262-3571

A handwritten signature in blue ink, appearing to be "David J. Smith", located in the upper right corner of the page.

Release: Immediately

5/15/86

CONTACT: Rhonda Norsetter (608) 262-3060

### THREE HONORED FOR SERVICE TO STUDENTS AT UW-MADISON

MADISON--Three members of the University of Wisconsin-Madison academic staff were honored recently by UW-Madison colleagues for their work on behalf of students.

Named winners of Outstanding Achievement Awards from the Student Personnel Association were Roy Haller, assistant dean of the College of Agricultural and Life Sciences; Roger Howard, associate dean of students; and Ruth McNichols, assistant director of admissions.

Haller was praised for his concern for students and the personal attention he gives them in his work as an academic advisor. Haller's devotion to student needs also extends beyond his job, the association said. He serves on a number of campus committees devoted to student affairs: Instructional Improvement Committee, Scholarship and Loans Committee, Minority-Disadvantaged Student Committee, Scholastic Policies and Actions Committee, and Student Needs and Interests Committee.

Howard received the association's first Chancellor's Award. As associate dean of students, he serves as a counselor and advisor to students. He also has assisted the Segregated University Fee Allocation Committee with determining funding levels and program priorities for student organizations and services. He helped establish programs to help returning Vietnam veterans make the transition from the military to the university and has been an advocate for increased services for minority and ethnic students.



Add 1--Student personnel awards

McNichols, who handles admissions of foreign undergraduate students, was called an "international ambassador" in the association's award citation. She was honored for her expertise in the complex task of evaluating foreign student credentials and her commitment to the welfare of individual students. Her help ranges from picking up new arrivals at the airport to monitoring six-week and semester grades.

The Student Personnel Association is composed of more than 250 university employees who provide services and organize programs for students at UW-Madison.

###

-- Mary Ellen Bell (608) 262-8287



Release: Immediately

6/2/86

(NOTE TO EDITORS: Academic staff members who would like to address the Board of Regents about this report may do so on Friday morning by registering with Judith Temby, Secretary of the Regents, 1860 Van Hise, (608) 262-2324 by the end of the work day on Wednesday. Please call this to the attention of your readers. Thank you.)

## UW SYSTEM ACADEMIC STAFF BELOW THEIR PEERS IN PAY

By MARY ELLEN BELL  
University News Service

MADISON--Hayes/Hill Inc., consultants charged with developing a consistent title structure and equitable competitive salary schedules for the University of Wisconsin System academic staff, will present their findings and recommendations to the UW Board of Regents Friday (June 6).

In a review of academic staff members' jobs throughout the UW System, the consultants found that, on average, staff members are paid about 2.5 percent less than people with similar jobs elsewhere.

For the system as a whole, the cost of correcting internal salary inequities and bringing all academic staff employees up to the minimum salary based on their job description is estimated at \$6.4 million. If academic staff were to receive a "catch-up" to bring their salaries up to what outside employers pay for similar work, the salary budget would have to increase by \$7.6 million, the consultants said.

Hayes/Hill proposes systematically assigning every academic staff job to a slot in a hierarchy based on job-related education and training; experience; working conditions; and the level of complexity, personal interaction, supervision and responsibility involved in the work. Each position level would



Add 1 -- Hayes/Hill report

be assigned a specific salary range.

The consultants' recommendations affect about 7,000 jobs throughout the UW System that are neither faculty nor state civil service positions. Briefly, the consultants recommend dividing the staff into three categories -- one category that works in areas of administrative support, student services, business services, academic support and support of research and instruction; a second that carries out instructional and primary research activities; and a third category for academic administrators and academic program directors.

The Hayes/Hill report details the proposed title and salary structure and contains appendices with detailed listings of suggested titles for all three proposed categories of academic staff; salary grades for each position and level; and the suggested system for evaluating and ranking academic staff titles.

Copies of the report are available for staff review at the following locations on the UW-Madison campus: Office of Faculty and Staff Development, 166 Bascom Hall; Secretary of the Faculty's Office, 134 Bascom Hall; Campus Assistance Center, 420 N. Lake St.; Instructional Materials Center (Reserve Desk), 301 Teacher Education Bldg.; Memorial Library (Administrative Offices); Steenbock Library (Reserve Desk); Kurt F. Wendt Library (Reserve Desk), 215 N. Randall Ave.; Middleton Health Sciences Library (Reference Desk, 2nd floor), 1305 Linden Dr.; Weston Health Science Library (Reference Desk, 1st floor), J5 Clinical Sciences Center.

When the UW Board of Regents reviews the report Friday, faculty and staff members will have an opportunity to comment. Those who wish to do so may record their views in writing before the meeting or may register to speak for three minutes at the meeting by contacting Judith Temby, Secretary of the Regents, 1860 Van Hise, phone (608) 262-2324 by Wednesday afternoon, June 4.

###

--Mary Ellen Bell (608) 262-8287





Academic Staff Committee

## University of Wisconsin-Madison

mml - For files.  
L

Academic  
Staff

January 27, 1987

### MEMORANDUM

TO: University of Wisconsin-Madison Academic Staff  
FROM: Steven R. Saffian, Chair, Academic Staff Committee  
Re: Ratification of the *Articles of Organization*

Attached are the proposed ***Articles of Organization of the UW-Madison Academic Staff***. These *Articles* were adopted by the Academic Staff Committee (ASC) on January 26, 1987, to be presented to the academic staff at large for ratification. It is intended that the *Articles*, when ratified, will be the basis for establishing representative governance for the academic staff and a mechanism, the ACADEMIC STAFF ASSEMBLY, for working out participation to the fullest extent possible.

As a result of our call for written comments and our public hearings in November, the ASC reconsidered the following issues:

- The number and length of terms for the Academic Staff Executive Committee;
- The election of the Executive Committee;
- The length of Assembly terms;
- The scope of authority;
- The size of Districts;
- The name of the legislative body.

In some instances it was decided to change the *Articles*, in others it was determined the original language was best, and in still others the matter was thought best deferred to the Assembly itself.

The ASC has spent considerable time on this document over the last eighteen months. We believe it is the basis for a strong beginning for our formal participation in University governance. Similarly, we believe that the more people that vote in the ratification election, the stronger the message will be that we are committed to meeting our new found responsibilities.

Ratification requires that a majority of those academic staff voting vote in the affirmative. The attached ballot is self-explanatory. We urge your careful consideration of this most important matter.

Questions and comments should be referred to your current representative on the Academic Staff Committee (see attachment).

attachments

7099a/1



ACADEMIC STAFF ADVISORY COMMITTEE  
July 1, 1986 - June 30, 1987

	NAME	TITLE/UNIT	UW-MADISON ADDRESS	UW-MADISON PHONES	TERM EXPIRATION
Election:					
DISTRICT 1-- Center for Health Sciences except CHS Administration	Sarah Z. Aslakson	Prog Coord/HS- Continuing Ed.	465B WARF	3-2856	June 30, 1988
	Curtis A. Johnson	Cl Assoc Prof/ Pharmacy	5207 Chamberlin	3-2850 3-5536	June 30, 1988
DISTRICT 2-- Letters & Science except Poverty Inst & Primate Center	Carol Tarr	Spec-AS/English	6195 H C White	3-3760 3-3763	June 30, 1988
DISTRICT 3-- Primate, Poverty, Graduate School except MACC	Gwendolyn Wachal	Prog Coord Graduate Sch	217 Bascom Hall	2-5837	June 30, 1987
DISTRICT 4-- CALS, Engr, Vet Med	Jane Ann Phillips	Lecturer/CALS	118G Bacteriology	3-1781 2-2914	June 30, 1987
DISTRICT 5-- Education, IES, Law, Inter Athletics, FRCS Intramural Rec, Business	Lois Brick	Prog Coord/School Eval Svcs	409 Ed Bldg	3-5656	June 30, 1987
DISTRICT 6-- Support Services, Library, CHS, Admin, MACC	Steven Saffian	Asst Dean of Students Director/Campus Assistance	420 N. Lake	3-1711 3-5700	June 30, 1988
Appointment:					
	Judith Craig	Assoc Dean, L&S Admin.	212 South Hall	3-2301 3-7221	June 30, 1987
	Sally A. Davis	Proj Assoc/L&S Lib & Inf St	4191A Helen C. White Hall	3-2963 3-2960	June 30, 1987
	Jeff Wasserman	Dept Administrator Surgery	G5/360 CSC	3-1375 3-1400	June 30, 1987
	Eileen Smith	Asst Superint/ HOSP/Admin	F6/212A CSC	3-8011 3-8009	June 30, 1987



# **ARTICLES OF ORGANIZATION OF THE UW-MADISON ACADEMIC STAFF**

## **PREAMBLE**

### **CHAPTER 1. BASIS FOR ACADEMIC STAFF ORGANIZATION**

- 1.01 The Legislation
- 1.02 Regent Resolution
- 1.03 The Academic Staff Committee
- 1.04 Articles of Organization

### **CHAPTER 2. ORGANIZATION OF THE ACADEMIC STAFF**

- 2.01 Academic Staff Organization
- 2.02 Academic Staff Defined
- 2.03 Limited Appointment
- 2.04 Collateral Faculty
- 2.05 Faculty Status
- 2.06 Transition Between Governance Structures
- 2.07 Relationship of UW-Madison ASA to these Organizational Policies and Procedures
- 2.08 Ratification Procedures
- 2.09 Meetings of the Academic Staff

### **CHAPTER 3. RESPONSIBILITIES OF THE ACADEMIC STAFF ASSEMBLY**

### **CHAPTER 4. PROVISIONAL BYLAWS**

- 4.01 Academic Staff Assembly
- 4.02 Academic Staff Executive Committee
- 4.03 Eligibility for Election to the Assembly and ASEC
- 4.04 Districts and Representatives Per District
- 4.05 Elections
- 4.06 Nominating Election Procedures
- 4.07 Presiding Officer
- 4.08 Quorum
- 4.09 Speaking and Voting Privileges
- 4.10 Procedures for Reconsideration
- 4.11 Procedures for Altering the Structure of the Assembly or of the ASEC



# ARTICLES OF ORGANIZATION OF THE UW-MADISON ACADEMIC STAFF

## PREAMBLE

Governance of public institutions in a democratic society, like the society itself, is best served by the broadest participation of their respective constituencies. By action of the Legislature of the State of Wisconsin and directive of the Board of Regents of the University of Wisconsin-System, the University of Wisconsin-Madison Academic Staff is now responsible for active participation in the governance of and policy development for the University of Wisconsin-Madison. This new provision under Chapter 36.09 is consistent with UW-Madison's traditional concern for faculty, staff and student participation in decision making. Through such engagement of the entire University community, the University is strengthened in its governance responsibility.

These *Articles of Organization* establish representative governance for the academic staff and a mechanism, the Academic Staff Assembly, for working out participation to the fullest extent possible. While these *Articles* are essential to defining academic staff participation in representative governance, they represent only the first step in a dynamic process whose ultimate goal is the enhancement of higher education at the University of Wisconsin-Madison.

The Assembly will establish bylaws for its operation, conduct representative elections, develop policies and procedures for academic staff, nominate academic staff for university committees and provide a forum for discussion of concerns of the academic staff. The Assembly, its executive committee and its subcommittees will take whatever steps are necessary to achieve the full integration of the academic staff into the mainstream of University governance. A truly representative Assembly will symbolize the strength of the academic staff and its commitment to the University of Wisconsin-Madison.

Participation in the UW-Madison Academic Staff Assembly, Academic Staff Executive Committee and subcommittees is recognized by the University as a fundamental right and responsibility of academic staff members. Employing units and supervisors shall encourage these activities as fundamental to the success of shared governance. This includes providing flexibility for academic staff to attend meetings of these bodies. Participation in academic staff governance should be considered among other job functions and responsibilities in performance evaluations for promotion, indefinite appointment, merit increase and other job related matters.



## CHAPTER 1. BASIS FOR ACADEMIC STAFF ORGANIZATION

### 1.01 The Legislation

Wis. Stats. 36.05 (1) defines the academic staff of the University of Wisconsin. Wis. Stats. 36.09 (4m) provides:

**ACADEMIC STAFF.** The academic staff members of each institution, subject to the responsibilities and powers of the board, the president and the chancellor and faculty of the institution, shall be active participants in the immediate governance of and policy development for the institution. The academic staff members have the primary responsibility for the formulation and review and shall be represented in the development of all policies and procedures concerning academic staff members, including academic staff personnel matters. The academic staff members of each institution shall have the right to organize themselves in a manner they determine and to select their representatives to participate in institutional governance.

### 1.02 Regent Resolution

Regent Resolution 3359 recognizes that the fundamental intent of Wis. Stats. 36.09 (4m) is to mandate that academic staff shall be viable participants in university affairs and particularly in academic staff personnel matters. The resolution states in part:

That, upon recommendation of the Acting President of the UW System, the Board of Regents, recognizing that the fundamental intent of section 36.09 (4m) of the Wisconsin Statutes is to mandate that academic staff shall be viable participants in university affairs and particularly in academic staff personnel matters, directs each institution to implement the letter and spirit of 36.09 (4m) and delegates continuing responsibility for the implementation of this section to the Chancellors in consultation with the academic staff, faculty and students of their institutions.

Rules of the Board of Regents of the University of Wisconsin System Wisconsin Administrative Code, Chapters 9 to 13, constitute current UW System policy on administration of academic staff rules, coverage and delegation; govern academic staff appointments; and establish other policy matters concerning academic staff.

### 1.03 The Academic Staff Committee

The University of Wisconsin Academic Staff Committee established pursuant to UWS Chapter 9 and of the University of Wisconsin-Madison Policies and Procedures Governing Academic Staff Appointments (UW-Madison ASA), Chapter 2, constitutes the representative body of academic staff which is approved by the Chancellor and Board of Regents to formulate and recommend policy on academic staff organization to the University administration. This body accordingly will continue to represent the academic staff in University governance until it is superseded.

### 1.04 Articles of Organization

Acting under its existing authority, and with approval of the Chancellor, the Academic Staff Committee has developed, in this document, a revised organizational structure for the academic staff to supersede pars. 2.01 and 2.02 of Chapter 2, UW-Madison ASA. These articles will constitute the academic staff governance structure at the University of Wisconsin-Madison after ratification by a majority of UW-Madison academic staff submitting legal ballots in accordance with rules established and implemented by the Academic Staff Committee.



## CHAPTER 2. ORGANIZATION OF THE ACADEMIC STAFF

### 2.01 Academic Staff Organization

This document shall be considered to be the *Articles of Organization of the UW-Madison Academic Staff*, and when these have been accepted by the Academic Staff Committee, the Committee shall submit them to all UW-Madison academic staff for ratification as provided below.

The academic staff, under provisions of Wis. Stats. 36.09 (4m) shall be active participants in the immediate governance of the University of Wisconsin-Madison subject to the responsibilities and powers of the Chancellor and the faculty and other provisions of Wis. Stats. 36.09. In accordance with 36.09 (4m), an Academic Staff Assembly is hereby created to represent the academic staff in the governance of and policy development for the institution.

### 2.02 Academic Staff Defined

*Academic staff* means professional and administrative personnel other than faculty, classified staff, limited term employee (LTE), student employees or employees-in-training having duties and types of appointments that are primarily associated with higher education institutions or their administration (UW-Madison ASA, 5/1/78, par. 1.03).

### 2.03 Limited Appointment

*Limited appointment* is a category of appointments made at the pleasure of the Board of Regents or the specified appointing authority (UWS 15.01). A member of the academic staff accepting a limited appointment shall not lose existing rights to an academic staff appointment. Limited appointees who are granted concurrent academic staff appointments are members of the academic staff with all rights and privileges thereto (UW-Madison ASA, 5/1/78, Chapter 1, p. 4).

### 2.04 Collateral Faculty

*Collateral faculty* is a sub-group of the academic staff having instructional responsibilities, including lecturers and persons with a ranked faculty title qualified by modifiers such as: *Visiting; Adjunct; Clinical; of Military Science; or (CHS)*. Collateral faculty appointments are made only upon the recommendation of a department or its functional equivalent. A collateral faculty appointment does not affect existing rights of a person as a member of the academic staff (Faculty Policies and Procedures, Chapters 1, 5 & 7).

### 2.05 Faculty Status

*Faculty status* is conferred on some members of the academic staff pursuant to Faculty Policies and Procedures. This status does not affect the holder's rights and privileges as an academic staff member (UW-Madison ASA, 5/1/78, Chapter 1, p. 3).

### 2.06 Transition Between Governance Structures

The Academic Staff Committee (ASC), as established by Par. 2.01 of the University of Wisconsin-Madison Policies and Procedures Governing Academic Staff Appointments (5/1/78); constitutes the existing legal body established and empowered to receive and review academic staff policy concerns and serve as an avenue of communication for academic staff concerns to the Administration and the faculty governance structure. It shall continue to serve those functions until the academic staff shall elect an Academic Staff Assembly (Assembly) as provided herein. Thereafter, the ASC shall serve as the Executive Committee of the Assembly until superseded by an Academic Staff Executive Committee (ASEC), elected by the academic staff pursuant to these policies.



## 2.07 Relationship of UW-Madison ASA to These Organizational Policies and Procedures

UW-Madison ASA constitutes Policies and Procedures Governing Academic Staff Appointments at UW-Madison. Changes in ASA will be initiated in the Assembly subject to ratification as provided in Sec. 2.08 below.

## 2.08 Ratification Procedures

Upon acceptance by the ASC, these *Articles of Organization* shall be submitted to all UW-Madison academic staff and shall be in effect when adopted and ratified by a majority of academic staff submitting written ballots under such procedures as the ASEC shall provide.

## 2.09 Meetings of the Academic Staff

Meetings of the academic staff shall be held at the call of the ASEC or the Chancellor or upon written petition to the ASEC or the Chancellor by at least 100 members of the academic staff holding a 50 percent time or more appointment at UW-Madison. Robert's Rules of Order Revised will govern meetings of the academic staff and its deliberative and executive bodies. A majority of academic staff in attendance at meetings of the academic staff shall be sufficient to propose amendments to and/or accept for ratification the *Articles of Organization of the UW-Madison Academic Staff*.

## CHAPTER 3. RESPONSIBILITIES OF THE ACADEMIC STAFF ASSEMBLY

The authority of the academic staff is delegated to the Academic Staff Assembly with its executive committee as the representative body of the University of Wisconsin-Madison academic staff. Action adopted at meetings of the Assembly may be modified or rescinded only at meetings of the academic staff as outlined in Chapter 2 of this document.

### THE ACADEMIC STAFF ASSEMBLY WILL:

Establish bylaws for its operation;

Maintain and revise election procedures and representative election districts which ensure that elections are carried out in an equitable manner;

Develop, after consultation with the Chancellor and such other individuals or groups as the Chancellor may designate, policies and procedures for academic staff under the provisions of UWS Chapter 9-14 wherever the institution is charged with implementing these provisions;

Participate in the development of all policies and procedures concerning appointment and performance review of members of the academic staff, including all matters currently encompassed under the provisions of UWS Chapters 9-14 and UW-Madison ASA;

Develop procedures for the nomination of academic staff to serve as members of appropriate elected and appointed University committees which are charged with formulating, adopting, or recommending University policies. Develop procedures for the nomination of academic staff to serve as members of formal Search and Screen Committees (see Faculty Policies and Procedures 6.48);

Ensure participation by academic staff in establishing or revising university-wide policies in areas in which academic staff have primary responsibility for implementing such policies, including but not limited to student affairs, academic support services, auxiliary activities, and similar program areas;

Develop other procedures for academic staff participation in institutional governance and policy development and for the conduct of related proceedings;

Provide the forum for discussion and resolution of any other concerns of the academic staff.



## CHAPTER 4. PROVISIONAL BYLAWS

### 4.01 Academic Staff Assembly

An Assembly shall be elected, as provided below, and will prescribe its rules and procedures in Bylaws of the Academic Staff Assembly and such other policy and procedural documents as the Assembly may adopt. Until such time as the Assembly shall approve bylaws, a provisional set as follows will dictate procedure. In all matters before the Assembly, except as noted in these provisional bylaws, Robert's Rules of Order Revised will prevail.

Except as restricted in paragraph 4.02 below, the authority of the academic staff, as set forth in these Articles, is delegated to the Assembly.

### 4.02 Academic Staff Executive Committee

An Academic Staff Executive Committee (ASEC) shall be elected by the academic staff, from the academic staff at large, as prescribed by these Articles.

The ASEC, in conjunction with the Chancellor, shall prepare the agenda for meetings of the Assembly. The ASEC is further empowered to carry on all the day-to-day activities necessary to implement Wis. Stats. 36.09 (4m). The ASEC shall report its activities to the academic staff Assembly and may communicate directly with the academic staff.

In all matters before the ASEC, except as noted in these provisional bylaws, Robert's Rules of Order Revised shall prevail.

### 4.03 Eligibility for Election to the Assembly and ASEC

Any member of the academic staff holding a salaried appointment as specified in the Assembly bylaws (see note below) which is expected to extend for at least one year following her or his election shall be eligible to serve in the Assembly and/or ASEC.

### 4.04 Districts and Representatives Per District

Every member of the academic staff shall be a member of one, and only one, district, as provided below, for the purpose of electing representatives to the Assembly. Representatives will be apportioned on the basis of approximately one assemblyperson per 55 members of the academic staff. Detailed instructions for conducting elections will be specified and monitored by the ASEC.

Districts will be so designated as to recognize the diversity of professional interests within the academic staff. As a result, districts may range in size from 35 to 75 members but will conform to the desired basis of 55 members per district to the maximum extent consistent with the professional interests and organizational assignments of the members. Geographical relationships may also be considered in districting decisions but will be secondary to professional interests and organizational assignments.

In a few cases, where no other reasonable community of interests appears, the ASEC may authorize districts of no fewer than 35 members and no more than 75 members, while adhering as closely as possible to the remaining considerations for districting.

NOTE: A salaried appointment is defined as an appointment on an annual or academic year basis. Exceptions to these eligibility criteria shall be handled on an individual basis by the ASEC.



The ASEC will organize districts and make initial assignments of persons to each district (see note \* ). Thereafter, the ASEC will monitor districts and assignments to insure that newly hired or transferred members of the academic staff are appropriately assigned to districts. Districting will be monitored by the ASEC prior to beginning the election processes for each election to insure that the representational needs of the academic staff continue to be met.

Individuals or groups presenting a reasonable basis for assignment to a different district, or to a new district organized as indicated above, may appeal to the ASEC for reassignment. The ASEC, while generally adhering to the districting criteria listed, will consider changes of assignment to the district of their choice.

A list of districts with assigned organizational/professional units and/or position titles is available from ASEC.

#### **4.05 Elections**

The first elections shall be held as soon as possible following ratification of these *Articles*. Elections shall be conducted and supervised by the ASEC and the Vice Chancellor for Academic Affairs or designee and shall generally follow the election procedures established below.

#### **4.06 Nominating and Election Procedures**

All members of the academic staff may nominate persons for election to the Assembly and Academic Staff Executive Committee under provisions set forth below and may vote in academic staff elections on the basis of one vote per individual.

##### **FOR THE ACADEMIC STAFF ASSEMBLY:**

Any member of the academic staff may nominate any eligible member from his or her district for election to the Assembly. Nominations will be received under such additional regulations as the ASEC prescribes.

If the nominating procedure results in more than 2 nominees per district, district primary elections shall be held, under such rules as the ASEC prescribes.

Voting shall be by secret written ballot and shall be by district with only those persons belonging to the district permitted to vote for the district nominees. A simple majority of those voting in each district shall be sufficient to elect the assemblyperson for that district.

Assemblypersons will serve two-year terms, with one-half of the Assembly elected annually (see note \*\* ). There shall be no limitation on the number of consecutive terms any member may serve.

NOTE: \* In making assignments to districts for persons with multiple appointments, the first priority is given to the percentage of appointment and the second to the lowest UDDS (Unit, Division, Department, Sub-Department) code of the appointment. In the event of equal percentages of work, the lowest UDDS code governs the assignment.

NOTE: \*\* In the first term, all assemblypersons, as designated by the ASC, shall serve for two years. During this term, the Assembly takes such action as is necessary to effect election districts based on the new titling system. In the second term, one-half the assemblypersons, as designated by the ASEC, shall serve for three years.



The ASEC, in conjunction with the Vice Chancellor of Academic Affairs or designee, shall insure fair and impartial elections, shall certify the validity of all ballots, and shall tabulate and announce election results.

Election results shall be announced by the ASEC as soon as possible but in no case later than 96 hours following closing of the polls.

All members of the ASEC are ex-officio members of the Assembly.

An alternate shall be designated for each assemblyperson in such manner as the district prescribes. In the absence of other arrangements by the district, the assemblyperson shall choose the alternate. Alternates shall be designated and reported to the ASEC as soon as practicable following each election.

Alternates shall attend Assembly meetings in the absence of the elected assemblypersons and, when in attendance as alternates, may take any action which the elected assemblyperson could take if present in person. It shall be the duty of the assemblyperson to coordinate with the alternate to insure that, whenever possible, the alternate will be present at any Assembly meetings from which the elected assemblyperson must be absent and to notify the ASEC when the alternate will be attending as official representative.

Replacement to fill the unexpired term of an assemblyperson who is no longer available or who has become ineligible to serve shall be by election at the next academic staff election without regard to the election year of the person being replaced.

#### FOR THE ACADEMIC STAFF EXECUTIVE COMMITTEE:

The nominating committee shall prepare a slate of nominees for the ASEC. The ASEC shall be made up of nine members. ASEC members will serve three-year terms, with one-third of the ASEC elected annually (see note). Members of the ASEC are limited to two consecutive terms. Eligibility for election to the ASEC is reinstated one year after a member vacates his/her seat on the committee.

Election shall be by secret written ballot. A simple majority of those submitting legal ballots shall be sufficient for election.

The ASEC, along with representatives from the Office of the Vice Chancellor for Academic Affairs, shall determine dates of all academic staff elections and shall receive, verify, and tabulate the ballots, and announce the election results.

#### FOR THE ACADEMIC STAFF NOMINATING COMMITTEE:

An Academic Staff Nominating Committee shall be elected annually by the Academic Staff Assembly upon written nomination by members of the academic staff and acceptance by the Assembly. The slate of nominees shall be prepared by the ASEC from names submitted by members of the academic staff. The slate may be amended by the addition of names proposed and seconded from the Assembly floor. The Nominating Committee shall be elected by the Assembly prior to January 1 of each year. The size and general procedures for this committee shall be set forth in the Bylaws of the Assembly. Its charge shall include, but not be limited to, nominating members of the academic staff for election to the ASEC and for election and/or appointment to appropriate UW-Madison committees.

NOTE: In the first term, one-third of the ASEC shall serve for one year, one-third shall serve for two years and one-third shall serve for three years, as designated by the ASC.



#### **4.07 Presiding Officer**

The Chancellor, when present, is the presiding officer at meetings of the academic staff. If the Chancellor is not present, the Vice Chancellor for Academic Affairs presides. If neither is present, the Chair of the ASEC presides over meetings of the academic staff.

#### **4.08 Quorum**

The quorum, as dictated by Robert's Rules of Order Revised, is a simple majority of elected representatives.

#### **4.09 Speaking and Voting Privileges**

Any member of the academic staff or faculty may speak at meetings of the academic staff, but only members of the academic staff may offer motions, second motions or vote in these meetings or submit written ballots for the ratification of these *Articles*.

Any member of the academic staff or faculty may speak at meetings of the Assembly as provided in the Assembly bylaws, but only elected members of the Assembly may offer motions, second motions or vote in Assembly meetings.

The ASEC shall be responsible for verifying votes for motions in the Assembly when voting is by a show-of-hands.

#### **4.10 Procedures for Reconsideration**

Upon majority vote in the Assembly, or upon petition by at least 50 members of the academic staff, the Assembly shall reconsider any action which it has taken.

#### **4.11 Procedures for Altering the Structure of the Assembly or of the ASEC**

Proposals for restructuring the Assembly or the ASEC, as established in pars. 4.01 and 4.02 of these policies and procedures, must be by petition to ASEC by 100 members of the academic staff holding at least a 50 percent time or more appointment at UW-Madison.

At least two weeks in advance of consideration by the academic staff of any proposed restructuring of the Assembly or of the ASEC, the ASEC Chair shall publish the proposal in the officially designated University channel of communication. The date, time, and place of meeting of the academic staff to consider and act on the proposed changes shall be published in the same manner.

Upon accepting proposals for restructuring the Assembly or the ASEC, these proposals shall be submitted to the academic staff. The restructuring shall be in effect when adopted and ratified by a majority of academic staff submitting written ballots under such procedures that the ASEC shall provide.



# **BALLOT**

## **RATIFICATION OF ARTICLES OF ORGANIZATION ACADEMIC STAFF, UW-MADISON**

*Please circle your vote.*

**YES**

**NO**

NOTE: Please return entire ballot (with label on reverse, to authenticate vote)  
by February 16, 1987, to:

**Academic Staff Committee  
174 Bascom Hall.**



Release:

Immediately

9/29/87

CONTACT: Robert E. Miller (608) 262-4917

## ROBERT E. MILLER NAMED SECRETARY OF ACADEMIC STAFF

MADISON--Robert E. Miller, assistant to the dean in the School of Education Student Services office since 1970, has been named the Secretary of the Academic Staff at University of Wisconsin-Madison, Acting Chancellor Bernard C. Cohen announced Tuesday (Sept. 29).

The Secretary of the Academic Staff is the primary assistant to the new Academic Staff Assembly and its executive committee. Among other duties, the secretary is the organizer and archivist of Assembly activities, an advocate for the academic staff, and an assistant in defining staff governance issues.

The Assembly is the representative body of UW-Madison's academic staff. It was created and its members elected after state legislation giving governance rights to academic staff members in the UW System.

Miller, who holds a bachelor's degree in education, communication arts and English and a master's in educational policy studies from UW-Madison, has a strong background in staff affairs on campus. He has served on a number of staff policy review committees, and was chair of the Academic Staff Committee in 1978-79. He also is a member and past president of both the Student Personnel Association and the Madison Academic Staff Association.

Among campuswide responsibilities, Miller was on the search and screen committee for the vice chancellor for academic affairs and the UW-Madison institutional committee for the Regents' Task Force on the Status of Women.

###

-- Steve Schumacher (608) 262-8289



*Academic  
Staff*

Release: Immediately

11/6/87

CONTACT: Buff Wright (608) 263-2208

## UW-MADISON ACADEMIC STAFF WIN DEVELOPMENT AWARDS

MADISON--Four members of University of Wisconsin-Madison's academic staff have been awarded UW System Academic Staff Professional Development Awards for 1987-88. The awards were announced at the UW System Board of Regents meeting in Madison Friday (Nov. 6).

The awards were developed three years ago in response to the need for more professional development opportunities for academic staff in the UW System. The projects are supported by a two-to-one ratio of system funds to institutional funds.

The UW-Madison winners are:

-- Margaret P. Geisler, director of Continuing Education, Office of University Outreach, who will study administrative problems of adult learners in Australia and attend the national conference of the Australian Federation of University Women, in conjunction with a personal trip to Australia;

-- Nellie K. Laughlin, associate scientist in ophthalmology, who will learn a new technique for assessing visual function in infants and children, to share with other clinicians and researchers;

-- Ruth S. Lutze, outreach program manager, School of Nursing, who will attend a national symposium on home health care and clinical innovations in home health care at the University of Michigan; and

-more-



Add 1--Development awards

-- Teresa Venker, Wisconsin Union director of marketing, who will attend a seminar on consumer marketing strategy at the Northwestern University Graduate School of Management.

The next round of proposals are due for submission by March 1, 1988. Interested members of the academic staff should contact Buff Wright at (608) 263-2208 for more information.

###

-- Karen Walsh (608) 262-0065



3/22/89  
Lead.  
JTP

Noted book creators and editors will be featured participants at "In the Distance, Inside Me...Imagination and Literature for Children and Young Adults," a conference to celebrate the Year of the Young Reader.

Special guests for the event include Sylvia Cassedy, Pat Cummings, Eloise Greenfield, Kevin Henkes, Dayal Kaur Khalsa, Barbara Lalicki, Hazel Rochman and George Shannon.

The conference will be held Friday and Saturday, March 31-April 1 at the Wisconsin Center. Registration begins at 8:30 a.m. on Friday. The registration fee is \$85; \$25 for retired senior citizens and fulltime students. The UW-Madison Cooperative Children's Book Center, School of Library and Information Services, SLIS Continuing Education Services, School of Education, and Friends of the CCBC, Inc. and Wisconsin Center for the Book will sponsor the meeting. For more information, contact the SLIS at (608) 262-6398.

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#### FOUR INCUMBENTS REELECTED TO ACADEMIC STAFF EXECUTIVE COMMITTEE

Four members of the University of Wisconsin-Madison Academic Staff Executive Committee were reelected in a one-week balloting period that ended Friday (March 17).

Reelected to three-year terms were: Karen Jankowski, Clinical Nurse Specialist, Clinical Sciences Center; Lisa Munro, Senior Counselor-Outreach and Development, Continuing Education Services; and Steve Myrah, Senior Administrative Program Specialist, Financial Aids and Academic Services.

Grayson Scott, Senior Scientist-Anatomy and Neurology, Medical School, was reelected to a one-year term.

The nine-member ASEC is the executive committee of the UW-Madison Academic Staff Assembly, which represents about 4,000 academic staff members at the university. For more information contact Bob Miller, (608) 263-2985.



*Carol  
Staff*

From the University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: 608/262-3571

Release: Immediately

3/29/89

CONTACT: Robert Hauser (608) 262-2182

## UW-MADISON STUDY FINDS BIAS IN 1986 ACADEMIC STAFF RETITLING

MADISON--Gender bias in the 1986 Hayes/Hill academic staff retitling and compensation process produced an 11 percent salary gap between female and male Category A academic staff at the University of Wisconsin-Madison, according to a report commissioned by Chancellor Donna E. Shalala.

The report, by UW-Madison sociologists Robert Hauser and Taissa Hauser, found bias in the way the Hayes/Hill consultants assigned job titles with a high percentage of women to salary grades.

Gender bias also was found in the way certain job titles and title prefixes (such as "Senior," "Assistant," etc.) were assigned during the implementation of Hayes/Hill, and in the way salaries were assigned to individuals within salary grades.

The report blames the bias not on "overt or conscious" discrimination, but on poor design of the job retitling and compensation process and heavy pressure to complete the work according to a timetable imposed by state law.

Both factors allowed pre-existing bias in Category A academic staff compensation levels to be carried over into the new title and pay system, the report adds.

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"This is an extremely important piece of analysis that the Hausers produced," said Associate Vice Chancellor Phillip Certain, who had primary responsibility for implementing Hayes/Hill at UW-Madison. "We tried to take care of many factors during the implementation process, including equity, market, merit and length of service.

"We didn't have a lot of analysis to go on. Now that we have it, we certainly will act on it."

The report also found evidence that the Hayes/Hill exercise was biased against some minority Category A academic staff. But some of the evidence was not statistically significant, or was offset by favorable bias in other areas.

Robert Hauser, who was scheduled to outline the report March 28 before the UW-Madison Academic Staff Assembly, said precise mechanisms to correct the bias problems will have to be jointly developed by UW-Madison and UW System administrators.

"This report offers a foundation on which they can build," he said.

Shalala said: "We started this and we intend to finish it, but we don't have enough information to move now. It may take longer than we'd like, but we're going to do this fairly. Moving too quickly is what got us into trouble in the first place."

Hayes/Hill Inc., a Chicago-based management consulting firm, was hired by UW System Administration in 1985 to conduct a complete job retitling and compensation exercise for academic staff throughout the UW System. However, soon after the work was completed, questions arose about whether the process had been biased against women and minorities.

Last spring Shalala asked the Hausers to conduct a study to answer these questions. The study examined more than 2,000 Position Description Questionnaires (PDQs) completed during the Hayes/Hill process by Category A academic staff -- those engaged in student and library services, research and instructional support, and administration.



Hayes/Hill's titling system was developed without systematically using the PDQs, and the implementation process did not include an objective evaluation of the PDQs.

The Hausers, who also interviewed people who helped conduct the Hayes/Hill exercise, took several steps to prevent gender or racial bias from being introduced in their study.

For example, the Hausers made sure that PDQs were coded by people with no prior knowledge of particular jobs, or of the race and sex of job holders.

The Hausers also used standard statistical tests and techniques to validate their results.

The Hauser study found that the Hayes/Hill process was biased in the evaluation of job titles with relatively high numbers of minorities, but this was largely offset by a favorable minority bias in the assignment of job prefixes.

Minority bias was more difficult to determine because of small numbers in many titles. About 5 percent of Category A academic staff are black, Asian, American Indian or Hispanic, while about 57 percent are women.

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# NEWS

UNIVERSITY OF WISCONSIN-MADISON

News & Information Service  
19 Bascom Hall • 500 Lincoln Drive  
Madison, Wisconsin 53706-1380

*Academic Staff*

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FOR IMMEDIATE RELEASE

4/21/93

**CONTACT: Phil Pellitteri (608) 262-6510; (608) 262-3227**

## **MEMBERS OF ACADEMIC STAFF RECEIVE AWARDS FOR EXCELLENCE**

MADISON — Five individuals have been chosen among 5,000 academic staff at the University of Wisconsin-Madison as recipients of the 1993 Chancellor's Award for Excellence. The recipients were chosen by the Professional Development and Recognition Committee to recognize their exemplary performance in the areas of teaching, research, leadership and public service. Each receives a \$2,500 cash stipend in thanks for their important contributions to the university. Recipients were honored at a special ceremony April 13.

### **HANK LUFLER**

#### **Wisconsin Alumni Association Award for Excellence in Leadership**

In 1979, Hank Lufler recalls, when he was first elected to Madison City Council, "the university was like Vatican City in the middle of Rome. The campus did not fully recognize that it was in the city of Madison; the city did not recognize all the resources the university had to offer."

But today, much of the division has been healed. During his 14 years as an alderman — including two terms as council president — Lufler has played a critical role in removing barriers between town and gown.

Bringing people together is what Lufler does best, both on the City Council and in his job as an associate dean in the School of Education. In 1975 Lufler started the university's first system to resolve student grievances. He was also an early leader in dealing with sexual harassment and discrimination complaints, and in promoting affirmative action and equity. The results have been impressive: In the past decade, the School of Education has hired more women and members of minority groups at the level of assistant professor than it has white males.

During his 18 years in the dean's office, Lufler has also been in charge of remodeling projects; coordinated space assignments; assisted faculty and staff in winning

-more-



research grants; and supervised the school's external relations activities. Then, too, there were his council duties. During a given year, he estimates he fields 1,000 phone calls and attends 255 meetings related to city business.

When he steps down from the council April 20, Lufler admits he may find time on his hands. But it won't last long — he's already been elected to the Academic Staff Executive Committee, and he has several other projects planned. "I can't imagine," he says, "that I'll ever be just a spectator."

#### **DONALD SCHRAMM**

##### **Robert Heidemann Award for Excellence in Public Service**

Crises are Don Schramm's business. Whether they're quiet, chronic ones involving energy, or sudden dramatic ones like disasters, Schramm is on the scene.

As director of the Disaster Management Center of the university's Department of Engineering Professional Development, Schramm is in charge of training officials from around the world who come to Madison to learn how to grapple with natural or man-made disasters. The center helps officials learn to deal with a variety of matters related to disasters — including world relief organizations, media coverage, health issues and logistics. The center also produces self-study courses.

The center, which has gained international recognition and plaudits from United Nations officials, was conceived by Schramm and Madison architect Paul Thompson in 1982. One of Schramm's colleagues described the center as extending the Wisconsin Idea around the world.

Even before that, Schramm, whose training is in architecture and planning, was exemplifying the Wisconsin Idea. In 1977 he developed a training program in energy-saving techniques that is available to state-wide audiences. It was the first such effort in the nation.

So successful and innovative have Schramm's efforts been that a former chair of Engineering Professional Development who hired him writes that bringing Schramm to the university was "one of the bright spots of my career."

#### **EI TERASAWA**

##### **1993 Academic Staff Excellence Award for Research**

For many people, especially adolescents and their parents, the onset of puberty is a turbulent emotional and physical metamorphosis.

But to Ei Terasawa, a senior scientist at the Wisconsin Regional Primate Research

-more-



## Academic staff awards -- Add 2

Center, the start of puberty is a neurobiological mystery, the unraveling of which could spell clinical relief for important developmental hormonal imbalances in humans, including those that cause precocious and delayed puberty in children, or even a natural form of birth control.

Since 1973 when she first came to Wisconsin, Terasawa has tracked the neuroanatomical pathways, and biochemical and physiological mechanisms of the hypothalamic hormone secretions that regulate puberty and reproduction. Her work — more than 70 papers and 15 book chapters and symposium papers — has gained international recognition and, in the words of one colleague, helped “put both the Primate Center and UW-Madison on the map in the neuroscience and neuroendocrinology communities.”

Her accomplishments include the discovery of a process by which a brain-based “internal clock” spurs an increase in the release of gonadotropin-releasing hormone from the hypothalamus at the onset of puberty, and that before puberty this timing is suppressed by inhibitory neurotransmitters.

In addition to her work in the lab, Terasawa has taken on an active role as a teacher, training a number of students at the doctoral and postdoctoral level. Her skill as a teacher, says Neuroscience Training Program Chair Ronald Kalil, is equal to her prowess as a researcher, making her an invaluable asset to the UW-Madison research community.

### **BENNETT S. VOGELMAN**

#### **1993 Chancellor's Award for Excellence in Teaching**

No physician can learn every thing there is to know about medicine these days, but UW Medical School's Dr. Bennett Vogelmann is helping medical students and residents address the challenge realistically and most effectively.

“We focus on the process of learning, not just details and trivia,” says Vogelmann, who heads the Medical School's large Internal Medicine Residency Program and directs the required second-year course on microbiology and infectious diseases. “Our philosophy emphasizes problem solving, cooperation, case studies and development of life-long learning skills in an environment conducive to education.”

-more-



### Academic staff awards -- Add 3

The broader-stroke approach, which reflects shifting national trends in medical education, should produce happier, more well-rounded and better physicians, adds the academic staffer, a Medical School associate professor of medicine.

A highly regarded clinician who joined the university in 1986 following a residency and fellowship here, Vogelmann specializes in infectious diseases and co-directs UW Hospital and Clinics' AIDS clinic. Before taking over his current educational responsibilities, he conducted internationally recognized basic research on antibiotics.

While he still performs clinical duties, Vogelmann now devotes most of his time to instruction, curriculum development and administration.

His dedication to medical education and enthusiasm and talent as an educator have earned Vogelmann the accolades of colleagues and students alike — he has consistently won school awards for teaching and commitment.

#### **KATHLEEN A. ZWEIFEL**

##### **1993 Academic Staff Excellence Award for Leadership**

Kathy Zweifel is "the person we all expect to have all the answers about everything all the time," says a colleague in the UW Laboratory of Genetics, where Zweifel serves as senior administrative program specialist. And apparently, she doesn't disappoint. Even her chair admits that hiring Zweifel was the single best decision he's made since taking over as head of the laboratory.

As chief administrator in the Laboratory of Genetics — a hybrid of the Medical School's Department of Medical Genetics and the College of Agricultural and Life Sciences' Department of Genetics — she virtually does the job of two people, supporting teaching and research functions, providing direct services to students, writing grant applications, and fulfilling management and supervisory responsibilities for both departments.

Zweifel tackles all challenges not just efficiently and conscientiously, say associates, but with professionalism and humor. Prior to joining the genetics lab, the UW-Madison biochemistry grad was senior research program manager and project specialist in a Department of Medicine research unit.

Beyond the laboratory, Zweifel also contributes to several campus committees, including the Academic Staff Compensation and Economic Benefits Committee, the Medical School's Human Resources Advisory Committee and its Basic Science Administrators Caucus, and Academic Staff Assembly.



Acad Staff

# CAPITOL CAPSULES

## Governor to sign pension bill

Gov. Tommy Thompson says he plans to sign the pension bill within two weeks. Passed by the legislature in October, the bill (AB 495) makes several changes to the Wisconsin Retirement System. These changes include an increase in the multiplier for service prior to Jan. 1 and the removal of the 5 percent interest-rate cap on employee required contribution accumulations for persons who are participating employees in the system when the bill is signed into law. The governor had delayed action on the bill to make sure all legal and financial questions had been addressed. However, once signed, the bill will likely face state Supreme Court scrutiny before implementation.

## Student regent appointed

University junior Joe Alexander has been nominated to the UW System Board of Regents. Alexander is a political science and finance major. As a regent, he indicated he wants to pursue a three-point agenda: keep UW tuition in check, maintain faculty excellence and increase diversity. His appointment goes to the state Senate for confirmation.

## Upcoming hearings

■ Wednesday, Dec. 15: The Assembly Government Operations Committee will meet at 10 a.m. in 415 Northwest, state Capitol. Included on the agenda is a bill (AB 545) that provides paid leave for state employees who serve as bone marrow and organ donors.

## Legislation introduced

■ Rep. Marc Duff, R-New Berlin, has introduced legislation (AB 592) that would create an international Baccalaureate Diploma grant program for high school seniors. The bill has been referred to the Assembly Committee on Colleges and Universities.

■ Rep. Rick Skindrud, R-Mt. Horeb, has proposed legislation (LRB 3976/2) that would prohibit the University of Wisconsin from expending tax money or program revenue, other than from gifts, to send family and friends of faculty and staff and nonessential personnel to conferences, seminars, competitions and other events.

## For more information

The university's state relations staff works to raise awareness of the value and impact of UW-Madison on Wisconsin and improve the relationship between the university and state government leaders. Contact Charles B. Hoslet, special assistant to the chancellor for state relations; hoslet@mail.bascom.wisc.edu; 97 Bascom Hall, 263-5510.



Photo: Brian Moore

# The end is near ... for VAX, anyway

Jeff Iseminger

The venerable VAX, once the king of computing machines at UW-Madison, will have its plug pulled just before midnight on Dec. 31 — an ignominious end to an honorable career shortened by the ferocious speed of change.

Purchased by the university in the early 1980s, the VAX (Virtual Address eXtension) was originally freestanding and had the look of a mainframe. But now, after several upgrades, it occupies just the equivalent of a 10-foot conference table in the computer operations area of the WARF Building basement.

In fact, today the VAX cluster looks more like three high-end PCs. And in terms of capacity, that's all it is — hardly a chip-buster, compared to what it used to be.

What it used to be was "quite the thing at the time," says Al Krug, strategic consultant for the Division of Information Technology (DoIT). It made the university's Sperry 1100, a big-as-a-bedroom mainframe, look like a computerus brontosaurus.

In its heyday around 1990, VAX pro-

vided service to nearly 4,000 campus users as the university's first general-access e-mail machine with an Internet connection. It also powered research and instructional computing, enabled users to do mass e-mail for the first time and featured the first online campus directory at UW-Madison.

"VAX kicked off the e-mail explosion on campus," says Kathi Dwelle, DoIT's director of organizational effectiveness. One measure of that explosion: Within the first year, the number of accounts grew from almost 1,000 to more than 2,500, which required 100 modems for dial-in connections. In contrast, now more than 2,500 modems are needed to provide dial-in service for the more than 50,000 campus users of WiscWorld.

The remaining users of VAX, numbering 200 to 300, are moving to more modern machines. Krug warns that any VAX user still on the system without a transition plan should contact him right away, for the end is near.

But resurrection could be just around the corner for this VAX. It still has value on the surplus market, but because of the

Altop an 10-foot conference table in the basement of the WARF Building rests the once-cutting-edge VAX (Virtual Address eXtension) computer cluster. Purchased by the university in the early 1980s, VAX transmitted then-novel data known as electronic mail to its users. Photo: Brian Moore

Y2K bugaboo, lots of VAX computers are being dumped on the market, driving the price down with each passing day.

The VAX computers and their VMS operating system are far from dead. Now owned by Compaq through an acquisition of Digital Equipment Corp. in 1998, VAX/VMS systems today run most of the world's financial markets and more than half of the world's cellular telephone billing systems, and generate more than \$5 billion in sales for Compaq.

Those factoids provide cold comfort to VAX fans at UW-Madison. As the stroke of midnight approaches on New Year's Eve, some VAX diehards may even clink their glasses in thanks to the machine that helped answer the now-archaic question:

What the devil is e-mail? ■

# Academic Staff Assembly to review instructional job title proposal

Erik Christianson

The Academic Staff Assembly on Monday, Dec. 13, will consider a proposal to create professor titles for instructional and research academic staff.

The measure would give the Academic Staff Executive Committee the go-ahead to develop assistant and associate professor, professor and distinguished professor titles for instructional academic staff and research academic staff. For instructional staff, the designation (IAS) would follow the title, while the designation (RAS) would follow the title for research academic staff.

ASEC would submit the proposal to the

university administration, which if in agreement would submit the title series to the UW System Board of Regents for approval.

Many universities already provide non-tenure track professor titles for academic staff who teach or perform research, says ASEC member William Steffenhagen, who drafted the proposal. He adds that UW-Madison grants the professor title for instructional academic staff in professional schools such as the Medical School and the Law School.

Steffenhagen says the new titles would give instructional academic staff more opportunity to participate in departmental curriculum decisions; level the playing field

for research academic staff submitting grant proposals as principal investigators; and help students asking for letters of recommendation from instructional or research academic staff.

The idea came from UW System's instructional academic staff study, he says.

"I think the faculty and academic staff will create closer alliances because of the titles," Steffenhagen says.

Some ASEC members have concerns about the proposed title series. They believe the proposal could create factions between academic staff who would carry the new title and those who would not. They also think it could create confusion with

members of the general public as well about the university's faculty. Moreover, some are concerned that the Legislature may try to separate instructional and research academic staff from other academic staff members in the university pay plan, as it has tried to do in the past.

"When you put the title professor out there, and the person is an academic staff member, in a way it's deceiving," says ASEC chair Barry Robinson.

The Assembly will discuss the proposal at its meeting that begins at 3:30 p.m. in 272 Bascom. ■

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wisweek@news.wisc.edu.

### On the air

When the Arts and Entertainment Network (A&E) broadcasts a one-hour program on its "Top Ten Cities To Have It All" later this fall, viewers will see a segment on Madison that is likely to include a brief mention of the UW-Madison campus.

Among the many locations around the city visited by A&E field producer Steve Abramson and his local crew on Saturday, Sept. 11, were the Memorial Union Terrace, where they interviewed Chancellor David Ward, and the Howard M. Temin Lakeshore Path.

The program is scheduled to air on Sunday, Nov. 7, at 6 p.m. and will be repeated on Saturday, Nov. 13, at 10 p.m. Cities were chosen based on whether they are considered safe, economical, recreational, and a good place to raise a family and to retire.

### Mark your calendar

Guidelines for the use and management of the Campus Natural Areas will be presented during a public forum Wednesday, Sept. 29. The forum begins at 7 p.m. in the On Wisconsin Room of the Red Gym, 716 Langdon St.

The **Campus Natural Areas Committee** will present its draft of operating principles for preserving, managing, using and overseeing the 325 acres that comprise the Campus Natural Areas. Taking up almost one-third of campus, the natural areas are a combination of woods, restored prairie and wetlands located mostly along the shore of Lake Mendota. Well-known locations include Eagle Heights Woods, Foutschi Point, Howard Temin Lakeshore Path and Picnic Point.

Information: Cathie Bauner, 265-9275; Robert Ray, 262-3148.

### Where's the 'wheelchair guy'?

If you were wondering why the "wheelchair guy," the international symbol of accessibility, is no longer being painted on parking lot pavement to mark accessible parking stalls, the reason is: Transportation Services staff and the ADA Task Force are reviewing the locations of accessible parking stalls. Some accessible parking stalls may be relocated to enhance accessibility, and more stalls will be added this year and in the spring or summer of 2000.

The stalls are still clearly marked by signs. For more information about accessible parking, visit: <http://www.wiscinfo.doit.wisc.edu/fpm/accessibility>.

### Faculty Senate resumes

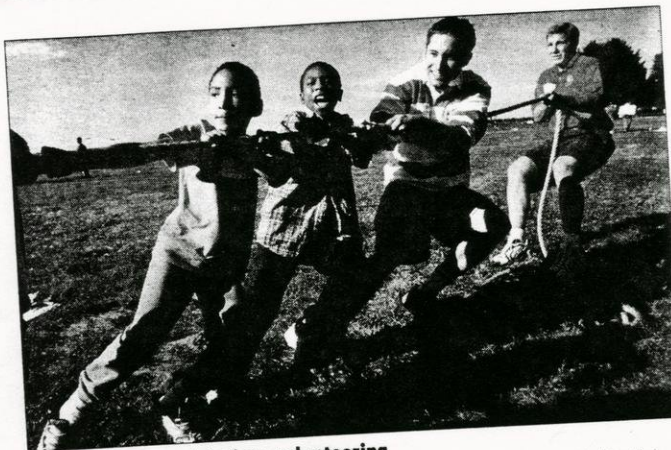
The Faculty Senate will hold its first meeting of the 1999-2000 academic year Monday, Oct. 4, starting at 3:30 p.m. in 272 Bascom. The agenda includes an annual update from Chancellor David Ward and review of several committee reports. For information, call the Office of the Secretary of the Faculty, 262-3956.

### Backward glance

From Wisconsin Week, Sept. 27, 1989: The university has added 24 minority faculty and boosted minority student enrollment 5 percent in a single year, new figures show. The Wisconsin Union Theater marks its 50th anniversary with concerts including Maynard Ferguson's jazz ensemble and violinist Isaac Stern. The Academic Staff Assembly has launched a lobbying arm, ASPRO, which stands for Academic Staff Public Representation Organization.

### Quotable

"If recent experience is any guide, issue advocacy appears to be a remarkably ineffective way to influence elections."  
Political scientist Kenneth Mayer on expanding campaign groups the subject of his newest study (see page 3)



### Throwing their weight into volunteering

University students throw their weight into a "children's extravaganza" Sept. 18 at James Madison Park in Madison. Student volunteer Matt Kopec, center, and Wisconsin Alumni Student Board President Ross Widmeyer, right, joined in a tug of war with youth from Madison's Williamson-Marquette neighborhood. About 300 children from various neighborhood centers participated in an afternoon of outdoor activities, games and art projects. Photo: Jeff Miller

on Wisconsin Strategy, a research and policy institute. Rasell will speak Friday, Oct. 8, at 1 p.m. in the Madison Senior Center, 330 W. Mifflin Ave.

A senior economist at EPI, Rasell specializes in Social Security, Medicare and health care issues. Prior to receiving her Ph.D. in economics, Rasell was a family practice physician. She has authored numerous reports about Social Security, including EPI's new report Fixing Social Security: The Clinton Plan and Its Alternatives, which examines the state of the program and efforts to reform it. EPI is a Washington, D.C.-based research organization.

### German Center to open

A high-ranking German official will be among dignitaries expected to attend events Thursday, Sept. 30, marking the opening of the Center for German and European Studies.

Among the speakers will be Karsten D. Voigt, coordinator for German-American Cooperation, Foreign Affairs Ministry, Federal Republic of Germany.

The center is a collaborative effort between UW-Madison and University of Minnesota-Twin Cities.

For information, contact Klaus L. Berghahn, 265-8032.

### Oates to give campus reading

Joyce Carol Oates, doyenne of the American literary scene, will read from her work during a visit to campus Sept. 27-28.

Oates received her M.A. from the university in 1961. Now on the faculty at Princeton University, she is acclaimed for her novels, short fiction, poetry, plays and criticism.

Oates' most recent works include the novel "Broke Heart Blues," a short story collection entitled "Collector of Hearts: New Tales of the Grotesque," and a collection of essays and reviews, "Where I've Been and Where I'm Going."

Twice nominated for a Nobel Prize, she has been awarded a Rosenthal Award from the American Academy Institute of Arts and Letters, the National Book Award for her novel "Them," a PEN/Faulkner Award and more.

Oates will read from her work Monday, Sept. 27, at 8 p.m. in L160, Elvehjem Museum of Art. Her visit is sponsored by the UW-Madison Department of English and the Wisconsin Institute for Creative Writing. Information: Ron Kuka, Creative Writing Program, 263-3374.

### MILESTONES

#### Rusch, wildlife ecologist dies

Donald H. Rusch, age 60, a wildlife ecologist, died after suffering a heart attack Sunday, Sept. 12, while hunting grouse in the Badlands of North Dakota. He was the foremost living authority on ruffed grouse. Contributions may be directed to: Donald H. Rusch Memorial Fund, University of Wisconsin Foundation, P.O. Box 8860, Madison, WI 53708-8860. The Donald H. Rusch Memorial Fund will be used for biological research and education.

#### Baldwin memorial Saturday

A memorial is planned in Madison for Ira L. Baldwin, 104, a retired scientist and administrator who died last month in Tucson, Ariz. The memorial will be held at First Congregational Church at 1 p.m. Sunday, Sept. 26.

Memorials may be made to the University of Wisconsin Foundation-Ira Baldwin Memorial, P.O. Box 8860, Madison, WI 53708-8860; or the Ira-Ineva Baldwin "Best Should Teach" Fund, P.O. Box 1140, Boulder, CO 80306.

## NOTABLE

### WPT's "30-Second Candidate" wins documentary Emmy

"The 30-Second Candidate," a documentary made for PBS by Wisconsin Public Television, won a national News and Documentary Emmy Award presented by The National Academy of Television Arts and Sciences Sept. 8 in New York City.

"The 30-Second Candidate" won the award for Outstanding Background Analysis of a Single Current Story - Programs. Other nominees in the category were "Awakenings: The Real Story" from the Discovery Channel and "The Last Mile" from NBC.

Kathy Bissen and Dave Iverson co-produced "The 30-Second Candidate," which explores the evolution of political advertising, its growth and the increasing influence of political consultants, and some possible options for reform.

Wisconsin Public Television's WHA-TV was the first non-commercial station in the country to win a national Emmy for "Pretty Soon Runs Out," produced in 1969 as part of a week-long series on Milwaukee.

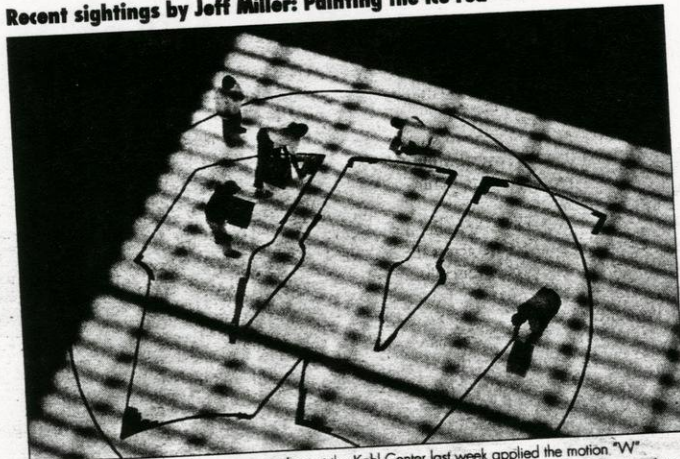
## ON CAMPUS

### Economist plans state tour

Economic Policy Institute economist Edith Rasell will tour Wisconsin Oct. 6-8 to discuss Social Security and offer a progressive solution to its funding shortfall.

Rasell's tour is sponsored by the Center

### Recent sightings by Jeff Miller: Painting the ice red



Getting ready for the hockey season, workers at the Kohl Center last week applied the motion "W" on a layer of ice. As a view from the catwalk shows, workers handpainted the ice after using a template to create the W's outline. When they finished painting, they sealed their handwork under a one-inch thickness of layered ice.



## UW joins effort to monitor labor conditions

Erik Christianson

**T**he university plans to join with four other major colleges and universities to test-monitor workplace standards among makers of licensed university products.

UW-Madison, Boston College, Georgetown University, Duke University and the University of North Carolina-Charlotte will participate in the pilot project. A start date has not been set.

"These efforts reflect, I believe, the continuing commitment of the participating schools to remain active in trying to curb sweatshop abuses," says Casey Nagy, special assistant to Provost John Wiley.

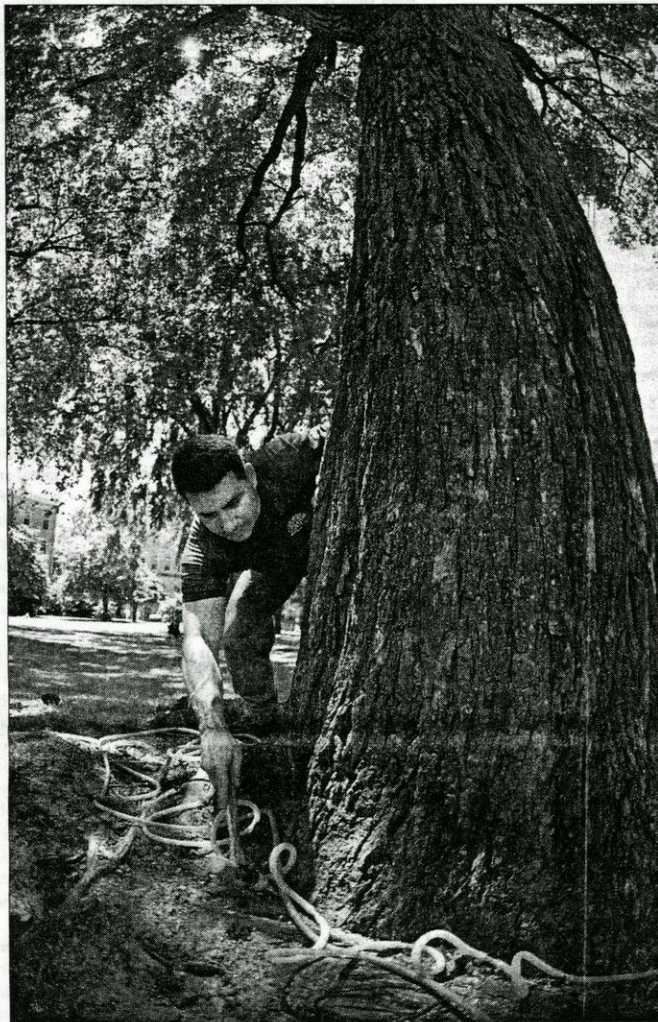
Nagy says the pilot project is designed to work through some of the logistics and difficulties related to actual enforcement of workplace standards. The institutions are still deciding on the licensed manufacturers to be monitored and who will perform the monitoring.

"The concept is not to have any 'surprise inspections,' but to work cooperatively with the licensee(s) to find out the issues and problems leading to full compliance," Nagy says.

In its continuing effort to be a national leader in ending the use of sweatshop labor by manufacturers of university-licensed apparel and other products, the university in June joined the Fair Labor Association, which now consists of 118 colleges and universities.

Nagy was elected to the FLA University Advisory Council's Executive Committee.

Through its participation in the FLA, the university continues to work with other institutions to encourage adoption of these standards, which are more stringent than those originally proposed by the FLA and the Collegiate Licensing Company. ■



Mark Wever of Rainbow Treecare, Minneapolis, taps a connector that injects fungicide directly into the roots of a towering old elm on Bascom Hill. The stand of 68 American elm trees has survived the ravages of development and Dutch Elm Disease,

and received the preventive medicine this summer in hopes of keeping them in the green for at least another century. For more campus news you might have missed over the summer, see page 15.

Photo: Brian Moore

## Team advises accreditation

Evaluation praises educational successes, urges more funding

Erik Christianson

**T**he university has substantially enhanced undergraduate education in the past decade, but a lack of state funding is jeopardizing the institution's long-term future, according to an independent review of the university.

The review, from the North Central Association of Colleges and Schools, says the university's improvements in undergraduate education, particularly in advising and the development of residential learning communities, are "among the university's major achievements of the past decade."

The evaluation team recommends that NCA extend UW-Madison's accreditation to 2008. The formal reaccreditation is expected later this year. The team's visit is a requirement for reaccreditation, which occurs every 10 years. UW-Madison has been continuously accredited since 1913.

The NCA evaluation team, which visited the campus in April as part of UW-Madison's reaccreditation process, expressed praise — and surprise — in its 31-page report that a state such as Wisconsin has been able to support one of the nation's and world's best public research universities.

"It is rather remarkable — and a bit of a puzzle, actually — that a state of such modest size and wealth has managed to build and to maintain for so long such a truly world class institution," the report says. "As one of the team members observed, 'This is a state and a university that delivers far beyond its resources.'"

*continued on page twelve*

## Manager says ISIS project completion in sight

Erik Christianson

**R**on Niendorf, who's in charge of implementing a new campus records system, knows something about big changes.

A decade ago, Niendorf shepherded the successful implementation of touchtone registration. That system, deployed in 1987-88, dramatically overhauled class registration, easing the process for every student on campus and generating lots of news coverage.

"That was my first experience with that kind of exposure," he says.

Now Niendorf and other top computing officials are in the spotlight again with ISIS, the computerized records system that is moving down the track as campus offi-

cials shift from implementing the system to further stabilizing it.

"The key to a successful project is to get good people to work on it and keep obstacles out of their way," says project manager Niendorf. "I hope I've done that."

Many people agree that he has, amid the challenges raised by ISIS — challenges considered typical when implementing a massive new computer system.

ISIS, short for Integrated Student Information System, is utilized campuswide, from academic departments to units such as Admissions, Student Financial Services and the Registrar's Office. Students use ISIS as well, when registering for classes, adding or dropping classes, or updating personal information.

Despite concerns raised by some employees about the new system, Niendorf says the project has gone well. UW-

Madison hasn't suffered the major delays and shutdowns experienced by other universities implementing the system and its PeopleSoft software.

Niendorf praises other project staff members who have worked countless nights and weekends over the past three years to bring the system online. He also praises the efforts and patience of department employees who are using the new system.

"If you can't admit students, produce a Timetable, register students, produce transcripts, assess fees and distribute financial aid, you can't last as an institution," Niendorf says. "Our priority was to replace those mission-critical functions, and as much of the other functionality as possible, and we couldn't afford to fail."

Niendorf took over as ISIS project man-

*continued on page eight*

### In pursuit

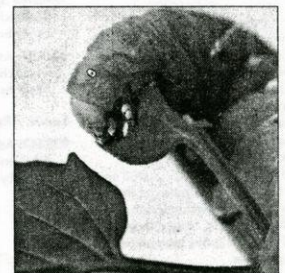
Physics lab is totally cool 5

Chipstone off the ol' block 9

Elvehjem opens exhibit 9

New faculty welcomed 13-14

Promotions also listed 13-14



Caught on the Web

6



## LASA, SPA, MASA Fall Reception

The fall kick-off reception sponsored jointly by the Latino Academic Staff Association (LASA), the Madison Academic Staff Association (MASA) and the Student Personnel Association (SPA) will be held Thursday, Sept. 23, 4-6 p.m. at the University Club. There will be music, free hors d'oeuvres and a cash bar. Join us for good food, music and conversation. Paul Barrows, vice chancellor for student affairs, will provide welcoming remarks.

## Updating the Wisconsin Idea

A publication that tells the stories of UW-Madison faculty and staff who work in partnerships with community-based groups will be mailed directly to faculty and academic staff beginning this fall.

The publication is a joint effort between the Office of Outreach Development in the Office of the Provost and the Wisconsin Food System Partnership, funded by the Kellogg Foundation and administered by the College of Agricultural and Life Sciences. For the past two years, it was inserted in Wisconsin Week and then reprinted and mailed to UW System leaders, regents, legislators, community and business leaders, Extension staff and others.

The Updating the Wisconsin Idea staff decided to make this change in order to target distribution more specifically. The first fall issue of Updating the Wisconsin Idea will include stories of five UW-Madison programs in which faculty, staff and students share their expertise in the arts and humanities with community organizations and other groups. The second issue will be on UW-Madison involvement in public policy, and the third will be on examples of taking the Wisconsin Idea outside the campus via research transfer.

According to Peg Geisler, director of Outreach Development, the objective of Updating the Wisconsin Idea is to tell about partnerships that have benefited both the community and the campus. "We also hope that the stories will encourage other faculty and staff to share their expertise with the community, state, nation and world."

## Continuing Education Catalog

The Fall 1999 Catalog of Continuing Education Programs, listing courses for personal enrichment and professional development, is now available. The catalog describes dozens of courses offered in the areas of art, small business management, dance, desktop publishing, education, fitness/movement, foreign languages, health and human issues, history, improving group effectiveness, library and information studies, literature, marketing and media relations, music, nonprofit development, nursing, photography, public management, public speaking, publication design, study skills, test preparation, travel/study, Web development, women's studies, and writing and editing. Pick up a catalog at any Dane County public library or in the Continuing Studies lobby, 905 University Ave.

# For the RECORD

## POLICIES AND PROCEDURES

### Applications for Speakers

The University Lectures Committee is accepting applications for the 1999-2000 academic year from departments, academic programs and registered student organizations that wish to bring distinguished lecturers to campus. All lectures supported must be readily accessible to the university community, open to the public and free of charge. Information: 262-3956. The committee reviews new applications once each month.

## GRANTS AND FELLOWSHIPS

### 2000-2001 Professional Development Grant

Information: <http://wiscinfo.doit.wisc.edu/ohr/hnd/hndgrants.html>; or call Office of Human Resources, 263-2511.

### Administrative Associate Program

Nominations and applications are now being accepted for the position of Administrative Associate in the UW System Office of the Senior Vice President for Academic Affairs. The position provides faculty and academic staff from UW campuses an opportunity to learn about the operation of the Office of Academic Affairs by participation in its work. Two associates will be appointed, with the first associate serving during the Spring 2000 semester and another for Fall 2000. A successful applicant must have been in the UW System for at least three years, be a tenured faculty member or an academic staff member, have strong communication skills, and show evidence of potential for increased administrative responsibilities. The administrative associate will be assigned an office and provided clerical support. To apply, send an updated vitae, names and telephone numbers of three references, and an essay up to two pages in length, telling why you want this experience, to your dean's office by Friday, Sept. 10, for the spring associate and by March 1 for the fall associate.

## Fulbright-IIE Fellowships

These awards are for pre-doctoral graduate study and research abroad in academic fields and for professional training in the creative and performing arts. U.S. citizens only. Graduating seniors and graduate students are encouraged to apply. Deadline: 4 p.m., Wednesday, Sept. 22. Selection is based on the academic or professional record of the applicant, the feasibility of the proposed research or study plan, the letters of recommendation and the applicant's language preparation, and personal suitability. Applications are available at the International Fellowships Office, 327 Ingraham Hall. Information: <http://www.iie.org>, or Elena Hsu, 262-9632; e-mail: [fellow@mac.wisc.edu](mailto:fellow@mac.wisc.edu).

## POSITION VACANCIES

### Administrative

**035040: Associate Dean,**  
Med Sc/Administration (25%-50%).  
Apply by November 1.

**035082: Assistant Dean (L),**  
Med Sc/Administration (100%).  
Apply by October 15.

**035217: Assoc Dir, Unspec (7),**  
DoIT/Wiscnet (100%).  
Apply by September 14.

**035241: Dean,**  
Nurs/Administration (100%).  
Apply by October 8.

**035251: Admin Program Spec/  
Sr Admin Prgm Spec,**  
Med Sc/UW Comprehensive Cancer Center  
(100%).  
Apply by September 7.

### Clinical / Health Sciences

**035133: Clin Nurse Specialist,**  
Med Sc/Surgery (50%-100%).  
Apply by August 31.

**035300: Clinical Asst Prof,**  
Med Sc/Medicine (100%).  
Apply by August 31.

### Computer / Information Processing

**035091: Assoc Inf Proc Consult/Inform Process  
Consult/Sr Inform Proc Consult,**  
DoIT/Learning Technology Education (100%).  
Apply by September 1.

**035151: Assoc Inf Proc Consult/Inform Process  
Consult/Sr Inform Proc Consult,**  
Med Sc/Medical School Research Support Progs  
(100%).  
Apply by August 31.

**035214: Systems Programmer,**  
L&S/Computer Sciences (100%).  
Apply by August 31.

### Instruction

**035019: Lecturer,**  
L&S/International Relations (40%).  
Apply by September 15.

**035202: Asst Instrmnt Inn,  
Ins/Instrmnt Innovator, Ins,**  
Engr/Engineering Physics (100%).  
Apply by September 20.

**035283: Asst Faculty Assoc,**  
L&S/Journalism & Mass Communication,  
Sch of (100%).  
Apply by September 10.

**035288: Asst Faculty Assoc,**  
L&S/Psychology (90%).  
Apply by September 15.

### Research

**035048: Assistant Scientist,**  
L&S/Astronomy (100%).  
Apply by August 31.

**035138: Assoc Research Spec/Research Specialist,**  
Med Sc/Physiology (100%).  
Apply by September 10.

**035284: Assistant Scientist,**  
L&S/Sociology (100%).  
Apply by August 31.

**035298: Assoc Research Spec,**  
Med Sc/Medicine (100%).  
Apply by August 31.

**031746: Assoc Research Spec/  
Research Specialist,**  
Grad School/Primate Research Center (100%).  
Apply by August 31.

**031987: Assoc Scientist/Senior Scientist,**  
Med School/Surgery (100%).  
Apply by September 3.

### Sports / Recreation

**035242: Athletic Trainer II,**  
Ath/General Operations (100%).  
Apply by August 31.

## UW quality

*continued from page one*

The report offers several possible reasons for this phenomenon: the university's creation in 1848, the same year Wisconsin gained statehood; the tradition of the Wisconsin Idea; and a faculty-centered culture that is one of the strongest in America.

In addition to the improvements in undergraduate education, the evaluation team cited as achievements the university's gains in assessing how students learn; increased campus diversity; success in attracting private support; attention to strategic planning; and improvements in international education.

But those achievements are shaded by several concerns. The report notes a continued lack of adequate state funding for the university; a high level of state regulation and bureaucratic constraints coupled with administrative inflexibility; and some negative aspects of the university's decentralized structure, including faculty and department autonomy.

The evaluation team reported that these concerns are fostering in the university community "a muted but widespread angst and uncertainty about whether the principles and practices that have made the university great can continue to keep it great in a changing local, state and global competitive environment."

Chancellor David Ward says the evaluation team's report is an instructive reflection of the current state of affairs at the university, and will serve as an important document for future planning.

"We are grateful for the evaluation team's acknowledgement of our efforts to improve undergraduate education, attract private support and plan for the future, along with other key areas at UW-Madison, over the past 10 years," Ward says. "At the same time, we are extremely mindful of the concerns raised by the evaluation team, and we want to work with state officials, faculty, staff and students to address those concerns."

After outlining the university's strengths and concerns in its report, the evaluation team suggests several ways to strengthen UW-Madison, none of which are a requirement for reaccreditation:

- Improve state funding. The evaluation team says the state must redouble its effort to support its flagship university, as other states have done in recent years. "Wisconsin's leaders may not fully appreciate and understand that their university has made their state a lumi-

To read the evaluation team report  
[http://www.wisc.edu/newdirections/  
public/reports/teamreport.pdf](http://www.wisc.edu/newdirections/public/reports/teamreport.pdf)

nous feature on the global map of academic excellence, that is to say, the state's premier asset in the new and very competitive global knowledge-based economy."

- Explore the possibility of increasing tuition. Suggestions include differential tuitions for high-cost programs or increases in tuition coupled with more financial aid for needy students. Any tuition proposal should be designed to bring university tuition to a level close to the median of its peers, Ward says.
- Increase management flexibility. Work to eliminate bureaucratic and policy constraints "wholesale," consistent with national deregulation trends in public and private sectors.
- Expand current levels of strategic leadership and planning.
- Involve academic staff more in the university's shared governance system.
- Remove UW-Madison from the state civil service system, and institute a campuswide initiative to revitalize human resources with staff development.
- Implement more interdisciplinary programs and foster more collaboration among faculty, similar to the university's cluster hiring program. The Graduate School plays a key role in this, but should not bear the total responsibility, the report says.
- Pursue a reinvigorated graduate student council.
- Expand the residential learning communities, reduce class sizes for freshmen and sophomores, and more fully coordinate and organize student services to further strengthen undergraduate education.
- Keep diversity high on the university's priority list.
- Develop a strategic plan for the campus's information technology infrastructure.
- Collaborate with the City of Madison to enhance the new \$100 million arts district.
- Continue to partner with the state on international initiatives.

The evaluation team concludes its report by stating that UW-Madison is "one of the nation's finest land-grant research universities," but at the same time, along with most great universities, "is also an institution at risk." ■

## The reaccrediting process and the evaluation report

- The report is based on the visit to campus April 12-14 by the evaluation team from the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools.
- The evaluation team recommends continued accreditation until 2008-09. NCA is expected to grant the official reaccreditation later this year. The university was last accredited in 1989 and has been continuously accredited since 1913.
- The report states that UW-Madison has met the 24 general institutional requirements and five criteria for accreditation. It outlines strengths, concerns, observations and suggestions for improvement from the evaluation team.
- The evaluation team consisted of 14 faculty members and administrators from some of North America's largest universities, including five Big Ten institutions (Illinois, Indiana, Iowa, Michigan State and Northwestern).
- Donald N. Langenberg, chancellor of the University System of Maryland, chaired the evaluation team and led the site visit.
- The evaluation team met with more than 100 administrators, faculty, staff, students, members of the UW System Board of Regents and state legislators during its visit.
- The key document upon which the evaluation team based its review was the university's 1999 self study, undertaken as part of the reaccreditation process. To review the self-study, visit: <http://www.wisc.edu/newdirections/>.
- The 1989 reaccreditation and university self-study led to the "Future Directions" report, which Chancellor David Ward used in part to formulate "A Vision for the Future," an updated strategic plan, in 1995. The 1999 self-study, along with the evaluation team's report and the "Vision" document, will form the basis for future strategic planning at the university.



## Community

## High court: UW not liable for '93 stadium injuries

University officials are not liable for the injuries suffered by students who rushed the football field after a Badger victory at Camp Randall Stadium in 1993, the state Supreme Court affirmed Wednesday, March 3.

The court, 3-3, upheld an appeals court ruling in February 1998 that says UW-Madison officials are protected by previous court decisions that give Wisconsin state employees immunity from lawsuits based on discretionary decisions performed within the scope of the employees' official duties.

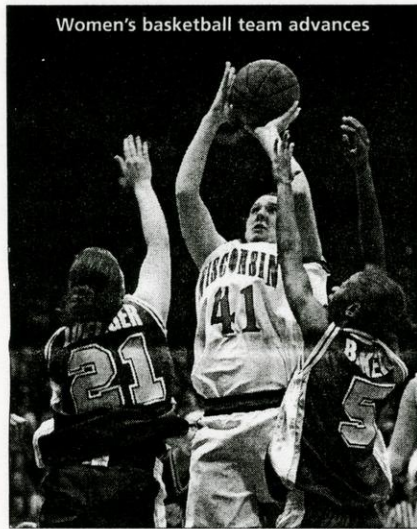
UW-Madison officials say they're not surprised by the Supreme Court decision. The state Attorney General's office, which defended the university officials, presented plenty of evidence to show that all decisions regarding crowd control were discretionary acts done with safety in mind, says John Dowling, university legal counsel.

The justices' action upheld earlier decisions by the 4th District Court of Appeals and Dane County Circuit Court. The lower courts rejected the arguments of eight of the people injured when celebrating students tried to rush from the Camp Randall stands onto the field at the Wisconsin-Michigan football game Oct. 30, 1993.

The courts found that the UW employees were shielded from the personal injury lawsuits because their decisions fall within the immunity given public officials for discretionary acts and decisions.

Before the game, the university had formulated a plan for "how to best reduce the potential for injury" in post-game crowd control and "did not ignore the potential danger," the appeals court ruling says.

In the wake of the crowd-surge incident, the university made physical changes to the stadium that help keep fans safer in their seats. ■



Women's basketball team advances

Jessie Stomski, a forward, takes a shot as the Wisconsin women's basketball team cruises by Siena College, 107-85, Sunday, March 14, in a return to the Field House. The Badgers advance to the quarterfinals of the Women's National Invitational Tournament Wednesday, March 17, at 7:30 p.m. in the Kohl Center. The Badgers host a Big Ten rival, the Michigan State Spartans. The Badgers and the Spartans have split their two previous meetings this season. But Wisconsin has shown its strong post-season play; six Wisconsin players scored in double figures in the game against Siena.

## Symposium examines future of agricultural biotechnology

What does the future hold for food safety, animal health, plant genomics and crop management? What role will biotechnology play in these changes? A symposium at Memorial Union Thursday, April 1 will explore these and related topics.

"We want to bring together people from the university, with those from agriculture, industry, government and citizen advocacy groups to begin to explore agricultural biotechnology in the next millennium," says Jo Handelsman, director of the Institute for Pest and Pathogen Management.

Located in the College of Agricultural and Life Sciences, the institute studies agricultural pests and human pathogens. The institute strives to develop management strategies that are sustainable, cost-effective, and safe for the environment, growers, and consumers.

The institute is sponsoring the conference, "Frontiers of Biology: The Future of Agricultural Biotechnology Symposium." In addition to the talks, the event includes a luncheon, a poster session featuring current research of scientists associated with the institute, and a reception at the Monona Terrace Convention Center.

For information, visit: <http://wiscinfo.doit.wisc.edu/ippm>. Register for the symposium at the Web site or by contacting CALS Outreach Services, 263-1672. ■

## TAA, state to begin contract talks; PA pay and benefits for domestic partners will be issues

The Teaching Assistants' Association is seeking more pay for project and program assistants and health insurance for domestic partners as part of its 1999-2001 contract.

The TAA, the union that represents teaching, project and program assistants at UW-Madison, also wants smaller class sizes, more training for TAs and more teaching resources.

"I think we have a strong set of proposals to help TAs and PAs and add to the quality of education at the university," says Kevin Wehr, TAA co-president and graduate student in sociology.

Bargaining between TAA and the state began March 4 and will take place throughout the spring. The current two-year contract ends June 30. As negotiations continue, the pay issue will likely be contentious, as will health benefits for domestic partners.

The TAA wants to increase pay for PAs similar to that of TAs by giving them a \$2,000 raise in each of the next two years. The state's bargaining team has not yet taken a position on wages, according to the Department of Employment Relations' contract proposal.

"When a wage proposal is made, it will be consistent with state budgetary constraints and commitments," says the DER proposal. Michael Rothstein, UW-Madison's contract administrator, says he anticipates "extensive discussions" on the issue.

Health insurance for domestic partners is a provision the TAA has sought to include in its contract for several years. Rothstein says the Legislature would need to pass legislation to provide the benefit.

Other bargaining proposals advanced by the

## Assembly approves annual reviews

The Academic Staff Assembly Monday narrowly approved a proposal requiring annual job reviews for academic staff. But the review does not have to be a written one.

The Assembly's personnel committee pushed for written reviews, saying that they help improve performance and communication. Opponents say that written reviews carry a negative connotation.

The proposal, approved 30-24, says, "Academic staff shall be reviewed annually in a manner appropriate to their work setting and responsibilities." Absent such a review, it adds, an employee's work performance will be deemed "at least satisfactory."

"It's clear we need some sort of review. Now we have that in place," says ASEC chair Barry Robinson. Departments retain the flexibility to determine the review mechanism, he says. Ann Wallace, chair of the Assembly's Personnel Policies and Procedures Committee, is pleased that the policy highlights the importance of job reviews and outlines that work performance will be considered satisfactory minus a review. But she is disappointed that written reviews are not mandatory. Following administrative review, the policy should take effect by semester's end. ■

## Speech code vote called 'issue of common sense'

In a move that could be followed by universities and colleges nationwide, the Faculty Senate voted this month to essentially eliminate a controversial faculty speech code.

The vote came after a university committee spent almost two years reviewing the code, under which no professor had ever been formally punished.

"This is an issue of common sense," said Donald Downs, a political science professor who served on the Ad Hoc Committee on Prohibited Harassment Legislation.

Proponents of the code said it was needed to punish egregious and harmful speech by professors. But free-speech advocates argued that it trampled on the rights guaranteed by the First Amendment.

UW-Madison approved the nation's first university speech code in 1981 and updated it in 1988. Many in academia look to UW-Madison as a leader on free speech issues, based on the university's strong and historic emphasis on academic freedom.

The senate voted to strike from the code provisions related to protected and unprotected expressions in instructional settings, and discipline. On a 71-62 vote, it approved modified language that reads: "Accordingly, all expression germane to the instructional setting - including but not limited to information, the presentation or advocacy of ideas, assignment of course materials, and teaching techniques - is protected from disciplinary action."

The policy says students who feel they have been harmed should first talk to the professor, then appeal if not satisfied with the result. ■

TAA are an 18-student limit in classes taught by TAs and expanded training. The training would include department-by-department instruction for beginning TAs and mid-year refresher courses for all TAs.

The TAA proposal also requests offices, desks, computers and other resources for all TAs. And it calls for establishing a TA Resource Center in the Graduate School to coordinate, among other things, professional development and teaching workshops.

Rothstein says he doubts class sizes would be limited to 18, because such a move would require adding class sections and hiring additional TAs. On the training and resource items, Rothstein says those decisions should be made by departments, not in labor contracts. ■

## NEWS WAKERS

## NO MORE NUKES?

Nuclear engineering professor Michael L. Corradini notes a decline in the U.S. nuclear power industry in the New York Times (March 7): No reactors are being built, and the most recent of the 104 operating reactors was built in the early 1970s.

The nuclear industry seems to have peaked in terms of the number of working reactors and their share of power generated nationally. And natural gas has become cheaper to find and recover, and the system for turning it into electricity has improved steadily.

But the real reactor killer, according to Corradini, is utility industry deregulation. Nationwide, power companies are fissioning into companies that will distribute electricity and sell it to other companies that will generate power and compete to sell it.

## DNA DATABASES DEBATED

Expanding police powers to take DNA samples from anyone arrested for a crime could protect people wrongfully accused as well as catch the guilty, according to members of a Federal commission.

James Crow, a UW-Madison geneticist and vice chairman of the National Commission on the Future of DNA Evidence, is studying controversial calls for police databases of genetic fingerprints from anyone arrested, not just those convicted of a crime.

"DNA has been very useful not only for convicting the guilty but also for protecting the innocent," Crow tells Reuters wire service (March 1). "Databases in principle would help in that."

## TINY BUBBLES — OF EMBRYOS

The technique children use to blow bubbles has been borrowed by biologists to develop a method of freezing embryos that should work with a wide variety of animals. New Scientist (Saturday, Jan. 23) reports that bacteriology assistant professor Katrina Forest and UW-Madison colleagues hope their simple method of protecting embryos will work for many different species.

Instead of putting the fertilized egg in a container of freezing solution, they take a tiny nylon loop and dip it into the solution. This suspends a thin layer of liquid across the loop, just as a child suspends a soap solution to blow bubbles. The researchers then place one-cell hamster embryos in this thin film and dunk it into liquid nitrogen. This freezes embryos almost instantly.

Half the embryos survived to the blastocyst stage and were just as likely to develop to term as control embryos when implanted. No one has previously succeeded in getting hamster births from frozen embryos.

## TRADE BARRIERS POSSIBLE

The Bangkok Post (Feb. 20) reported on law professor Charles Irish's contention that the United States is highly likely to erect more trade barriers if its economy begins to decline. "A variety of protectionist legislation is expected to be introduced in the future," (spurred) particularly by American producers, environmentalists and labor organizations," says Irish, director of the East Asian Legal Studies Center.

He made his comments at a presentation in Thailand on American international trade policies and their effects on Thai industries.

The pressure also comes from U.S. labor groups who want laws linking trade to safe working environments worldwide, Irish notes.



Acad  
Staff

**NEWS BRIEFS FROM THE UNIVERSITY OF WISCONSIN-MADISON**

- o Bucky, other guests cap year of reading at Kennedy school
- o Social Security reform forum features UW speakers
- o Academic staff elect representatives

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**BUCKY, OTHER GUESTS CAP YEAR OF READING AT KENNEDY SCHOOL**

**CONTACT:** Craig Campbell, principal, Kennedy Elementary School, (608) 246-5060; Paul Ludden, UW-Madison biochemistry professor, (608) 262-9812

**MADISON --** Local celebrities will visit Kennedy Elementary School in Madison on Friday, March 26, to read to students and boost the school's efforts to emphasize the importance of reading.

A steady stream of local celebrity readers will spend time reading to students as part of the "Reading is Your Ticket to the Top" program.

Reading from 1-2 p.m. will be Paul Ludden, executive associate dean and professor of biochemistry at the University of Wisconsin-Madison College of Agricultural and Life Sciences. Ludden will read and discuss a book on cells to two third-grade classes.

Bucky Badger and the UW-Madison cheerleading squad will be on hand from 2-3 p.m., organizers say. Madison Police Chief Richard Williams and state literacy director Barbara Manthei kick off the day at an assembly at 8:30 a.m. Madison Mayor Sue Bauman, Fire Chief Debra Amesqua and local television personalities will be among the guest readers. Kennedy Elementary School is at 221 Meadowlark Drive on Madison's East Side.

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**SOCIAL SECURITY REFORM FORUM FEATURES UW SPEAKERS**

**CONTACT:** Steve Lederman, (608) 263-2458

A panel of speakers will present several viewpoints about reforming the nation's social security system Wednesday, March 24.

The forum is scheduled to start at 7 p.m. in Tripp Commons of Memorial Union on the UW-Madison campus. Panel members will debate the merits of each reform proposal and then open the discussion for questions from the audience. Panel members include professor Ken Mayer, UW-Madison Department of Political Science; professor Paul Menchik, Michigan State University; Larry Bulling, American Association of Retired Persons; and Carol Weidel, Wisconsin Federation of Teachers president.



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## ACADEMIC STAFF ELECT REPRESENTATIVES

The university's academic staff employees have elected two new members and re-elected an incumbent to the Academic Staff Executive Committee.

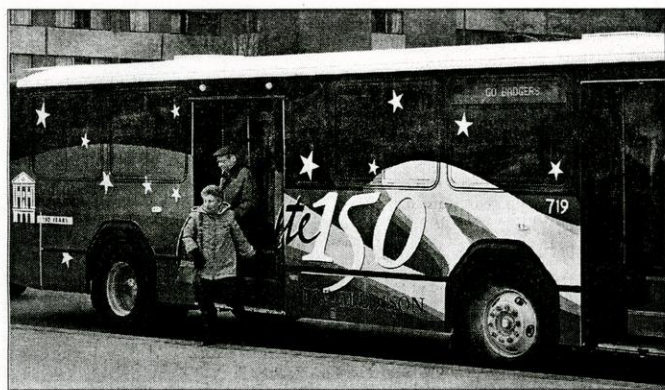
Lawrence Casper, Linda Newman and incumbent Esther Olson begin three-year terms July 1 on the panel that conducts the daily business of the Academic Staff Assembly. ASEC is the counterpart to the Faculty Senate's University Committee. The three join five current committee members. ASEC must also appoint a replacement for former member Mary Ruedinger, who left the university for another position.

Casper is assistant dean of engineering for research and technology transfer and also serves as associated director of University-Industry Relations in the Graduate School. Newman is a student services coordinator in the School of Education. Olson is assistant director of both the Physical Sciences Laboratory and the Synchrotron Radiation Center. She also is president of the Academic Staff Public Representation Organization, or ASPRO.

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## Community



A bus decorated with full-length decal celebrating UW-Madison's sesquicentennial debuts Monday on a campus route. Monday also marked the first day that Madison Metro's former L (UW Campus) Line was divided into Red, Blue and Green routes. UW-Madison students, faculty and staff can ride the new routes for free this week by showing bus drivers their university ID cards.

## Heed changes in campus bus routes

Weekday campus bus routes changed Monday: Madison Metro's L (UW Campus) Line has been revamped into Red, Blue and Green campus bus routes.

The Red route provides 20-minute circulator service between Memorial Union, Union South and the Southeast dorms via Bascom Hill, Dayton Street and Lake Street from about 7 a.m. to 6:30 p.m.

The Blue route provides direct service between Eagle Heights and Memorial Union via Union South at 10-minute intervals.

The Green route provides direct service between the Clinical Science Center and Memorial Union via Union South at 20-minute intervals. Fares will not change for any of the new routes.

UW-Madison students, faculty and staff can ride the buses for free through Saturday, Feb. 13, by showing bus drivers their university ID cards.

Schedules are available on campus buses; at Transportation Services, 124 WARF Office Building, 610 Walnut St.; and at the Visitor Information Place in the Memorial Union. Weekend and evening campus bus routes will not change and will be referred to on new bus schedules as the Combined Route.

Information about the changes also can be accessed on Transportation Services' web site at <http://wiscinfo.doit.wisc.edu/trans/>, or Metro's web site at <http://www.ci.madison.wi.us/metro/>. ■

## Arboretum gets \$1.2 million for expansion

A vastly improved experience for visitors is in store at the Arboretum, where two major gifts totaling more than \$1 million will enable construction of a new auditorium and other enhancements to facilities and programs.

■ An \$850,000 gift from Sally Mead Hands of Wilmette, Ill., will support construction of a new 250-seat auditorium and help fund the Arboretum's \$2.8-million capital campaign.

■ The Oscar Rennebohm Foundation, a long-time supporter of Arboretum programs, has contributed \$350,000 toward the auditorium. The gifts are among the largest ever received by the Arboretum.

The auditorium, which will feature high quality audio-visual capabilities and flexible seating, is designed to be a focal point of an expanded visitor center at the Arboretum. Other noteworthy features include a terraced entrance with a dramatic view of Curtis Prairie, exhibit space, a browsing library and a gift shop. Groundbreaking is scheduled for spring 2000.

"The auditorium will enable us to greatly improve and expand our programs for university, public and professional audiences, and to serve many more people than we can now with

our existing classroom space," says Arboretum Director Greg Armstrong. "With these exceptional gifts, we are now very close to realizing our campaign goal."

Hands, a UW-Madison alumna, says her longstanding interest in conservation issues led her to make the gift to the Arboretum. Her family's business, Consolidated Papers Inc., supports conservation programs.

The Rennebohm Foundation has long supported the Arboretum, funding the first ranger program in the 1970s and providing money for public education programs that now reach thousands of people each year.

With these two gifts secured, the Arboretum will continue to work with the UW Foundation to begin a public fund-raising campaign, which will encourage the community to help these improvements become a reality.

The new wing of the visitor center is one of three major goals of the Arboretum's capital campaign. Another is an extensive collection of plants native to Wisconsin.

The third element of the campaign is a comprehensive interpretive program designed to guide visitors to greater enjoyment of the Arboretum. ■

## Applicants sought for mentoring program

Participants are sought once again for the Academic Staff Mentoring Program.

Now in its third year, the program pairs up academic staff members to build relationships, reduce isolation and foster more involvement in shared governance. Organizers say the program also contributes to professional growth and helps create a greater sense of community at UW-Madison. There are currently 85 pairs in the program, and since its inception about 100 pairs have been matched. Many of the academic staff employees who were mentored in the first year of the program have become mentors.

The deadline to apply for the program is Feb. 24. An advisory committee will match staff members with mentors. Staff members set their own goals for the relationship and are expected to meet with their mentor at least two hours each month.

Applications and information about the program is available on the Internet at [www.physics.wisc.edu/people/mentor/](http://www.physics.wisc.edu/people/mentor/), or by contacting Steve Myrah, secretary of the academic staff, at 263-2985 or [myrah@mail.bascom.wisc.edu](mailto:myrah@mail.bascom.wisc.edu). ■

## Feed Bag deli opens in vet school

People on the west end of campus will finally get what they have been craving for some time: a deli of their own. On Friday, Feb. 12, Wisconsin Union food services will celebrate the grand opening of the Feed Bag, located on the 2nd floor of the Veterinary Medicine Building, 2015 Linden Drive.

The celebration will continue during normal deli business hours, 7 a.m. - 3 p.m.

"We will give away several prizes every hour in honor of the occasion," says deli manager Vicky McSherry, "and we'll be serving free samples and food at special prices."

The Feed Bag will sell gourmet coffee, fresh bakery goods, sandwiches, salads, desserts, snacks and drinks. Hot entrees are available from 11:30 a.m. - 2 p.m. Limited space precludes on-site seating, so the new deli will operate strictly as a "grab and go" enterprise.

During the grand opening, patrons will be able to set up Wiscard accounts using their UW IDs as a debit card. And every sixth cup of coffee will be free to customers who pick up the popular "Coffee Club" cards, which are valid at any union deli across campus.

Pete Behrendt, union deli division manager, expects good traffic. "People have really been starved on this end of campus for a close place to get some good food," he says.

The only eatery on campus from the old UW hospital to the new UW Hospital, the Feed Bag hopes to draw more than Vet School and clinic customers. They are expecting to serve students, faculty and staff from the Biotron, the ag school, the greenhouses, the WARF Building and the Natatorium, right across Parking Lot 69.

Five other delis operate on campus: the Deli/Sweet Shops in Memorial Union and in Union South, the Blue Chip Deli in Grainger Hall, the Ingraham Hall Deli, and the ICU Deli in the Medical Sciences Center. ■

## Assembly tables review plan

The Academic Staff Assembly tabled a proposal Monday to require annual performance reviews for the university's 5,300 staff.

The proposal would require supervisors to prepare written performance summaries each year for their employees. Supporters say the measure would help academic staff members, but others are concerned that mandatory written reviews carry a negative connotation.

The assembly did not set another date to consider the proposal. Barry Robinson, chair of the Academic Staff Executive Committee, says he intends to form a subcommittee to review and make revisions to the proposal. ■

## Notable

## Regents approve faculty hiring

The first round of the Sesquicentennial Hires program was approved Feb. 5 by the UW System Board of Regents.

The 32 new faculty positions will be financed entirely with gift money. At least half or more of the new professors could be hired and teaching by this fall in several key disciplines, including chemistry, computer engineering and religious studies.

Chancellor David Ward says the new positions signify his commitment to his biennial budget proposal, which calls for matching \$57 million in state funds and tuition revenue over four years with private gift money from alumni and donors.

Provost John Wiley told the board's Education Committee Feb. 4 that UW-Madison's plan to hire a block of new faculty with gift funds is believed to be the first of its kind in the country.

In other business, the board approved:

■ Two campus remodeling projects to be financed with housing revenue. One project will provide \$3.2 million in needed maintenance for Barnard, Bradley and Chadbourne halls. The other will install fiber optic cable in Eagle Heights apartments and University Houses for faculty and staff, at a cost of \$908,000.

■ An expansion of Camp Randall Stadium's Hall of Fame, using \$179,000 in gift funds. ■

## SECC tops 1998 goal

Contributions totaled \$2,120,693 for the recent State, University and UWHC Employees Combined Campaign of Dane County — nearly five percent above the symbolic silver anniversary goal of \$2,025,000 set by the campaign's administrative board.

Organizers credited volunteers and contributors for making the 1998 charity fund-raising effort the most successful in SECC's 25-year history. A total of 3,762 university and UW System employees gave \$895,656 to the campaign, with an average contribution of \$238. That is more than double the amount of the average contribution in most charitable giving campaigns. In addition, UW Hospital and Clinics employees raised \$86,430 for SECC. On the state side, 7,271 employees gave an average of \$156.44, totaling more than \$1.1 million. ■

## ISIS deadlines approach

As the transition to UW-Madison's new student records system moves closer to implementation, a university official overseeing the project is reminding the campus community of important deadlines.

The conversion to the Integrated Student Information System will begin March 5 and last until approximately March 31, according to ISIS Project Manager Ron Niendorf. During this period, data in the current system will be put on hold, and student records can be accessed but not updated.

Course additions and drops must be made on change forms available in deans' offices. The changes will be entered in the order they were received when the ISIS system comes online. Students are encouraged to resolve grade change issues or classification changes before March 1. Niendorf says this deadline is important for students completing scholarship forms.

Starting March 5, students will have to use paper forms to update postal or e-mail addresses or their expected graduation date at the A.W. Peterson Building, 750 University Ave. New information will be entered into the system after April 1.

Students and advisers will be updated through weekly mass e-mails from ISIS officials titled "En Route," that began last week. Information is also available on the ISIS web site at <http://www.wisc.edu/isis>. ■

## Flu season arrives on campus

Influenza season is here officially, now that the University Health Services and the Wisconsin State Laboratory of Hygiene have recently confirmed a case of influenza in a UW-Madison student.

So far this year, influenza activity has been relatively mild nationwide but cases are slowly increasing in Wisconsin. To help reduce the spread of influenza in the UW-Madison community, UHS provided flu shots to 5,100 students last fall.

"Still, we can expect to see more students come down with influenza, and for those who

do, it often means a week or more of missed classes and other activities," says Craig Roberts, UHS manager of community health.

Influenza is a brief, but often severe and highly contagious, respiratory infection. Symptoms typically appear 24-72 hours after exposure and are characterized by a quick onset of high fever, chills, headache, fatigue, cough and sometimes a sore throat. Uncomplicated influenza generally resolves itself within a week. Symptomatic treatment with rest, acetaminophen (for fever) and plenty of fluids are important to facilitate a prompt recovery. ■



Academy  
Staff

## BRIEFS

## REGENTS TO MEET FEB. 4-5

The UW System Board of Regents will meet Feb. 4-5 in Madison, but not at its usual location. The board's two-day meeting will be hosted by UW-Extension and will be held at The Pyle Center, 702 Langdon St. Committee meetings will take place Thursday, Feb. 4, and the full board will meet Friday, Feb. 5.

For more information, call the Office of the Secretary of the Board of Regents, 262-2324.

ENGINEERING FACILITY  
CLEARS FINAL HURDLE

The State Building Commission on Wednesday, Jan. 20 gave final approval for a major expansion of campus engineering facilities. The commission signed off on the \$52 million Engineering Centers Building, which will provide much-needed additional space for research, outreach activities and student organizations in the College of Engineering.

The project, to be located at Breese Terrace and University Avenue, also includes a parking ramp. The entire project is scheduled to be completed in 2002.

SEA GRANT MOVES  
TO GOODNIGHT HALL

Sea Grant Institute offices have moved to Goodnight Hall, second floor, 1975 Willow Drive, Madison, WI 53706-1103. The institute has a new fax number: (608) 262-0591. Phone numbers and e-mail addresses for all staff remain the same.

## SWEET SHOP EXTENDS HOURS

Sweet teeth, rejoice! The Sweet Shop at Union South has returned to its normal business hours: 7 a.m.-9 p.m., Monday-Friday; 10 a.m.-8 p.m., Saturday-Sunday. The Sweet Shop offers coffees, drinks, snacks and the ever-popular Babcock Hall ice cream. For more information, contact Mark Warren, 263-0437.

## Milestones

## Thomson to receive Golden Plate award

Scientist James Thomson has earned an American Academy of Achievement 1999 Golden Plate Award for his pioneering work in embryonic stem cell derivation and culture.

Thomson will join 25 new award recipients selected from diverse fields including business, politics, sports, arts and science. This prestigious achievement honor has been awarded since 1961. Past recipients include Neil Armstrong, Bob Hope, Helen Keller, Mickey Mantle, Audrey Hepburn, Jimmy Carter, Colin Powell, Bill Gates, Steven Spielberg and Michael Jordan.

Numerous Nobel Laureates, such as Linus Pauling, have also garnered the Golden Plate award. Among last year's recipients were Nobel Prize-winning chemist and UW-Madison graduate Paul D. Boyer.

Thomson's recent breakthrough in culturing

human embryonic stem (ES) cells outside the body brings researchers closer to the possibility of genetically engineering these early cells, capable of becoming any tissue in the body, for transplanting into diseased human tissues. Thomson's work first made headlines in 1995, after he had successfully maintained rhesus monkey ES cells in culture at the Wisconsin Regional Primate Research Center.

The academy is a Salute to Excellence program that annually brings together adult leaders from the great walks of life to share their wisdom and experience with 450 honor students from across the nation. The program culminates with the Banquet of the Golden Plate, where new inductees such as Thomson receive the Academy's Golden Plate Award. This year's banquet is scheduled for June 19 in Washington, D.C. ■

Distinguished psychologist  
Robert Goy dies at 74

Robert W. Goy, administrator, educator and pioneering investigator of the origins of sex differences in behavior, died Thursday, Jan. 14, from cardiovascular and metabolic complications. He was 74.

Goy was a professor of psychology and director of the Wisconsin Regional Primate Research Center at UW-Madison from 1971 to 1989.

"Bob's leadership and accomplishments helped greatly to advance the National Institutes of Health's Regional Primate Research Centers," recalls Center Interim Director and close friend Joseph W. Kennitz. "He helped launch the careers of many of today's leading primatologists. He has many colleagues and admirers around the world. He was a very caring person and we will miss him."

Goy was born in Detroit and received his undergraduate and doctoral degrees in psychology from the University of Michigan in 1947 and University of Chicago in 1953, respectively. He then joined the laboratory of W.C. Young at the University of Kansas.

He worked with noted primate psychologist Harry Harlow, succeeded Harlow as primate center director in 1971 and continued in that role for 18 years. Goy is survived by his wife, Barbara, of Madison, three children and seven grandchildren. ■

## Mosse memorial pending

Plans are pending in the Department of History for a memorial recalling the life and scholarship of George Mosse, the department's Emeritus Bascom-Weinstein Professor of Jewish Studies. Mosse died Friday, Jan. 22, from liver cancer.

An internationally recognized expert on European culture and the development of Hitler's final solution, sexuality and concepts of masculinity, Mosse was born in Berlin, Germany, in 1918. In 1938 he narrowly escaped Nazi persecution by fleeing to England. There, he studied at Cambridge University before emigrating to the United States in 1939. He received a B.S. from Haverford College in Pennsylvania and his Ph.D. from Harvard University. He joined the UW faculty in 1955.

After retiring in 1989, Mosse became the first J.B. and Maurice C. Shapiro Senior Scholar-in-Residence at the United States Holocaust Memorial Museum in Washington, D.C.

At UW-Madison, Mosse taught courses in European intellectual history and Jewish history.

Mosse was elected to the American Academy of Arts and Sciences in 1984, the Goethe Institute honored him in 1988, and he joined the circle of distinguished senior historians receiving an American Historical Association Award for Scholarly Distinction in 1997.

Mosse is survived by his life partner John Tortorice and a niece in California. ■

Oscar Mayer creates business  
scholarships for students of color

The Oscar Mayer Division of Kraft Foods Inc., has given the School of Business \$40,000 to recruit, retain and educate students of color.

The gift includes a \$15,000 scholarship for a graduate student in the field of marketing research, \$15,000 for undergraduate students in business, with the balance used by the school for developing and retaining students of color.

"We recognize the need to do more to attract and retain students of color, and scholarships of this magnitude can help immensely," Business School Dean Andrew J. Policano says. "I am delighted that Oscar Mayer has come forward to help us with this initiative, which is an important item on our agenda."

Robert Drane, Oscar Mayer vice president for new products, who is a guest lecturer at the School of Business, says Madison-area employers are finding it hard to recruit students of color to fill marketing and other positions. Oscar Mayer decided to join with the business school to try to change the situation by creating these scholarships.

"We hope other businesses in the area will join us in providing more financial assistance to encourage students of color to study at the UW-Madison School of Business," Drane said.

For information on how to apply for the scholarships, contact Bill Hébert Jr., academic advisor and minority student coordinator at the School of Business, 262-6199. ■

## Dancer puts appearances on hold



Li Chiao-Ping

Li Chiao-Ping, an associate professor of dance, has canceled for this season a concert scheduled Thursday, Feb. 11, at the Madison Civic Center.

Civic Center director Robert D'Angelo says the concert will be rescheduled for next season.

Li's leg and foot were injured Monday, Jan. 11, when the vehicle in which she was a passenger slid off an icy road and was hit by a truck. She is recovering in University Hospital.

D'Angelo says the Civic Center will send dance concert ticket holders a letter telling them how to get refunds. For more information, contact the box office at 266-9055. ■

## On Campus

## Input sought on academic staff workplace issues

If you are one of UW-Madison's 5,300 academic staff and are concerned about training, pay levels, workload and other issues, your ideas are being sought. The Academic Staff Workplace Issues Committee is seeking feedback on eight categories of concern from clinical workers, instructional staff, outreach employees, researchers and other academic staff.

The categories — accountability and evaluation; communication; compensation; employment culture; recognition; terms of employment; training; and workload — were compiled by the committee last fall. The ad hoc group was formed by the Academic Staff Executive Committee last spring to review workplace concerns. The categories are based on informal input from individual staff, members of the Academic Staff Assembly and other sources.

For more information, visit the workplace issues committee Web site at <http://www.wisc.edu/ohr/hrd/workplaceissuesbg.html>. The web site contains background on committee work and eight areas of discussion.

Academic staff can submit comments to committee members whose e-mail addresses are listed on the Web site. ■

## Energy Center hosts forum on energy research

Strides being made in energy research and development in Wisconsin will be shared at the second annual Energy Research Highlights Forum Tuesday, Feb. 9.

The forum, scheduled at Grainger Hall from 8 a.m.-12:30 p.m., will present current work from more than four years of collaboration between the university and the Energy Center of Wisconsin, a private nonprofit group.

Participants will also learn about developments in energy efficiency funding, changes to the UW-Madison Energy Analysis and Policy Program, and how to submit a proposal to the collaborative.

For information, contact Becky Punzel at 238-8276, ext. 20. ■

## Eagle Heights project receives state award

The Eagle Heights Community Center addition completed this past summer was one of two state remodeling projects honored for architectural design excellence Wednesday, Jan. 20, by the state Building Commission.

The Division of Facilities Development singled out eight state building projects for recognition in the 1998 State Building Program design and construction awards.

The \$1.85 million community center addition won a spot among them with its creative design on a restrictive site, says Larry Earll, project manager.

"It's a nice design, a functional building, cost-effective. There was a lot going for this project," says Earll, who nominated the project for the state award. "We do a lot of buildings in the state, so there's a lot of competition."

Architect Gary Oien of GO/A Architects, Inc., Middleton, accepted the award from the commission chaired by Gov. Tommy Thompson.

Among other highlights, Oien's design utilized natural light in each of the child-care program rooms, Earll says. The expansion added a large motor-skills area for children, food-preparation area, health clinic, computer and study area, and storage to the existing community center.

The addition was well-integrated into the existing building and allowed better separation of child-care facilities and administrative offices, Earll adds.

The community center is part of University Housing, which provides apartments to about 4,000 students and family members. ■

Wisconsin  
Week

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# Who knew?

Eileen Gilligan

**Q. I really like Bucky Badger and I'd like to find him on campus. Where should I look?**

**A.** Like many people on campus, Bucky has a campus phone number and an e-mail address. But whether you would reach him at either of those is another question.

A search of the e-mail directory turns up the following address: buckyb@students.wisc.edu. If you send Bucky a message there, he'll promptly write back with a message like this one: "Go Big Red! Sincerely, Bucky Badger." According to this directory, Bucky is a senior with no major. His home address is Bascom Hill, but he coyly lists his home phone number as the information directory.

If you want more of a personal touch, you might try the staff directory. There, his home address is listed simply as Winning Season, Apt. 1999. We certainly know that's located in Madison this year. His home phone number is 262-2222, but that is answered by the touch-tone registration system in the registrar's office.

Bucky's job is listed as "School Mascot," and he works at 1440 Monroe Street. That address may seem familiar to Badger sports fans: It's the athletic department office at Camp Randall Stadium. (It figures Bucky would be there, too.) His work phone number is 262-1440, but that's answered by the athletic ticket office at the Kohl Center. It makes sense that Bucky doesn't answer his own phone since we haven't ever heard him speak.

**Q. How come I couldn't go skating at the Shell last Thursday night?**

**A.** Because *Who Knew?* goofed when we published an item last issue that said the Shell was open for public skating at that time. The correct public skating hours are:

Monday, Wednesday and Friday:  
Noon - 1:10 p.m. and 5:30 - 7 p.m.  
Saturday: 1:45 - 3:15 p.m.  
and 7:15 - 8:30 p.m.

Sunday: 1:45 - 3:15 p.m.

Fees are \$2.25 for faculty and staff (who have paid the access fee), \$1.25 for UW-Madison students, \$2.25 for other students and \$3 for the general public. Skate rentals cost \$1.50.

## Send us your questions

*Wisconsin Week* publishes answers to questions of campus interest posed by faculty and staff. Eileen Gilligan, a project assistant in the Office of News and Public Affairs, takes your questions and seeks out the answers.

Send your question to  
*Who Knew?* c/o *Wisconsin Week*,  
19 Bascom Hall; or e-mail:  
wisweek@macc.wisc.edu.



## Future of West tied to saving the land

Brian Mattmiller from Anaheim, Calif.

The mythical road to riches in the American West has always been tied to a deeper coal mine, a bigger clear-cut, a greater take from the earth. But those boom-and-bust operations have produced more ghost towns than prospering ones.

The road to economic stability for the west today, argues a UW-Madison rural sociologist, is one that takes an ironic twist to the frontier axiom that "all wealth comes from the land."

William Freudenburg says western towns that are healthiest today are those that have stopped chasing new mines, smokestack industries and prisons and focused instead on the West's greatest asset, its natural beauty. Many rural towns have growing populations and revitalized economies built on promoting environmental quality.

"The new prosperity in the West is based on the region's natural beauty, rather than on tangible resources like coal, trees, cattle and sheep," says Freudenburg. "The only mining in these towns is mining the coins out of the pockets of tourists."

Freudenburg was part of a symposium on exploring the changing character of the American West Saturday, Jan. 23, at the American Association for the Advancement of Science annual meeting. A century after Frederick Jackson Turner's famous "frontier thesis," the West now faces a riding tide of challenges, including relentless development, battles over public land and environmental blight. The symposium focuses on the interior West composed of eight states of the Great Basin and Rocky



Vistas, such as this one in the Pacific Northwest, draw visitors to the region. Tourism and service industries will help the American West thrive in the future, a UW researcher says.

Mountains. From 1980 - 1990, the population in these eight states (from Arizona and New Mexico north to Montana and Idaho) has increased 20 percent, twice the national average.

One telling example of change is Kremmling, Colo., a town of about 2,000 people, an hour's drive from Steamboat Springs. For decades, its citizens saw industries such as sawmills as the surest route to prosperity. But that all changed about a decade ago, when the last timber-related industry shut down.

"A lot of people expected the town to dry up and blow away," Freudenburg says. But within a few years of the plant closing, the town's population was growing. People moved there because of its mountain scenery and quality of life, and

relatively lower costs than nearby Steamboat Springs.

Freudenburg says thriving towns not only have tourism, but an influx of retirees and a growing service economy. New businesses such as software development and consulting can be based anywhere, and people are choosing small towns with gorgeous views.

Freudenburg says one of the biggest enemies of the West is the frontier mentality itself. It's captured in the vernacular of the region, in phrases like "you can't eat the scenery" and "next-year country."

"We're becoming prisoners of our perspectives that are rooted in the time of Frederick Jackson Turner," Freudenburg says. "That era may have died, but the logic of the frontier still hasn't." ■

## Research describes human origins debate

Terry Devitt from Anaheim, Calif.

Common wisdom holds that Charles Darwin's *Origin of Species* was the spark that ignited the debate — often cast as religion versus science — about human origins. But when Darwin's revolutionary work was first published in 1859, the intellectual and spiritual controversy that colors nearly any discussion of where humans come from was already a two-decade-old phenomenon in the United States.

G. Blair Nelson, a UW-Madison graduate student in the history of science, speaking here last week at the annual meeting of the American Association for the Advancement of Science, describes a rich pre-Darwinian tradition of controversy over human origins.

The debate included such notions as different races having different origins, and the belief that Adam and Eve were not necessarily the first humans, but the first Jews or Caucasians, leaving the door open for the existence of prebiblical humanity.

"There were many different versions of these ideas," says Nelson, and some were used to prop up notions of white supremacy after the Civil War. Others, proto-fundamentalists, for example, used these ideas to reconcile their beliefs with an emerging fossil evidence that suggested a prehistoric, prebiblical lineage for humans.

After the Civil War, Darwin's theory exerted an influence that tended to shut down these debates, but some carried over into the early 20th century, Nelson says. ■

## Assembly to vote on mandatory reviews

Erik Christianson

A proposal to institute performance reviews for the largest group of UW-Madison employees appears poised for passage in the Academic Staff Assembly next month.

The assembly on Monday, Feb. 8, is scheduled to vote on a plan to require written, annual summaries of job performance for the university's 5,300 academic staff. The proposal, however, dictates that the actual review is not limited to the traditional sit-down meeting between employee and supervisor — a concession to staff who protested an earlier version of the measure.

Those who had raised concerns say mandatory performance reviews can carry a negative connotation. But supporters say the provision is intended to help, not hinder, academic staff.

Ann Wallace, chair of the Personnel Policies and Procedures Committee, says performance reviews are already utilized with classified staff, who are evaluated each

year, and faculty with post-tenure review. Some academic staff employees are reviewed annually as well, with many of those reviews linked to merit raises.

Wallace says that annual documentation of job performance is important for employees and supervisors. Expectations can be clearly stated, and both special accomplishments and areas needing improvement can be noted.

"Performance reviews are not to be viewed as punitive but rather to facilitate communication with an emphasis on the positive," says Wallace, the School of Education's administrative officer.

An academic staff employee's performance will be deemed "at least satisfactory" if a supervisor does not write an annual summary and put it in the employee's personnel file, according to the proposal. Some supervisors already address employee job performance in annual reappointment letters, which could be used to meet the new requirement.

Char Tortorice, UW-Madison's associate director of testing and evaluation services, had been opposed to mandatory reviews. But the new language allowing many types of performance evaluations assuaged her.

"Various types of ongoing communication between employees and their supervisors of the sort described in the new language as acceptable performance reviews is just good daily management," she says.

The Academic Staff Executive Committee did not take a position on the performance review proposal because it does not want to influence the assembly, says Barry Robinson, ASEC chair. He predicts passage in the assembly. "People are much more comfortable with the language," he says.

Once the assembly adopts the proposal, Chancellor David Ward and then the UW System Board of Regents would review and approve the measure. Implementation would occur later this year. ■

*Academic Staff*



## BRIEFS

AMERICAN FAMILY ENDOWS  
BUSINESS SCHOOL SCHOLARSHIPS

American Family Insurance has created an endowed scholarship fund for students majoring in insurance-related disciplines at the School of Business.

American Family is contributing \$84,000 to create a fund in honor of one of the company's chief executive officers, both UW graduates: Herman Wittwer, who founded the company in 1927 in Madison, and John O. "Pete" Miller, who served as chairman and CEO from 1977 until 1982. Both are now deceased.

The American Family Insurance Scholarships in Risk Management and Insurance Fund will support annual scholarships of \$2,000 or more for undergraduate or graduate students.

"We are pleased American Family has created this fund because it assures that we will be able to offer the scholarships to students far into the future," says Business School Dean Andrew Pollicano. Administered through the UW Foundation, the American Family Insurance scholarships will be available for the 1999-2000 school year.

UW HOSPITAL REHAB SERVICES  
RE-ACCREDITED BY COMMISSION

Adult rehabilitation services at UW Hospital and Clinics have been re-accredited by the Rehabilitation Accreditation Commission (CARF), the nation's authority in accreditation for medical rehabilitation, behavioral health and employment, and community support services.

The hospital was accredited in comprehensive inpatient rehabilitation services and in occupational rehabilitation for outpatients. The accreditation marks the sixth time the three-year accreditation has been awarded to the hospital by CARF.

## APPRECIATION AND RECOGNITION

An open house for longtime UW-Madison employee Virginia Zwickey, who retired Dec. 31, is scheduled Thursday, Jan. 21, from 2:30-3 p.m., at the UW Student Job Center, 432 North Murray St. A reception follows at the Red Gym, "On Wisconsin" Rooms B & C, 4-5:30 p.m. For information, call Dick Corbett, 263-8653.

## Milestones

## Mike Dori, campus computer network guru, retires after 32 years

In the span of a generation, Mike Dori helped move campus computing from the age of electronic dinosaurs through the advent of the Internet to today's desktop computing environment.

After 32 years of working at UW-Madison's various computing entities, Dori retired Dec. 30.

Campus leaders say Dori had a major impact on the transformation of data processing on campus. He started back when bulky mainframes ran only batch jobs, moved to creating the time-sharing environments of the Sperry 1100 and Dec Vax VMS computers, and brought the first Internet connections to campus users through inter-building networks.

As head of the Department of Information Technology's Network Engineering Group since 1993, Dori has overseen a budget of more than \$1.5 million and coordinated initiatives to provide more technology to students.

Dori coined the name "WiscWorld" for a suite of programs that provide access to electronic mail and the Internet for all UW-

Madison students and staff. And he was instrumental in devising a dial-up system to allow students and staff access to campus computers from their homes or other remote locations. Today, the system boasts more than 1,300 access lines, many allowing top-speed 56K modem service.

With fellow campus computing leader Tad Pinkerton, Dori organized a statewide effort to extend the Internet to other educational institutions in Wisconsin. The resulting network and non-profit organization is called WiscNet.

Since the early 1980s, the quality of UW-Madison's data network services has put the institution in the top tier of universities. While timely additional investments have made these developments possible, Dori made the technical judgments and other decisions necessary to make the network successful.

To ensure a smooth transition, Dori's replacement already has been named. Perry Brunelli formerly headed network services for the Medical College of Milwaukee. ■

## DeLuca named medical school's dean for research and graduate studies

Paul DeLuca, Department of Medical Physics chairman, has been named associate dean for research and graduate studies at the Medical School.

"We chose Paul for this important leadership position because he has a deep understanding of the Medical School's research mission, its current priorities and the needs of our faculty," says Philip Farrell, dean of the school. "He has demonstrated a strong commitment to enhancing the basic, clinical and translational research programs we support."

In his new role, DeLuca will focus on strengthening "infrastructure" functions that support the research enterprise, such as improved grant notification systems, computational services and animal care facilities, and better access to expensive equipment. He also plans to develop streamlined start-up procedures to make it easier and more attractive for faculty who may not be familiar with the details of conducting research.

"UW is a tremendously strong research institution," DeLuca says. "I want to help make sure we enhance that excellence."

In the area of graduate education, he plans to develop a more coordinated, school-wide process for recruiting graduate students. And additional stable sources of vital funding for graduate students will be a top priority.

For 12 years, DeLuca has been head of medical physics, which features a long tradition of interdisciplinary research and has produced graduates who have assumed top leadership positions in the field. His federally funded research deals with the use of high-energy particle beams for radiation therapy. He's studied the radiation effects of fast neutrons and ultra-low-energy photons on cellular systems, and he invented and refined new technology to measure radiation. He earned a bachelor of science in physics from LeMoyne College and a doctoral degree in nuclear physics from the University of Notre Dame.

UW faculty to study abroad  
under Fulbright fellowships

Three UW-Madison faculty members will study abroad this semester under fellowships from the Fulbright Foundation:

■ B. Dean Bowles, professor of educational administration, will travel to Vidzemes University College in Valmiera, Latvia. He will teach public administration and American government, mentor new faculty, advise on issues of program and curriculum development, and advise on college management and planning.

■ Edgar L. Feige, professor emeritus of economics and a specialist in the underground economy, will work this semester in Croatia.

■ Michael J. Havey, associate professor of horticulture, will collaborate with scientists at the University of Warsaw, Poland, in introducing foreign DNA into plants in an effort to reintroduce the wild cucumber.

In addition to the three UW-Madison faculty, visiting scholar Milan L. Hauner also received a Fulbright Fellowship. He had been based in the Department of History and will spend this semester in Germany. ■

## Ryff named Aging Institute head



Carol Ryff

Psychologist Carol Ryff has been named director of UW-Madison's Institute on Aging, a 25-year-old center devoted to medical and social research on adult life.

Ryff, who served as interim director of the institute since 1995, has been on the UW-Madison psychology faculty since 1985. In announcing the appointment, Graduate School Dean Virginia Hinshaw said Ryff has the skills and enthusiasm necessary to build on the institute's interdisciplinary mission.

"I'm really delighted that Carol has accepted this position," Hinshaw said. "I certainly anticipate that the institute will play an increasingly important role in research and education as our society 'ages' into the next century."

Ryff said the demographics of aging will make the institute's research programs more relevant than ever. In 1900, only one in 25 Americans was age 65 and older. By the year 2000, Ryff said the number will jump to nearly one in every five Americans. ■

## On Campus

## Three diversity plan hearings scheduled on campus

UW-Madison's proposed plan to increase diversity over the next decade will be the subject of three upcoming public hearings.

The first hearing for the Plan 2008 draft report is Jan. 26 from 4:30-6:30 p.m. at Memorial Union. Two other hearings are scheduled for Feb. 2 from 2:30-4:30 p.m. in Bascom Hall and Feb. 3 from 2:30-4:30 p.m. in Union South.

Plan 2008 is the UW System Board of Regents' initiative to increase faculty, staff and student diversity on all UW campuses in the next 10 years. Each UW campus is assembling a response to the UW System proposal.

The UW-Madison Plan 2008 draft report will be posted on the Internet at: [www.news.wisc.edu/misc/plan2008/](http://www.news.wisc.edu/misc/plan2008/)

The Faculty Senate will review the diversity plan at its Feb. 1 and March 1 meetings. The Academic Staff Assembly and Associated Students of Madison, the UW-Madison student government, will also review the plan early in the spring semester.

The UW campuses must present their plans to the UW System administration by April 15, with a Board of Regents review scheduled for June. ■

## Search to begin for secretary of the academic staff

A search and screen committee has been established to select a new secretary of the academic staff. A new secretary is expected to begin working on or around July 1 and will succeed Steve Myrah.

The Academic Staff Executive Committee appointed the search and screen committee last month. Members are Emuye Asfaw, Jane Bannerman, Eden Inoway-Ronnie, Cathy Middlecamp, Barry Robinson, Mary Ruedinger, Don Schutt, Char Tortorice and Ann Wallace. Chairing the committee is Bill Steffenhagen. For more information, contact the Office of the Secretary of the Academic Staff at 263-2985. ■

## Code of conduct forum set for Jan. 26

UW-Madison will hold its second public forum Jan. 26 on a proposed code of conduct for manufacturers of university apparel and other merchandise.

The forum will start at 7 p.m. in the Roundtable Room on the third floor of the Memorial Union, 800 Langdon St. Members of the university community and the general public are encouraged to attend. Casey Nagy, executive assistant to Provost John Wiley, will moderate.

Copies of the code will be available at the forum. The code also can be reviewed on the Internet at: <http://www.news.wisc.edu/misc/code.html>.

The first public forum, held on campus Dec. 10, drew about 40 people, mostly students.

The code of conduct proposes standards for working conditions, employment, compliance, disclosure and corrective action. It was developed by a task force of 14 concerned universities, including UW-Madison, that contract with The Collegiate Licensing Company. The CLC oversees the use of trademarks on clothing and other items for more than 170 universities.

Nagy, a task force participant, says the task force's goal was to create a code that could be supported by CLC-member institutions and ultimately by colleges and universities nationwide.

CLC institutions have until Feb. 1 to comment on or endorse the code. The task force will reconvene after Feb. 1 to review suggested changes. For more information, contact Nagy by e-mail: [cnagy@mail.bascom.wisc.edu](mailto:cnagy@mail.bascom.wisc.edu). ■



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Porter Butts Gallery. It features 36 works by artists from throughout the country, representing diverse artistic styles, techniques and media from the Renaissance to Pop Art. The exhibition is co-sponsored by the Division of Information Technology, Associated Students of Madison and Student Information Technology.

**CARNIVAL CELEBRATION: Saturday, Feb. 15, 8 p.m.-2 a.m., Union South.** The grandest festival of them all to coincide with the traditional, and occasionally wild, Carnival celebrations of Brazil. Free music, Games Room specials and Red Oak Grill food specials are just some of the activities planned. Scheduled events include:

8-10 p.m.: Jake Donze, acoustic guitar, Red Oak Grill; Tarot Card Reading, Copper Hearth; Samba Dance Lessons, Room 302.

10-11 p.m.: Comedysportz, Red Oak Grill.  
10 p.m.-2 a.m.: dmf Anti-Valentine's Dance, Room 140 (non-toxic, techno, industrial dance environment); Chicago Samba School, Martin Luther King Lounge; free live music with "Mama Digdowns Brass Junction."

**VARSITY BAND CONCERT: April 10, 11 and 12, 7:30 p.m., Field House.** The University of Wisconsin Bands will present the 23rd Annual Varsity Band Concert. This will be the official "farewell to the Field House." Tickets will go on sale on Monday, Feb. 17, at the UW Athletic Ticket Office and the Vilas Hall Box office. Mail-order ticket applications are also available at these locations. For information call 263-1896.

**THE ART OF SMALL TALK: Thursdays, Feb. 20 and 27, campus, 6-9:30 p.m.** Learn how to start a conversation while meeting new people at this Union minicourse. Call 262-3156 for more information or to register.

## Learning

CLASSES • LECTURES • SEMINARS • CONFERENCES

**MASA LUNCHEON: Wednesday, Feb. 19, 11:45 a.m., University Club.** Sponsored by the Madison Academic Staff Association. Features State Senate Majority Leader Chuck Chvala, speaking on the state and university budget for the next biennium. Reservations are \$7 and can be made with Julie Johnson at the University Club or by e-mail: julianne.johnson@mail.admin.wisc.edu.

**UNLEARNING RACISM: March 13-14, 8:30 a.m.-4:30 p.m., Wisconsin Center.** A UW-Madison outreach workshop on confronting individual and interpersonal racism. Will examine attitudes and actions that may unwittingly support institutional racism, the dynamics of power and privilege, and ways to create pluralistic organizations. The instructors are Kathy Germann, a consultant in cultural sensitivity and conflict resolution, and Brenda Rodriguez, a training specialist in diversity education. The cost is \$160. Call 263-4431.

**EXPLORING SPIRITUAL ENERGY: Thursday, March 6, 9 a.m.-4 p.m., Lowell Hall.** A one-day Health and Human Issues workshop designed to help participants explore the realm of spiritual energy. Uses guided imagery and movement to explore laws of energy, thought and interactions with the environment. Beverly Crane, who counsels and conducts programs in personal and spiritual growth, will lead the workshop. The enrollment fee is \$75. Call 263-4431.

**THE MEDIEVAL WORLD: PARIS AND CHARTRES: Thursdays, Feb. 20-March 13, 7:30-8:45 p.m., A four-part Continuing Studies slide/lecture series that focuses on the city of Paris from the 12th through the 15th centuries. It will look at various aspects of urban life and several major religious and secular buildings. Instructor is Jane Schlenker. Cost \$25. To register call 262-2451.**

**ITALIAN: BEGINNING 2: Tuesdays and Thursdays, Feb. 27-April 3, West High School, 7:15-8:45 p.m.** Liberal Studies language and culture class stresses conversation in Italian in a variety of situations. Review of Italian grammar and vocabulary is also emphasized. For information call 262-7389. To register call 262-2452.

**FATHERS AND SONS IN HISTORY: Mondays, March 31, Wisconsin Center, 7:30-9 p.m.** This Continuing Studies slide/lecture series will study Frederick William and Frederick the Great; Peter the Great and Alexis of Russia; Phillip II and Don Carlos of Spain; Paul I and Alexander I of Russia; and Suleiman and sons Mustafa, Bayezed and Selim of the Ottoman Empire. Instructor is Robert Schacht. Cost: \$8 per lecture or \$37 for the series. To register call 262-2451.

**MULTIMEDIA FAIR USE VIDEOCONFERENCE: Thursday, Feb. 20, noon-2 p.m., 1610 Engineering Hall, noon-2 p.m.** "Fair Use Guidelines for Educational Multimedia: The Final Document" is a follow-up to last year's "Multimedia Fair Use Guidelines" video conference. This year's program will present information on the fair use guidelines developed by the Consortium of College and University Media Centers (CCUMC) in cooperation with educational associations, propriety groups and the U.S. Copyright office. Presenters include: Mary Lever-

ing, assistant registrar, National Copyright Programs, U.S. Copyright Office; Lisa Livingston, Chair CCUMC Government Relations and Public Policy Committee; Donald Rieck, Executive Director, CCUMC; Carol Risher, vice president, Association of American Publishers; Judy Saffer, assistant general counsel, Broadcast Music, Inc., and president, Copyright Society of the United States; Bernard Sorkin, senior counsel, Time Warner, Inc., and representative for Creative Incentive Coalition and Motion Picture Association of America; and Joann Stevens, vice president, Association of American Colleges and Universities.

## Etc.

ANNOUNCEMENTS • OPPORTUNITIES

### DIAL MESSAGE OF THE WEEK:

Feb. 10: #3250: Overeaters Anonymous  
Feb. 17: #3340: Preparing for and Taking Exams

Call DIAL, 263-3100

gopher://gopher.adp.wisc.edu:70/11/brouse/METACACDI

DIAL help-line recorded messages, sponsored by the Campus Assistance Center, are accessible 24 hours a day by calling 263-3100 and entering the four-digit code of the message you wish to hear. By rotary phone, you can dial the CAC at 263-2400 and request the messages by number. Messages are available on WiscINFO, in the General Campus and Community Information folder.

**UW SUMMER BULLETIN/TIMETABLE:** The 1997 UW-Madison Summer Bulletin/Timetable, listing all summer classes offered on campus, is currently available at all major campus information centers including both unions, the Campus Assistance Center, the Peterson Building information desk and the Division of Continuing Studies, 905 University Ave. Copies are also available at Dane County public libraries. To request a copy be mailed to you, call 262-1156 or fax 265-4555.

## ADVISORS

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appear two-dimensional, but when you see them operating outside the classroom, there's this depth that suddenly is added that you don't always have. Because they're not trying to impress you for a grade, you see the fullness of them, so you could understand your B and A students more," she says.

Judy Manning, professor of microbiology and immunology, says she has had more immediate contact with students working with the Immunology and Microbiology Club than as an undergraduate advisor and lecturer.

"Working with the club gets rid of the notion of a huge research institution and the impersonality of it," she says. "What the club does is it allows you to know the students and gives you a family-type atmosphere."

Since it started two years ago, the microbiology and immunology club has doubled in size. Manning attributes the growth to her department's support.

"Our club has served as a funnel between faculty and our undergraduate majors," she says. "We feel as though students find us very user friendly, but the club furthers that user-friendly atmosphere. It serves as a vehicle for contact with students."

While some faculty cite a lack of time as a concern, Reeves says advising, which can be considered as part of the public-service component in tenure reviews, can be a gratifying addition.

"If faculty have any extra time, I would suggest advise a student group as opposed to joining more committees," she says. "It's public service, and I think it's more fulfilling. It's another side of the university."

Reeves also suggests faculty and staff need not limit themselves to groups in their field. "My experience is that students are dealing with a lot of life matters and life questions," she says. "We could bring those life experiences as answers, and it doesn't have to be in our area. Students are so grateful just to have faculty and to see that we care."

Sheppard says prospective advisors can find descriptions of each student organization and what it needs from an advisor on the Student Organization Office Web site (<http://www.stdorg.wisc.edu/soo/webpages/advisor/advisor.html>). She also encourages faculty and staff to call her directly (265-2407) to discuss advising opportunities.

# Ready-made support group

Academic-staff mentors lend help to new and old

Erik Christianson

When Jean Meyer Buehlman began working in University Housing 23 years ago as a limited-term employee, it took her awhile to learn the culture of UW-Madison.

"I had never worked on a university campus before. It was a whole new world to me," says Meyer Buehlman, now an instructional program manager in the Department of Physics who is serving as chair of the Academic Staff Mentoring Advisory Committee.

Knowing that working in a university setting can sometimes be a challenge, Meyer Buehlman is helping form a mentoring program for both new and experienced academic staff.

"This is for the scientist, the lecturer, for any academic staff," she says.

The need for such a program is great, she says. With approximately 5,500 academic staff — about 25 percent of the university workforce — holding one of 1,000 different titles across campus, there is much diversity — but also much isolation — among staff, she says.

The mentoring program is designed to build networking relationships, teach staff about the university culture and encourage involvement in academic staff governance. Organizers hope the program will help staff feel more connected to the university and serve as a model for other educational institutions.

The pilot mentoring program will begin this spring by pairing 30 to 50 academic staff with veteran academic staff who will serve as mentors. The pilot will run through the 1997-98 academic year.

Staff will be paired with mentors based on mutual interests and will be expected to devote at least two hours a month to the program. Specific activities are for staff member and mentor to decide. Staff not selected for the pilot program will be able to participate in the regular program once the pilot ends.

The effort to form the program began about two years ago and accelerated six months ago when Betsy Draine, associate vice chancellor for academic affairs, asked the Academic Staff Executive Committee to form an advisory panel to examine career

## How to get involved

Apply by contacting Steve Myrah, secretary of the academic staff, at 263-2985 or by e-mail at [myrah@mail.bascom.wisc.edu](mailto:myrah@mail.bascom.wisc.edu). Brochures can also be picked up at 270 Bascom Hall. Deadline is Feb. 28.

Attend a mentoring program brown bag lunch sponsored by the Professional Development and Recognition Committee on Feb. 17 at noon in Memorial Union.

Visit the program's home page on the World Wide Web at <http://www.physics.wisc.edu/people/mentor/>.

ladders and mentoring.

The panel last fall recommended the creation of the mentoring program, using a developmental checklist from *Mentoring Revisited: Making an Impact on Individuals and Institutions* by Marie Wunsch, UW Centers provost and vice chancellor of academic affairs.

"There's very little bureaucracy and very much person-to-person support in this program," says Draine while praising the advisory committee's work. "This program has tremendous potential to build individuals and provide the conditions for people to do their best work and grow while doing it."

Some mentoring programs already exist on campus, including one in the Department of Family Medicine at the UW Medical School; the Women Faculty Mentoring Program; and the New Colleagues Program in the General Library System.

Draine and Meyer Buehlman say the academic staff mentoring program fits well into Chancellor David Ward's vision to cultivate a stronger community spirit at the university by taking advantage of its greatest resource — people.

"I think mentoring is one of most important strategies that people on campus can use to maximize human resources," Draine says.

"We would like to create an environment where this becomes the norm, where wanting a mentor is expected," adds Meyer Buehlman.

## CONGRESS

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education proposals as the centerpiece of his Feb. 4 State of the Union address.

This emphasis on higher education and research funding, albeit still early in the process, could bode well for universities, says Rhonda D. Norsetter, special assistant to the chancellor for federal relations.

"There's a long way to go in the legislative and budget process before we know how much funding we'll get, but it's significant to have bipartisan support," says Norsetter, who is closely monitoring activity in Washington for UW-Madison. "The challenge will be to work toward these goals in a fiscally constrained situation."

Those fiscal constraints come from the desire of congressional Democrats and Republicans and the White House to balance the federal budget by 2002 while maintaining funding for Social Security and Medicare, two programs over which Congress has very little spending authority.

Among the higher education and research proposals introduced this year in the 105th Congress, according to the Association of American Universities:

- Senate Bill 1, introduced by the GOP leadership, would establish tax-free savings accounts to pay for college; restore the ability to deduct interest from student loan payments up to \$2,500 a year during the first five years the loan is paid off; and make payments from federal work-study tax-free.

- Senate Bill 2, also introduced by the GOP leadership, would allow tax- and pen-

alty-free withdrawals from Individual Retirement Accounts for educational costs.

- Senate Bill 12, offered by Democrats, would create a refundable \$1,500 tax credit for the first two years of college for high school students with a B average and no drug convictions, and allow the deduction of up to \$10,000 for higher education costs. Taxpayers would have to choose between the two provisions during their first two years of college. This bill would also restore the ability to deduct student loan interest.

- Senate Bill 14, also a Democratic measure, would allow tax-free and penalty-free IRA withdrawals for college costs.

- Sen. Connie Mack, R-Fla., has introduced Senate Resolution 15 to double NIH funding by 2002. Sen. Phil Gramm, R-Texas, has introduced Senate Bill 124 to double non-defense research and development spending by 2007 at several agencies, including NIH, National Science Foundation, and the departments of Agriculture, Education and Energy.

Among the education measures proposed by President Clinton:

- Increase need-based Pell Grants from \$2,700 to \$3,000, adding \$1.7 billion to the program for federal fiscal year 1998.

- Cut fees for the Stafford subsidized loans, unsubsidized loans and PLUS loans and set lower interest rates while a student is in school.

- Make tax credits available to more middle-class families based on family structure and tax burden.

- Give \$1,000 to every high school senior who graduates in the top 5 percent of their class, at a projected cost of \$132 million.



## NEWS &amp; NOTES

■ **'Open return' program begins at libraries** — Starting this semester, faculty, staff and students who have borrowed books from a UW-Madison library may return them to any of 27 campus libraries as part of a new "open return" program.

Borrowers are still responsible for returning books on time. When books are returned, a tracking system essentially stops the clock and freezes the fine for those that are overdue.

Participating libraries include: Art; Biology; Business; Chemistry; College; Demography; Geography; Geology; Instructional Materials Center (IMC); Land Tenure Center; Law; Library and Information Studies; Math; Memorial; Middleton; Music; Pharmacy; Physics; Plant Pathology; Primate; Schwerdtfeger; Social Science Reference; Social Work; Steenbock; Water Resources; Wendt; and Weston. The Historical Society Library cannot participate since it does not use the system for tracking books.

Some types of material must still be returned to the library from which they were borrowed. These include: audiovisual materials, such as maps, sound recordings, and videotapes; items on reserve; bound and unbound journals and periodicals; and material with loan periods of seven days or less.

For information about the program, contact Van Gemert, head of User Services, 166C Memorial Library, 262-0950 (E-mail: vangem@mac.wisc.edu).

■ **IBM grant brings supercomputer to campus** — UW-Madison has received a \$1.2 million Shared University Research (SUR) grant from IBM for a new supercomputer. UW-Madison was one of 25 research institutions selected to be part of SUR.

Selected faculty in the Biochemistry, Chemistry, and Mathematics departments and the College of Engineering will begin using the IBM SP2 supercomputer in research early this year. The SP2 is a high-speed, distributed parallel processor that can handle projects that would take days or weeks to run using desktop computers.

"It's big enough and fast enough to do things that are not possible with workstations," says Mark Luker, chief information officer for the Division of Information Technology (DoIT).

Initially, use of the SP2 will be limited to four researchers selected by IBM, with DoIT housing and monitoring operations of the machine. A faculty steering committee, chaired by Greg Moses, associate engineering dean, is overseeing use of the SP2. Committee members include Amir Assad, Mathematics; Juan de Pablo, Chemical Engineering; John Markley, Biochemistry; Terry Miller, Graduate School; Miron Livny, Computer Science; Chris Rutland, Engineering; and Luker.

The grant was the second phase of a SUR grant. Last year, IBM granted \$50,000 workstations to a number of researchers on campus, who will in turn use the SP2 to further pursue their research.

■ **Med Flight gets satellite system** — Officials from the Federal Aviation Administration (FAA) last week awarded UW Hospital and Clinics the nation's second Global Positioning System (GPS), which uses information obtained from 24 satellites located 11,000 miles above the earth to provide Med Flight, the hospital's helicopter transportation service, with extremely accurate information.

Med Flight will now be able to respond to more medical emergencies and arrive more quickly at the hospital despite certain poor weather conditions.

The hospital and Med Flight received the designation following completion of a series of flight tests. Test results will serve as the basis for a national model for developing GPS. About 50 hospitals nationwide with critical care services have applied for GPS designation.



## UW-Madison grad named Rhodes Scholar

James Wall, a 1993 graduate of UW-Madison, has been named a Rhodes scholar, one of only 32 Americans chosen for the prestigious scholarship. Rhodes scholars receive full scholarships at Oxford University in England for two years, with the possibility of a third year.

Wall, one of 1,200 Americans considered for the honor, will enroll at Oxford next fall to study politics, philosophy and economics. Wall was raised on a dairy farm about 20 miles south of Green Bay in Askeaton. He was valedictorian of the Class of 1989 at Wrightstown High School. At UW-Madison he earned a 4.0 grade point average, was elected to Phi Beta Kappa as a junior and was chosen one of the top three undergraduates in the College of Letters and Science. He also was co-president of the Wisconsin Student Association, UW-Madison's former student government. After graduation in 1993, Wall worked as an intern in Vice President Al Gore's office for a summer. For the past year he has worked on the staff of state Sen. Chuck Chvala.

Past Rhodes scholars at UW-Madison include Wade Dyke, son of former Madison Mayor Bill Dyke and now director of the Governor's Office for Work Force Excellence in Wisconsin, chosen in 1980; William Cronon, a history and environmental studies professor at UW-Madison, in 1975; and U.S. Sen. Russ Feingold (D-Wis.), in 1974.

■ **Land Tenure Center receives grant** — The Ford Foundation recently allocated \$75,000 in grant funds to support the development of a North American Land Tenure Program within the Land Tenure Center. The center's work focuses on issues related to resource tenure, agrarian reform, and related institutional aspects of rural development and resource tenure. Established in 1962, the center works primarily in third world countries, although it has recently expanded its work into Central and Eastern Europe, and Russia. The Ford funds will support several planning activities leading to a full-scale program that will study land tenure issues in North America.

■ **Lung transplant program certified** — UW Hospital and Clinics' lung transplant program has received full national certification from the United Network for Organ Sharing (UNOS). The certification means that the program meets certain criteria for the number of successful transplants performed, as well as physician and staff experience. As of Dec. 14, 28 lung transplants had been performed since 1988, with a 92 percent patient survival rate.

■ **Lathrop Drive temporarily closed** — Due to the Law School construction project, Lathrop Drive has been temporarily closed to all traffic. It is scheduled to open in early February. Construction area entrance gates on the east and west ends of Lathrop Drive are designed for emergency and construction use only. Please direct questions or comments to Jim Lee at 265-5145.

■ **Departments list on WiscINFO** — The most up-to-date version of the Departments list from the *Staff Directory* is on WiscINFO in the folder, Directories of People, Organizations and Services. The list is revised quarterly. Changes, in writing, should reach the Secretary of the Faculty's office, 133 Bascom Hall, by Feb. 1 to be included in the next posting.

■ **1995 Great Decisions begins** — State and national experts on critical global issues will give lectures during February and March as part of the 1995 Great Decisions Lecture Series on International Affairs. The series will be held from 7:30-9 p.m. on eight Wednesdays, Feb. 8 to March 29, at the Wisconsin Center. It is designed to educate the public about contemporary issues in international affairs and the implications they pose for United States foreign policy.

Topics and lecturers are:

- "Russia and Its Neighbors: U.S. Policy Choices," Feb. 8, by Marshall Goldman, associate director, Russian Research Center, Harvard University
- "Nuclear Proliferation: Can it be Capped?" Feb. 15, by Ivo Spalatin, director, policy planning, Arms Control and Disarmament Agency
- "The United Nations at 50: Reaching Out or Overreaching?" Feb. 22, by Joe Sills, spokesperson for secretary general, United Nations
- "The Middle East: Lasting Steps to Peace?" March 1, by Michael Barnett, Political Science, UW-Madison
- "Global Finance: Trade and Capital in Flux," March 8, by Eric Helleiner, Political Science, Trent University, Canada
- "China, Taiwan and Hong Kong: The Greater China Challenge," March 15, by Edward Friedman, Political Science, UW-Madison
- "Immigration: An End to Open Doors?" March 22, Doris Meissner, INS commissioner, Washington, D.C.
- "Democratization: Defining U.S. Goals," March 29, by Kenneth M. Jensen, special programs, United States Institute for Peace, Washington, D.C.

Great Decisions is a nationwide program sponsored by the Foreign Policy Association, a nonpartisan, nongovernmental organization. It is organized locally by the Division of Continuing Studies, and the Office of International Studies and Programs at UW-Madison. The fee is \$48 for the series or \$7 per lecture. Call 263-2774 or 265-2631.

## Regents delay pay plan recommendation

By Bill Arnold

The UW System Board of Regents last month delayed forwarding to state government a pay plan for faculty and academic staff until there is a clearer picture of what the system's 1995-97 biennial budget will look like.

The board sends a recommended pay plan to the secretary of the Department of Employment Relations for review and action each biennium. The secretary then makes a recommendation to the Legislature's Joint Committee on Employment Relations.

System President Katharine Lyall says careful analysis of salary structures at peer institutions during fiscal '93-'94 and Wisconsin personal income and revenue forecasts shows that recommended increases (3.5 to 4.5 percent for each year) will keep the UW System competitive in retaining and recruiting quality faculty and academic staff. The 1994-95 information won't be available for several weeks.

In figuring what the recommended range of pay increases should be, Lyall received assistance from the UW Systemwide Compensation Advisory Committee, which meets regularly to review such factors as the Consumer Price Index, peer salaries, projected growth in Wisconsin personal income, K-12 teacher salaries and projected state revenues.

Under state law, the Regents are required to make an advisory pay plan recommendation in time for the Legislature's deliberations of Governor Tommy Thompson's proposed biennial budget. Deliberations will begin in February or March. The 1995-97 budget is expected to include cuts for state agencies; the scope of those cuts, however, isn't clear.

"It's obviously important that we pay competitive salaries to faculty and staff," Regent President Michael Grebe says. "But, we should not forward this advice in a budgetary vacuum."

UNIVERSITY OF  
**WISCONSIN**  
MADISON

## Wisconsin Week

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ANDREW GREENSEID

## PROFILE

SAMUEL M. JONES

Borne into Great Hall by eight uniformed beefeaters and torchbearers is the boar's head, wreathed with candles and stuffed, literally, with Aristotle. Soon to follow will be a feast of roast beef and figgy pudding (what some rogues call fruit cake in clever disguise).

And music. Plenty of music. Welcome to the Memorial Union's annual Tudor Holiday Dinner Concerts, a Yuletide tradition since 1933. And since 1972, the orchestrator, in several senses of the word, of this

*'While I've been director, I've seen children grow up, get married and have children of their own.'*

.....

Edgar B. "Pop" Gordon, Russell Paxton and Vance George.

Jones describes his tenure as hearkening back to the beginnings of the annual event in Wisconsin.

"Some of the later directors like Vance George envisioned more of a concert. I've gone back to Pop Gordon's format, which was heavy on audience participation," Jones says. "After all, the evening belongs to the audience."

What that evening typically holds for almost 350 guests thronging the hall is a cherished sequence of musical "rituals," many written by Jones, including the announcement of the boar's head and the wassail bowl, and the greeting to the hall.

"It's a very casual event — people get up and stroll around between courses, visit with friends at other tables. Small minstrel groups come by and serenade individual tables," Jones says.

Jones' efforts at conviviality have paid off in repeat customers.

"While I've been director, I've seen children grow up, get married and have children of their own. We have people coming from as far away as Chicago and Iowa," he says. Wisconsin also is well-represented, with guests hailing from all areas of the state.

In addition to the musical "calls," Jones incorporates a short audience sing-along. The repast features a gallery of international carols from Italy, Spain, Israel, Latin America, France, Germany, Norway, Russia and several African nations, in addition to liturgical works in Church (old) Russian and Latin.

Jones himself is fluent in French, German, Italian and Spanish, and is the only U.S. expert on Latin American Creole liturgies. These, he says, actually have precipitated social and political change in Nicaragua and El Salvador.

His love of the Spanish language drew Jones to Latin America from rural Oklahoma, where he grew up. En route he earned his Ph.D. from the University of Michigan, and a master's from Middlebury College. He also attended the prestigious Eastman School of Music in Rochester, N.Y., graduating with both bachelor's and master's degrees.

It was in Rochester, he says, that he first met with the Tudor dinner tradition. "The University of Rochester brought Tudor dinners to this side of the Atlantic. But UW-Madison's is surely one of oldest in this country," Jones says.

Legend has it that the original feast of academe took place at "Oxford University" sometime during the reign of Elizabeth I. A student saved himself from the offices of a wild boar by throttling the creature with a handy volume of Aristotle. Having choked to death on the philosophy, the dead boar, its Aristotle still intact, was paraded through the university's Greate Halle.

Tickets for this year's concert and dinner, scheduled for Nov. 30 and Dec. 1-3, 4, 6 and 7, have already sold out.

— Barbara Wolff

## Segregated student fee, parking 'surcharge' slated to end after this year

By Bill Arnold

If UW-Madison's budgetary wishes are granted during the next session of the state Legislature, two measures adopted in 1989 to finance the university's intercollegiate athletic program will end in 1995, the university's top budget officer says.

A per-semester segregated student fee and a transportation revenue transfer "surcharge" paid by holders of campus parking permits are slated to be discontinued after the 1994-95 academic year, says John Torphy, UW-Madison's vice chancellor for administration.

The two recommendations are included in the 1995-97 biennial budget request forwarded by UW-Madison and approved by the UW System Board of Regents. The budget request is now being reviewed by the state Department of Administration, and the Legislature will take it up during state budget deliberations early next year.

The current \$20 (\$10 per semester) student segregated fee for athletics — which has provided about \$725,000 annually for non-income sports since 1990 — will be discontinued and replaced by ticket and licensing revenue, Torphy says.

The annual transfer of \$481,000 in parking revenues would also be eliminated if the budget request is enacted. In its place would be a provision that provides athletics with parking revenues generated from athletic events and special events held in UW-Madison athletic facilities, Torphy says. Preliminary estimates suggest net parking revenue (revenue after all related expenses are paid) from athletic and special events will be about \$250,000 in 1995-96.

Torphy says this new provision continues the requirement that at least \$50,000 of the parking revenue from athletics be set aside for scholarships for women's athletics.

With the Athletic Department's budget now "in the black," Chancellor David Ward has said he sees no need to continue the student segregated fee, which helped to provide needed revenue to intercolle-

giate Athletics when it had a nearly \$2 million budget deficit in the late 1980s, Torphy says.

"The fee and the transfer came in together, and it's the administration's view that they should go out together," he says.

Changing the provision for the transfer of parking revenue will help "rationalize" how athletic and special-event parking revenues are distributed, Torphy says. "Prior to the legislative action that created the transportation transfer, no parking revenues generated by sporting events and special events at UW athletic facilities were retained by Athletics," he says. "The legislative action required a transfer of more money than Athletics was generating. This budget proposal attempts to make sure that only those parking revenues created by athletic events and facilities accrue to (Intercollegiate) Athletics."

Lori Kay, director of Transportation Services, says campus parking permit holders should not expect to see a reduction in parking rates as a result of this change.

"I know that there is the implication that the end of the parking revenue transfer would mean that parking rates will be lowered. However, because of per-year increases of between 5 and 10 percent for fixed costs, maintenance costs and financing of new construction, our rates will stay about the same or increase only a small amount during the coming year," Kay says.

The segregated fee and the transportation transfer revenue "surcharge" have been targets of faculty, staff and student protest since they were instituted to help finance non-income sports and women's athletic scholarships. But Torphy says that the budget proposal is good news — not only because it signals that Athletics has reached a position of financial stability — but also because it frees up more money for students.

"The administration has no intention of continuing the student segregated fee in the next biennial budget," he says. "We promised that it would be discontinued and, barring any legislative changes, it will be."

## Regents approve pay, title adjustments to correct gender, race inequities

By Bill Arnold

Academic staff members who work at UW-Madison and throughout the UW System could see some equity-based changes in their pay and job titles, following action by the Board of Regents last week.

On Nov. 11, the board voted unanimously to approve the recommendations of a multi-year review of the salary and position title structure for about 10,000 academic staff members who work at UW-Madison and other UW System institutions.

The recommendations propose pay and title adjustments to correct system-wide inequities based on gender and race.

Like faculty, academic staff are unclassified UW employees. One segment of the academic staff — called "Category A" staff — includes 7,500 employees system-wide working in academic support, business services, student services, administrative support, and support-based aspects of instruction and research. The other segment — called "Category B" staff — is made up of the 2,500 staff who are instructors and researchers, most of whom are employed at UW-Madison.

The present salary and title structure for academic staff dates back to 1986 and the implementation of the then-new legislation directing the UW and the Department of Employment Relations (DER) to develop a personnel structure for aca-

ademic staff using an outside consultant. The new structure eliminated a "campus autonomy" system of personnel classification for academic staff and created a uniform framework across the System.

Following the implementation of the new structure in 1986, two studies — one conducted in 1988 and the other in 1989 — concluded that gender and possible race bias existed in both the structure and in how it was implemented. (The 1989 study of the UW-Madison academic staff was conducted by Robert Hauser, a professor of sociology at UW-Madison, and his wife, Taissa Hauser, an associate scientist at the Institute on Aging).

Based on information from the studies and the recommendations of a committee appointed by then-President Kenneth Shaw to review the studies, in October 1989 the Board of Regents directed the UW System to develop a plan to remove any bias. It is that plan, concluded after nearly four years of intensive, system-wide analysis and participation, that Regents were asked to approve and to authorize the implementation of the new title and rate structure, and appropriate equity adjustments.

With the Regents approval now on the record, state law and UW System procedures require the following steps for Category A:

• President Katharine Lyall will submit the plan to the DER for review and approval of the proposed Category A salary and title structure changes. (Without DER approval, the proposed title and salary structure cannot be put into place).

(Continued on page 7)

**Regents will be asked to approve final adjustments by July 31, 1995**

.....



opment: The Case of Western Ghats, India" by Kamaljit Bawa, professor of biology, University of Massachusetts. Sponsored by Forestry, Botany and the Institute for Environmental Studies. 145 Birge, 4 p.m.

## MOVIES

### 18 Friday

MEMORIAL UNION MOVIES. "Barcelona." From the director of "Metropolitan," the film follows the party-hopping of two quarrelsome American cousins searching the title city for romantic diversion. \$2.50 UW students and Wisconsin Union members; \$3 all others. Play Circle, Memorial Union, 5, 7, 9:15 p.m.

FOCUS FILMS: STAR TREK WEEKEND. "Star Trek IV" (7 p.m.). Earth has brought about its own disaster by killing off all the humpback whales. An alien travels across the universe to start planet Earth over again as Kirk and the crew travel back in time to save the whales and planet Earth. "Star Trek VI" (9:15 p.m.). Disaster has brought the Klingons low and now they must make a treaty with the Federation, but treacherous warmongers sabotage the affair and now Kirk and the Enterprise crew must solve a mystery before the saboteurs can start a new war with the Klingons. \$2 UW students and Wisconsin Union members; \$2.50 all others. 109 Union South.

### 19 Saturday

FOCUS FILMS: STAR TREK WEEKEND. "Star Trek II: The Wrath of Khan" (7 p.m.) brings the old revolutionary back from exile to take his revenge on Kirk and the crew of the Enterprise. "Star Trek IV" (9:15 p.m.). See Nov. 18. "Star Trek VI" (midnight). See Nov. 18. \$2 UW students and Wisconsin Union members; \$2.50 all others. 109 Union South, 7, 9 p.m., midnight.

MEMORIAL UNION MOVIES. "Barcelona." See Nov. 18. \$2.50 UW students and Wisconsin Union members; \$3 all others. Play Circle, Memorial Union, 7, 9:15 p.m.

### 20 Sunday

MEMORIAL UNION MOVIES. "Barcelona." See Nov. 18. \$2.50 UW students and Wisconsin Union members; \$3 all others. Play Circle, Memorial Union, 7, 9:15 p.m.

### 21 Monday

LAKESIDE FREE CINEMA. "Duck Soup." An insanely funny, pointed political satire, this is one of the Marx Brothers' most famous movies, with some of their most memorable gags. Rathskeller, Memorial Union, 8 p.m.

WOMEN IN THE DIRECTOR'S CHAIR. Seven independently made films by and about women on various topics: "Home Is Struggle/Historias Paralelas," "Walking Past Midnight," "Setu Lauluema," "Dangerous When Wet," "Broken Basket," "The Life Struggle of Aleya" and "This Unfamiliar Place." Followed by a discussion with Women in the Director's Chair program director Maria Benfield. 4070 Vilas, 8-10 p.m.

### 28 Monday

LAKESIDE FREE CINEMA. "The Rediscovered War Films of Alfred Hitchcock." These rarely seen Hitchcock shorts, "Bon Voyage," "Adventure Malgache" and "The Men Who Made the Movies," were unreleased in the U.S. until last year. Rathskeller, Memorial Union, 8 p.m.

### 1 Thursday

FOCUS FILMS. "Natural Born Killers." The latest Oliver Stone production shows us America's fascination with the morbid as it tells the tale of serial-killing lovers and how the public adored them. \$2 UW students and Wisconsin Union members; \$2.50 all others. 109 Union South, 7, 9:20 p.m.

### 2 Friday

MEMORIAL UNION MOVIES. "The Wonderful Horrible Life of Leni Riefenstahl." Ray Muller presents the controversial director of Hitler documentaries speaking out in this memoir and film. \$2.50 UW students and Wisconsin Union members; \$3 all others. Play Circle, Memorial Union, 2:45, 6, 9:20 p.m.

FOCUS FILMS. "Natural Born Killers." See Dec. 1. \$2 UW students and Wisconsin Union members; \$2.50 all others. 109 Union South, 7, 9:20 p.m.

### 3 Saturday

MEMORIAL UNION MOVIES. "The Wonderful Horrible Life of Leni Riefenstahl." See Dec. 2. \$2.50 UW students and Wisconsin Union members; \$3 all others. Play Circle, Memorial Union, 6, 9:20 p.m.

FOCUS FILMS. "Natural Born Killers." See Dec. 1. \$2 UW students and Wisconsin Union members; \$2.50 all others. 109 Union South, 7, 9:20 p.m., midnight.

### 4 Sunday

MEMORIAL UNION MOVIES. "The Wonderful Horrible Life of Leni Riefenstahl." See Dec. 2. \$2.50 UW students and Wisconsin Union members; \$3 all others. Play Circle, Memorial Union, 6, 9:20 p.m.

### 5 Monday

WISCONSIN UNION THEATER TRAVEL ADVENTURE SERIES. "Hungary—Land of Promise." Produced and narrated in person by Phil Slayton. Admission: \$3.50 UW students; \$7 all others; tickets available at Union Theater Box Office. Dec. 5-7. Wisconsin Union Theater, Memorial Union, 7:30 p.m.

LAKESIDE FREE CINEMA. "What's Up Tiger Lily?" This Woody Allen masterpiece is based on a Japanese spy thriller in which the Japanese dialogue has been replaced by Allen's sardonic and clever wit in a plot involving a worldwide hunt for a top-secret recipe. Rathskeller, Memorial Union, 8 p.m.

### 6 Tuesday

WISCONSIN UNION THEATER TRAVEL ADVENTURE SERIES. "Hungary—Land of Promise." Produced and narrated in person by Phil Slayton. Admission: \$3.50 UW students; \$7 all others; tickets available at Union Theater Box Office. Dec. 5-7. Wisconsin Union Theater, Memorial Union, 7:30 p.m.

### 7 Wednesday

WISCONSIN UNION THEATER TRAVEL ADVENTURE SERIES. "Hungary—Land of Promise." Produced and narrated in person by Phil Slayton. Admission: \$3.50 UW students; \$7 all others; tickets available at Union Theater Box Office. Dec. 5-7. Wisconsin Union Theater, Memorial Union, 7:30 p.m.

### 8 Thursday

FOCUS FILMS. "Clear and Present Danger." Jack Ryan's (Harrison Ford) boss is dying, and Ryan must take the reins, but little does he know of the covert operations he "authorized." \$2 UW students and Wisconsin Union members; \$2.50 all others. 109 Union South, 7, 9:45 p.m.

## SPORTS

### 18 Friday

VOLLEYBALL. Wisconsin vs. Minnesota. Field House, 7 p.m.

HOCKEY. Wisconsin vs. Northern Michigan. Dane County Coliseum, 7:05 p.m.

### 19 Saturday

FOOTBALL. Wisconsin vs. Illinois (W' Club Day). Camp Randall Stadium, 2:30 p.m.

VOLLEYBALL. Wisconsin vs. Iowa. Field House, 7 p.m.

HOCKEY. Wisconsin vs. Northern Michigan. Dane County Coliseum, 7:05 p.m.

### 20 Sunday

WOMEN'S BASKETBALL. Wisconsin vs. Portuguese National Team. Field House, 1 p.m.

MEN'S BASKETBALL. Wisconsin vs. Marathon Oil. Field House, 3:35 p.m.

### 25 Friday

WRESTLING. Northern Open. Camp Randall Sports Center (Shell), 8 a.m.-6 p.m.

MEN'S BASKETBALL. Wisconsin vs. Wright State. Field House, 3:05 p.m.

### 29 Tuesday

WOMEN'S BASKETBALL. Wisconsin vs. Western Illinois. Field House, 7 p.m.

### 30 Wednesday

MEN'S BASKETBALL. Wisconsin vs. UW-Green Bay. Field House, 7:05 p.m.

### 2 Friday

HOCKEY. Wisconsin vs. St. Cloud State. Dane County Coliseum, 7:05 p.m.

### 3 Saturday

MEN'S BASKETBALL. Wisconsin vs. Texas Tech. Field House, 1:05 p.m.

HOCKEY. Wisconsin vs. St. Cloud State. Field House, 7:05 p.m.

## Equity-based changes ...

(Continued from page 3)

• Campuses will notify academic staff members of the titles to which they will be assigned in the newly ordered structure. After notice, position holders will have about 60 working days to appeal the proposed title assignments.

• After appeals are heard and changes made as a result of appeals, the data will be re-analyzed to determine whether gender and race bias has been eliminated. Any residual inequity will be eliminated through individual salary adjustments and final verification of the absence of gender and race bias.

• Provided that the plan is free of gender and race bias, the Regents will be asked to approve final adjustments by July 31, 1995. Equity adjustments will be made retroactive to Jan. 1, 1995.

No external approval of the Category B project is required — UW institutions are free to assess individual salaries within Category B and make corrections necessary to address the inequities identified in the project.

Char Tortorice, chair of UW-Madison's Academic Staff Executive Committee, says the committee is pleased to see that the projects have come to a point of closure. "The challenge now will be in setting up guidelines for implementing pay adjustments," says Tortorice, who is the associate director of Testing and Evaluation Services in the School of Education.

"The Academic Staff Assembly's Compensation and Economic Benefits Committee will work closely with the UW-Madison administration to develop appropriate strategies. The goal is to eliminate inequities without having a negative impact on individual salaries in job titles that will move down pay ranges in the new structure," Tortorice says.

• In other business at the Regents meeting, Bill Reznikoff, professor of biochemistry and chair of UW-Madison's University Committee, addressed the board to express the committee's concern about possible cuts in the UW's 1995-97 biennial budget. "As educators, we have an important responsibility to tell the public why state budget cuts will impair the university's mission. Reductions in state support will result in increased tu-

ition, reduced access, lower quality and fewer services," Reznikoff said.

To alter the balance of faculty workloads at UW-Madison — away from research and toward teaching — will "inevitably decrease the acquisition of external funds," Reznikoff said.

"Reducing external revenues will have multiple effects, such as reducing opportunities for undergraduate laboratory education, lowering the quality of classroom instruction, hindering the university's ability to support the development of new industries, and reducing the externally funded university payroll."

"Reductions in external funds coming to the university will end up costing the state and the taxpayers dearly in the long run," Reznikoff said.

Regent Adolf Gundersen responded to Reznikoff's address, saying he thinks the board's "general feeling" is supportive of maintaining current resources through the "zero-growth" budget adopted by the board in August (The budget request is being reviewed by the state Department of Administration, and it will be taken up by the state Legislature next year).

• John Wiley, interim provost and vice chancellor for academic affairs, presented the Regents with specially created lapel pins to commemorate the 100th anniversary of the famous "Sifting and Winnowing" statement.

Thanks to micro-technology at UW-Madison, the pins — which are about the size of a dime — contain a remarkable amount of information. Visible to the naked eye is the outline of the state of Wisconsin, and within it, the full text of the 36-word statement. Contained in the period at the end of the statement are the names of the current governor, UW System president, UW-Madison chancellor and the 1994 UW System Board of Regents.

The method used to create the pins represents just one of the technological advances in UW-Madison's College of Engineering. A silicon chip wafer, the same material used to make integrated circuits or microchips, was oxidized and treated with polymeric material. This "resist" layer was then subjected to an electronic computer-controlled beam, which eventually created the map and word pattern in gold. The process was a joint effort of researchers in the college's Center for X-Ray Lithography, the Wisconsin Center for Applied Microelectronics and the Thin Film Deposition and Application Center.



## 'Tis the season

The holiday season is fast approaching and again this year members of the UW Forestry Club are offering Christmas trees for sale. The sale will be held in the indoor comfort of the University Stock Pavilion on Dec. 2-4. The sale runs 8 a.m.-9 p.m. on Friday and Saturday, and 9 a.m.-2 p.m. on Sunday. Customers can choose from Wisconsin-grown white pine, balsam fir, fraser fir and Scotch pine trees. Trees are priced at \$3.50 to \$5 per foot. Proceeds from the sale go to support scholarships for the School of Natural Resources and a spring trip for UW forestry students.



Academic Staff

# Faculty, staff salary increases average just over 6 percent

By Alicia Kent

Faculty and academic staff at UW-Madison received an average pay increase of just over 6 percent for 1992-93.

The UW System Board of Regents will review a report on the distribution of the 1992-93 salary increases at its meeting Sept. 10-11 at UW-Madison.

The state pay plan provided funding for a 3 percent salary increase on July 1 and an additional 1.25 percent on June 1, 1993. The Joint Committee on Employee Relations also allowed the UW System to reallocate funding for an additional .25 percent increase on July 1.

In addition to the state pay plan, some \$4.4 million of reallocated funds were used for competitive compensation under the first year of the "Quality Reinvestment Plan."

Individual salary increases are distributed based on merit, according to a Board of Regents policy.

"We run a real merit system here," Chancellor Donna E. Shalala said after reviewing the salary distribution. "The top increases have ample justification based on their performance and market and equity factors."

The average salary increase for faculty is 6.7 percent, while the average increase for all academic staff is 5.7 percent.

The difference between the average increase for faculty and staff is due to the eligibility criteria for awarding funds, according to John Torphy, budget director.

"The 1992-93 compensation funds approved by the Legislature and the Regents were broken into five categories," Torphy explained. "Over half the academic staff were not eligible for one or more of these categories."

At UW-Madison, the 1992-93 compensation plan included:

- Over one-fourth of the total increase came from base budget reallocations.
- Among faculty, associate professors received the highest average percentage increase, 8.1 percent. Full professors received 6.4 percent average increases and assistant professors received 6.2 percent.
- Two-thirds of the faculty and academic staff received increases between 4 and 8 percent.
- There were 218 faculty and 292 academic staff who received increases of 10 percent or more.
- There were 10 faculty and 14 academic staff who received increases of 20 percent or more.

## Math education ...

(Continued from page 1)

million grant, this one from the National Science Foundation. One problem from a unit on estimation: Students are given one dimension of four life-size dinosaur replicas in a museum and asked to estimate which of them would fit inside their classroom.

American students are also handicapped, says Romberg, by teachers' dependence on that old staple of math education, the worksheet. Americans typically learn math by individually completing worksheets and giving them to the teacher for grading.

"Classrooms instead should be organized as 'discourse communities,'" he says, "places where students solve problems in small groups, then justify and communicate their solutions to the rest of the class."

It's easier for teachers to use worksheets, notes Romberg, but less effective than small groups. "Research and experience in Japan and the Netherlands [the nations that finished one-two in the latest global math education rankings] show that students learn better in discourse communities."

Another drag on math education in America, says Romberg, is the glacial recognition in some schools of technology's

impact on math: "For instance, we shouldn't be denying students tools like the calculator that others have. But many teachers feel paper and pencil skills are 'good for you.'"

"One company president told me he didn't care whether his employees could do long division by hand — and we spend a lot of time on long division in school — but whether they could read and interpret a computer spreadsheet. Instead, we teach shopkeeper arithmetic more appropriate for the 1920s."

Romberg says findings from his center's studies are being published as fast as possible, but he points to major hurdles that slow the translation of research results into reality.

"For one thing," he says, "there are more than 15,000 separate school districts in this country, which makes it hard for innovations to be adopted quickly." In addition, change is costly for school districts — it means new curricula to develop and teachers to train.

But, says Romberg, that's just a cost of doing business — or teaching school — in the superheated competition of today's world: "When a company has to retool or retrain, it does it. So should a school."

## Distribution of salary increases

### Faculty

#### By one-percent increase

Range	Number of faculty	Percentage
No increase	36	2%
.01 - 1%	9	0%
1.01 - 2%	37	2%
2.01 - 3%	103	5%
3.01 - 4%	210	9%
4.01 - 5%	353	16%
5.01 - 6%	373	17%
6.01 - 7%	333	15%
7.01 - 8%	271	12%
8.01 - 9%	193	9%
9.01 - 10%	120	5%
10.01 - 11%	85	4%
11.01 - 12%	45	2%
12.01 - 13%	29	1%
13.01 - 14%	21	1%
14.01 - 15%	8	0%
15.01 - 16%	9	0%
16.01 - 17%	5	0%
17.01 - 18%	2	0%
18.01 - 19%	2	0%
19.01 - 20%	2	0%
20% and over	10	0%

Total 2,256 100%

#### By \$500 increases

Range	Number of faculty	Percentage
No increase	36	2%
\$1 - 500	12	1%
\$501 - 1,000	44	2%
\$1,001 - 1,500	86	4%
\$1,501 - 2,000	181	8%
\$2,001 - 2,500	236	10%
\$2,501 - 3,000	284	13%
\$3,001 - 3,500	293	13%
\$3,501 - 4,000	274	12%
\$4,001 - 4,500	234	10%
\$4,501 - 5,000	159	7%
\$5,001 - 5,500	123	5%
\$5,501 - 6,000	83	4%
\$6,001 - 6,500	60	3%
\$6,501 - 7,000	30	1%
\$7,001 - 7,500	38	2%
\$7,501 - 8,000	26	1%
\$8,001 - 8,500	21	1%
\$8,501 - 9,000	9	0%
\$9,001 - 9,500	3	0%
\$9,501 - 10,000	1	0%
\$10,001 and over	23	1%

Total 2,256 100%

### Academic Staff

#### By one-percent increase

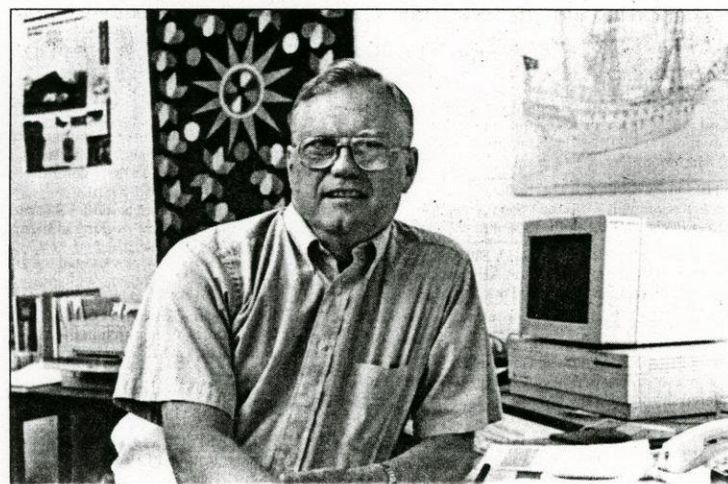
Range	Number of staff	Percentage
No increase	303	6%
.01 - 1%	16	0%
1.01 - 2%	70	2%
2.01 - 3%	199	4%
3.01 - 4%	254	5%
4.01 - 5%	1,577	32%
5.01 - 6%	773	16%
6.01 - 7%	598	12%
7.01 - 8%	412	9%
8.01 - 9%	220	5%
9.01 - 10%	155	3%
10.01 - 11%	98	2%
11.01 - 12%	71	2%
12.01 - 13%	33	1%
13.01 - 14%	25	1%
14.01 - 15%	13	0%
15.01 - 16%	14	0%
16.01 - 17%	8	0%
17.01 - 18%	3	0%
18.01 - 19%	6	0%
19.01 - 20%	7	0%
20% and over	14	0%

Total 4,869 100%

#### By \$500 increases

Range	Number of staff	Percentage
No increase	303	6%
\$1 - 500	86	2%
\$501 - 1,000	413	8%
\$1,001 - 1,500	1,143	23%
\$1,501 - 2,000	938	19%
\$2,001 - 2,500	716	15%
\$2,501 - 3,000	445	9%
\$3,001 - 3,500	275	6%
\$3,501 - 4,000	172	4%
\$4,001 - 4,500	103	2%
\$4,501 - 5,000	77	2%
\$5,001 - 5,500	52	1%
\$5,501 - 6,000	46	1%
\$6,001 - 6,500	27	1%
\$6,501 - 7,000	26	1%
\$7,001 - 7,500	17	0%
\$7,501 - 8,000	7	0%
\$8,001 - 8,500	6	0%
\$8,501 - 9,000	8	0%
\$9,001 - 9,500	1	0%
\$9,501 - 10,000	1	0%
\$10,001 and over	7	0%

Total 4,869 100%



## Drug increases heart attack survival

By Judy Kay Moore

People who experience serious heart attacks can increase their chances of survival and help prevent a subsequent heart attack by taking a common prescription drug, according to results of an international study that included researchers from UW Medical

heart attacks by 25 percent, and reduced overall adverse cardiovascular events, such as congestive heart failure, by 24 percent.

"While we had some evidence to suggest it would reduce the death rate, we didn't expect to see such dramatic results in preventing recurring heart attacks," said Dr. Neville Bittar, UW Medical School profes-

WIK heart  
9-9-92



and program, Bob skillfully intertwined information Sand's unusual life and varied novels with rich history ... we received calls of appreciation from Green Bay, Oconto Falls, Oshkosh, Milwaukee, and many other areas of the

received an M.A. and Ph.D. from Wisconsin; he died at Mount Union College in Ohio and the Bordeaux.

## JEFFREY A. STEELE

English  
Wisconsin Power and Light Underkofler Award

Madison's second Underkofler Award winner, on the list of commendations he's earned since 1981. Perhaps Joseph Wiesenfarth, chairman of English captures Steele's educational "On their evaluations, numerous students testified to assurance and happiness(!) that his instruction has been a. His students emerge from his courses exuberant, more aware of themselves and their condition, their lives have been touched in important ways."

For Korb, now a graduate student at Purdue University, Steele became both an inspiration and model of life. "... I am the first person in my family to go to a university," she writes. "A university is a luxury in my family; not a necessity. Pro became a role model for me: a living, breathing of what a 'teacher' is on the university level, and I realize my own dream as he supported continues to advise me now. He always lets me know he has faith in my academic abilities. Ultimately, what a teacher is ..."

Professor of English Lynn Keller also finds Steele an occasional muse: "Jeff Steele's understanding of principles is also revealed in the inspired reports on the TA-taught discussion sections he reports provide excellent advice for novice teachers in improving classroom dynamics; he frequently suggests methods of drawing more students into a class, making effective use of student contributions, strengthening the intellectual coherence of a class

Dr. J. H. Jr., professor of English and Associate Dean of the College of Letters and Science, says Steele "spends hour upon hour carefully attending to the mass of detail that his courses include ... A by Jeffrey Steele is a feast lovingly prepared

He taught a gamut of literature courses ranging from the most advanced to the most elementary; he is particularly known for his dedication to the basic survey courses: "New assistant professors are assigned these courses, which they often find of them stop teaching them as soon as they can. But not Steele! Instead, he has worked to make these courses come among the most successful on the Madison campus. Devoting an enormous amount of time, energy, and even personal collection of slides and musical selections, he has — over the years — a superb lecturer. Making use of innovative audio-visual materials, he makes these courses (as well as the process of learning) enjoyable for thousands of students."

He received his Ph.D., M.A. and M.A.T. from Harvard University and received a B.A. from Carleton College.

... saying that we had already learned but an exercise in applying all we had learned. Taking an exam that was constructed to be a learning tool and not just a measurement tool was another extraordinary experience."

Before receiving a Ph.D. and M.A. from State University of New York-Buffalo, Subkoviak earned his B.A. at Canisius College.

## Policy would create open-term positions for academic staff

By Alicia Kent

One-year appointments for academic staff could be a thing of the past if a policy designed to provide more job security is adopted.

Currently, most academic staff are hired under one-year contracts that are reviewed each June 30, leaving the decision of whether to renew the contract up to the university.

The proposed policy, part of a series of changes to the Academic Staff Policies and Procedures, would replace most of these fixed-term appointments with a system of open-term appointments. These open-term positions would continue until there is a reason for ending the academic staff member's contract. In most cases, fixed-term appointments would include only positions limited to two years or less.

While the move to open-term positions formalizes much of what is now current practice on the Madison campus, it also signifies an effort to increase job security for the more than 5,000 academic staff members here, explained Ann Wallace, chair of the standing committee on personnel policies and procedures, which wrote the proposed changes.

"The June 30 day will lose its magic — it won't mean anything anymore," Wallace told the assembly. Instead of annual reappointment letters, most academic staff will instead receive annual salary notification letters.

The vote on the policies and procedures is scheduled for the May 11 Academic Staff Assembly meeting. If the revisions pass in the assembly, they must then be reviewed by the UW System Board of Regents and will require legislative action because of changes they would require in the Wisconsin Administrative Code.

- In other business, the Academic Staff Assembly endorsed a set of "Academic Staff Compensation Principles" that outlines the importance of providing competitive salaries for academic staff. The principles are designed to give the university more flexibility and more campus autonomy in setting academic staff salaries, explained Judy Donmoyer, chair of the Compensation and Economic Benefits Committee.

- The assembly also passed a "Statement on Consensual Relationships," which warns against the risks of sexual and romantic relationships between faculty, staff, students and prospective employees. The UW System Board of Regents mandated in July that each campus adopt such a statement.

- The Academic Staff Assembly recognized the winners of the 1992 Chancellor's Awards for Excellence.

Academic staff

WJWB  
4-15-92



**■ Plant watering experiment succeeds** — They're wearing broad smiles these days at 1357 University Ave. Scientists and engineers at the Wisconsin Center for Space Automation and Robotics (WCSAR) are justifiably pleased with the flawless performance of their plant watering system, which was tested on the mission of the space shuttle Columbia. Columbia landed last Thursday after a 14-day mission.

The plant watering system was the first component of a life support system for astronauts to be tested in weightless conditions.

The entire life support system is designed for growing plants in the zero gravity conditions of space, as well as in low gravity conditions such as space bases on the moon. Plants will not only provide food for future space travelers, but — as on earth — they will take up carbon dioxide and provide oxygen. They will also recycle waste water, which will be used to help the plants grow. The water will be given off by evapo-transpiration, as it is on earth, condensed and purified for drinking water.

The next component of the life support system, arrays of light-emitting diodes which will provide a light source for the plants, will be tested on a shuttle mission next year.

**■ Parking Lot 9 closed during construction** — A project to replace the original slate roof on Science Hall with an asphalt shingle roof is underway, and Parking Lot 9 has been closed for safety reasons. The lot, located between Science Hall and Radio Hall, will remain closed during the construction period, which is expected to continue through January 1993. Emergency access and deliveries will be allowed, however, and a drop-off point will be maintained at the Lot 9 entrance for persons with disabilities. Another safety measure of note: Covered walkways will be provided at each building entrance for pedestrian safety. For more information, call Glenn Monte or Don Sorenson at Planning and Construction, 263-3021.

**■ Enjoy ice cream on Bascom Hill** — Ice cream lovers, take note: The Babcock Hall Dairy Store now operates a vending cart near the Abraham Lincoln statue at the top of Bascom Hill from 11 a.m. to 4 p.m., Monday through Friday, weather permitting. At other times, you can find the ice cream cart at special events around campus and at Camp Randall.

**■ Board opts to revisit UWS 17** — The UW System Board of Regents will reexamine a UW System rule against discriminatory speech at its September meeting and might reverse its stance on the controversial rule, which disciplines students for discriminatory remarks that provoke a violent reaction.

UWS 17.06(2), revised this year to pass constitutional scrutiny, has been sent to the Revisor of the Statutes for publication, but will not be enforced until after the September regent discussion, according to UW System President Katharine C. Lyall.

According to Lyall, the Regents have opted to discuss the rule in light of two recent high court decisions:

- On June 22, the U.S. Supreme Court struck down a St. Paul, Minn., hate crimes ordinance directed at cross burnings and other public displays intended as harassment.

- In a separate decision, the Wisconsin Supreme Court on June 23 ruled unconstitutional a Wisconsin law which allows stiffer punishments for hate crimes. Wisconsin's Attorney General James E. Doyle Jr. has said he intends to appeal that decision.

The original administrative code against discriminatory speech was

adopted by the UW System Board of Regents in June 1989, but was then struck down in federal court in October 1991 as unconstitutional and overly broad. A group of UW-Madison Law School faculty members reworked the rule last year to narrow its focus. The Regents gave the go-ahead to the current draft in May.

**■ Ophthalmology chair appointed** — Dr. Daniel M. Albert, a nationally recognized ophthalmologist and former professor at Harvard Medical School, has joined the faculty at the UW Medical School. He will begin serving as chair of the Department of Ophthalmology on Sept. 1.

A graduate of the University of Pennsylvania School of Medicine, Albert is an expert in tumors of the eye. He joined the Harvard faculty in 1976 and directed the David G. Cogan Eye Pathology Laboratory there. Before working at Harvard, he served for seven years on the faculty at Yale University, where he formed and directed the section of Ophthalmic Tumor Research and Pathology.



Albert

**■ Women's basketball hits the road** — Basketball season officially ended for the UW women's team in March, but coach Mary Murphy is getting a little extra playing time — international style — with the Big Ten Conference All-Star Team as it continues its mid-July tour to Australia and New Zealand. Murphy, who was tapped for head coaching duties when Northwestern coach Don Perrelli had to step aside to handle a family illness, led the team into its first-ever international game last night. She'll command the team of 11 athletes from each of the Big Ten schools (Robin Threatt is the UW's representative) until the tournament's close on July 25.

Murphy is not the only Badger traveling this summer. Freshman forward Barb Franke just completed an impressive tour of duty with the USA Women's Junior National select basketball team, which finished up a series of games in Toronto, Canada last week. Franke, who was initially selected as an alternate to the team, started each of the five games, and led the team in scoring with an average of 14.6 points per game.

**■ Senior prefix costs** — A court decision that many expected would cost the Uni-

sity of Wisconsin campuses \$9 million in back pay will actually cost less than expected — \$3.6 million, according to a report presented to the UW System Board of Regents in July.

For UW-Madison, the majority of the cost will be paid through non-state funds totaling \$998,799 because those salaries were paid with gifts and grants. The remaining \$783,454 will come from state funds.

The court decision, handed down in November by Dane County Circuit Judge Mark Frankel, ended a four-year-old lawsuit that challenged the implementation of the 1986 senior prefix title and salary range for professional academic staff.

Frankel ruled that since the changes had not been approved by the Regents in 1986, UW System did not have the authority to reduce pay ranges for senior employees.

At UW-Madison, officials reviewed salary histories of some 384 current and former category A professional academic staff members. As a result, 212 employees will get some form of back pay totaling \$1.8 million. The average is \$8,000 — or a little more than \$1,300 each year.

**■ Sociologist awarded Marshall Fellowship** — Ann Orloff, associate professor of sociology, is one of 10 winners nationwide of a German Marshall Fund Research Fellowship.

Orloff's research will compare the gender content of social provision in the United States, Canada, Britain and Australia since 1900 to determine how systems of social provision shape gender interests, identities and relationships, and affect resources available to women and men. She will receive \$30,000 in addition to research-related travel expenses during calendar 1993. The UW Graduate School will supply supplemental support for her project.

"There's been a lot of attention focused on the feminization of poverty," she says. "My research will explore the extent to which government steps in — or doesn't — to help people out, and the extent to which government efforts reinforce or undermine gender inequalities."

As a Marshall Fellow, Orloff is in the company of scholars from Princeton, Duke, Brown, Brandeis, Cornell and other prestigious institutions across the country. The 1993 winners were chosen from a pool of 83 applicants by a panel of experts in the fields of economics, politics and social policy.



## Kickin' in the rain

A young striker gets the inside track on a defender during Monday's rainy session of the Badger Youth Soccer camp, which continues on campus this week. High-school athletes from the region and across the state came to this annual event to sharpen their passing, shooting, and ball control skills under the watchful eyes of the UW's own coaching staff. The men — who had the benefit of clearer weather — got their kicks in during last week's session, then cleared the field for the women, who will remain until Friday.

# Physical Education and Dance now called Kinesiology

By Barbara Wolff

A new moniker for the Department of Physical Education and Dance reflects more accurately the department's evolving mission, according to William Morgan, chair of what is now called the Department of Kinesiology.

"The consensus was that 'physical education' did not embrace all the dimensions that the department had added over the last 20 years," he says. "The 1970s and '80s saw a growing number of subdisciplines such as sports psychology, cardiac rehabilitation, exercise physiology and biomechanics that went far past the original mission of developing physical education teachers," Morgan says.

In addition, position openings for physical education instructors had been dwindling, while the cultural emphasis on health and wellness opened up other professional outlets in corporate settings, health spas and government.

Morgan says that the name change represents a logical evolution. "Kinesiology, the study of human movement, is a multidisciplinary academic field, drawing from several different but related professional and scientific areas," he says. The name change was effective July 1.

In 1992-93, Morgan says, the department expects to enroll approximately 800 undergraduate majors and 50 graduate students. An undergraduate student registering a major in the Department of Kinesiology has four options: the teacher-certification physical education core; exercise science, which prepares students for graduate study or careers in academia; physical therapy; or occupational therapy. The last two tracks were added when the respective departments elected to join Kinesiology, he says.

Historically, women's and men's physical education were two separate entities until the early 1960s, when the programs merged at the graduate level. The department added dance in the late 1970s, according to Henry Lufser, associate dean in the School of Education, the dance program is on its way to becoming its own department in July 1993. He says that dance will remain in the Department of Kinesiology until then.

UNIVERSITY OF  
WISCONSIN  
MADISON

## Wisconsin Week

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WZ  
WZ  
7-15-92

JEFF MILLER



support with the kids," he says. "I'm always after them to succeed and make a contribution back to the community. When they graduate — and they will go on and make an impact somewhere."

Reyes' 17-year-old son living in Texas, comes from a Hispanic family. His parents had a high school education. College was a dream for Reyes growing up in San Antonio and Los Angeles. He dreamed of being a telephone-line repair man despite the odds. He is a member of the local beauty school, the Job Corps and the neighborhood football game. Reyes decided he wanted to go to college.

Reyes' Studies Program here three-and-a-half years ago. Undergraduate Hispanic students jump from 375 to 425. Recruiting, it seems, is his most visibly noticeable

aren't typical visits to major schools in largely rural towns where there are often one or two visits. "The easiest thing is to go to Milwaukee and say, 'no one else from here goes,'" he says. Reyes' community in Texas points to Reyes' effort to go to college. "I remember this one town with a high school gym, there were tables set up for each of the schools, the local beauty school, the Job Corps and the Wisconsin," he describes. "They never had a big

— a place his students can stop in to use the computer, get a doughnut and, unavoidably, receive. "They all have to stop in and say hi and bye," Reyes says. If this were your home and your mom, brother, sister would greet each other. So you have to here." Reyes is a quick handshake and a greeting. He always greets, sometimes delving into their personal lives. When a student complains about life, Reyes is prepared. Wherever he goes, he brings important sheets of paper — a McDonald's job application, here you go. Fill in your name and social security number the way you want it."

Reyes motivates students and create a campus "family" that is as effective. He has developed an informal network of traditions and experiences; he initiated a Hispanic graduate student as well as dozens of other students; and he began a newsletter, "Que Pasa."

Reyes brings news of failed attempts to get into a college. He explains, this pre-medical student comes from a small town and is the only one in his family to go to college. Reyes turns to this young man as a model to follow. The odds are against him.

It's two hours later and some 20 or so students are sitting and walked comfortably through his always-

— Alicia Kent

...and we not taken steps early on to balance the number of students we served against the funds we had available," says Stephen R. Portch, UW System senior vice president for academic affairs. "Wisconsin has so far managed to maintain that balance, and we hope to continue to do so."

The board is scheduled to take action on Enrollment Management III next fall. Final enrollment management guidelines for the 1995-2000 period will likely be implemented in the spring of 1994, according to UW System officials.

• All UW System campuses, including UW-Madison, may soon be required to have at least 150 instructional days under a proposed System policy.

If the Wisconsin Legislature repeals a law mandating classes to start after Sept. 1, then UW System campuses will be required to adopt academic calendars with at least

...and UW-Whitewater, spoke at the hearing.

The regents voted, 9-7, to repeal the rule.

• The regents gave its go-ahead to draft legislation that would create a public authority to govern the UW Hospital and Clinics.

The bill would first have to be introduced by a member of the Wisconsin Legislature and passed by a majority vote in both the state senate and assembly.

The public authority would run the University Hospital, including construction, leasing, personnel and purchasing operations. This authority would be governed by a 17-member board of directors.

The impetus for the hospital restructuring comes from a stifling state bureaucracy which has limited the hospital's ability to compete in a rapidly changing health-care industry, according to Dr. Jay Noren, vice chancellor for health sciences.

## ASA committee denounces proposal to reclassify 800 staff positions

By Harvey Black

A draft Memorandum of Understanding between the UW System and the Department of Employment Relations (DER) on reclassification of some academic staff positions to classified positions was roundly denounced at Monday's Academic Staff Assembly by Jan Wheaton, Academic Staff Executive Committee chair.

Wheaton told the assembly that the current draft is too vague and leaves too many questions unanswered.

The agreement covers approximately 36 Category A academic staff titles. Category A academic positions are non-instructional professional and administrative positions. Examples are jobs such as administrative program managers and specialists, editors and budget planners.

The draft agreement was drawn up as a result of a recommendation of the Governor's Commission on University of Wisconsin System Compensation. The commission recommended in return for "decoupling" faculty and academic staff salaries from those of other state employees, the System and DER should set up a mechanism to determine which category A positions should be part of state classified service and which should remain as academic staff positions. The commission said that some Category A positions may be similar to classified staff jobs.

Under the draft agreement, 800 positions at UW-Madison, plus another 900 system-wide, would be reviewed by a joint DER, UW-Madison and UW System panel, and could be shifted into the state classified service. It explicitly exempts current job holders from being transferred to classified service against their will. The reclassification would be made only when a position becomes vacant or if the person holding it agrees to the shift.

But the draft still has problems, according to Wheaton, who ticked off a number of objections. She said it did not contain language on whether the DER would actually be removed from determining pay ranges for Category A academic staff. Wheaton was also concerned that employees and titles shifted to classified service would lose their governance rights. She also argued that the draft agreement did not make clear whether academic staff employees could face a pay reduction if shifted to classified service.

She said the ASEC would be making these objections clear in a letter to UW System President Katharine Lyall. "What we're trying to do is raise as much hell as possible since we've been left out of the process," said Wheaton.

But the effort may be in vain, since Wheaton and other members of ASEC say the draft agreement may already be a "done deal."

Academic staff

WZWK 12-16-92



# WISCONSIN WEEK



*Academic staff*

WISCONSIN-MADISON

FOR FACULTY AND STAFF

APRIL 29, 1992

## Commencement set for May 15-17

### Five exercises held in Field House

mentator Jeff Greenfield, ESPN CEO Steve University of Calgary administrator Joy Calkin — alumni — will offer their insights to UW-Madison commencement ceremonies this spring.

For the first time in a row, five separate exercises will be held over the weekend of May 15-17. Last year, Chancellor Halasa and decided that the commencement ceremony should take place in the Field House in the city, and in a predictable way. Smaller ceremonies that degree candidates march

former editor of the old *Daily Wisconsin* joined with a group of four to join ABC and me- contributes to Morning News and "Nightline." He will speak at both May 16 and May 17.

He earned a B.A. in 1974. He currently serves as a sports network ESPN. He will deliver his lecture on May 16.

Dr. Ph.D. '80) currently is the University of Wisconsin-Madison's School of Nursing. Between 1970-1975, he was the faculty of UW-Madison's School of Nursing.

He also will award three honorary degrees this year. The recipients include Jajah Koswara, a high-ranking Indonesian government; Spencer Gilbert, a librarian and educator at the University of Wisconsin; and Bernard Weinstein, an internationally recognized

currently is the director of research and comment in Indonesia's Directorate General of Education, Ministry of Education and Culture. She has been since 1989. Before that, she served as associate at Pertiarta Bogor's graduate school. She also was the head of academic affairs in its Department. Koswara received her Ph.D. in agronomy in 1975. She took her expertise back to her country to develop a corn breeding program and a major food production program in Indonesia.

N.Y. Public Library. He was also a consultant in children's services for the Nassau library system on Long Island; in 1970, he joined the University of Washington faculty, where he stayed until his retirement in 1986. He remains a much-sought-after speaker, and currently is drafting a biographical sketch of Charlemae Hill Rollins, a librarian who promoted the publishing of accurate children's books by and about black Americans.

I. Bernard Weinstein received both his B.A. ('52) and M.D.

('55) from Wisconsin. His presently directs Columbia University's Comprehensive Cancer Center; in addition, he is the Frode Jensen Professor of Medicine there. His main area of research involves the study of how chemicals encountered in daily life might contribute to human cancers. He also has investigated how certain portions of human genetic material can be altered and thereby lead to cancer.

Weinstein, Shaw and Koswara will be honored at the ceremony on May 15.

The five ceremonies include:

• **Friday, May 15, 4 p.m.**

Ph.D. degrees; master of fine arts degrees; candidates for law, doctor of medicine, veterinary medicine and pharmacy degrees.

• **Saturday, May 16, 1 p.m.** Master's degrees and undergraduate degrees in the College of Letters and Science; bachelor of arts and bachelor's degree candidates in music.

• **Saturday, May 16, 5 p.m.** Bachelor of science degree candidates, candidates eligible for degrees in journalism and social work, and all L & S master's degree candidates.

• **Sunday, May 17, 9:30 a.m.** Bachelor's and master's candidates from the College of Agricultural and Life Sciences; the Medical School; the schools of Education, Family Resources and Consumer Sciences, Nursing and Pharmacy; and the Institute for Environmental Studies.

• **Sunday, May 17, 1 p.m.** Bachelor's and master's candidates from the School of Business and the College of Engineering.

The Secretary of the Faculty's office requests degree candidates to be seated in the Field House 20 minutes before the start of the ceremonies. No alcohol will be allowed during the exercises, and monitors will be stationed at the Field House to enforce the policy.

No tickets are required for the ceremonies, which are free. Parking is limited to city streets and nearby university lots. For information call the Secretary of the Faculty's commencement telephone hotline, 262-9706.

## Faculty, staff raise salary concerns at public hearing

By Alicia Kent

Pointing out that salaries have fallen well below those at peer institutions across the nation, faculty and academic staff from throughout the state called for more flexibility and autonomy for the UW System Board of Regents in setting salaries and tuition.

The UW faculty and staff raised their concerns Friday during a lengthy public hearing of the Governor's Commission on UW System Compensation.

The 19-member commission, formed by Gov. Tommy Thompson in December to review faculty and academic staff salaries, took almost four hours of testimony after hearing presentations from four other state university systems.

Six faculty and academic staff members represented UW-Madison at the hearing: Economics Professor W. Lee Hansen; Business Professor James Hickman; Social Work

**'You can wait until the data are in. You can wait to see if our dire predictions come true. But if you wait, it will be too late.'**

Diane Kravetz

Professor Diane Kravetz, chair of the University Committee; Business and Statistics Professor Robert Miller, chair of the UW-Madison Commission on Faculty Compensation and Economic Benefits; Assistant Director of Student Financial Services Steve Myrah, chair of the Academic Staff Executive Committee; and Phil Pellitteri, senior outreach specialist and senior lecturer in the Entomology department.

Kravetz, representing the Faculty Senate, warned that if the commission ignores faculty and staff concerns about compensation now, Wisconsin will pay later by sacrificing its flagship status.

"You can wait until the data are in. You can wait to see if our dire predictions come true. But if you wait, it will be too late," Kravetz said. "At the point at which we have hard data that we cannot recruit and retain outstanding faculty at the UW-Madison, you will no longer have the opportunity you now have — to take bold steps to help ensure the continuing excellence of this university."

The state's failure to keep faculty salaries in line with market levels sends a message that Wisconsin "has lessened its commitment to maintaining excellence in its system of higher education," Kravetz said.

(Continued on page 2)

RECYCLE  
NEWSPAPER

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request workplace adaptations 9



ment widesweeping changes in campus fraternity and sorority affairs, will hear reports from the Dean of Students Office, the Interfraternity Council and the Black Greek Pan Hellenic Council.

Jack Ladinsky, professor of sociology at UW-Madison, is the chair of the Commission on Fraternities and Sororities.

**■ Donor endows Greek and Latin Reading Room** — A long-standing donor to the Classics Department has pledged \$50,000 to endow collections in the Greek and Latin Reading Room in Memorial Library. Myron Kuhlman of Beaumont, Texas, pledged the gift to the UW Foundation in honor of his late wife, Ruth Miller Kuhlman, who graduated Phi Beta Kappa from UW-Madison in 1932 with a classics major.

"We'll be replacing several motors used on campus for air conditioning, fans and pumps with new high-efficiency motors," said John Harrod, director of the university's Physical Plant. "We'll also look at lighting. Installing new electronic ballasts in fluorescent lights, for example, will cut energy use without reducing light levels."

**■ Sarig scholarship fund established** — A memorial scholarship fund has been established in the name of UW-Madison Emeritus Professor Emmett R. Sarig. The scholarship is for students who attend UW-Madison's Summer Music Clinic. This School of Music program, now in its 63rd year, attracts more than 1,000 middle and high school students from around the Midwest each year. Sarig served as a director of the Music Clinic during a period of great growth from 1951-1961.

From 1948-1972, Sarig was a leader in

music education both in Wisconsin and the nation. He passed away on March 18. Contributions to the scholarship fund can be sent to the Sarig Memorial, UW-Madison Continuing Education in the Arts, Room 726, 610 Langdon Street, Madison, WI 53703. For more information, contact Prof. Richard Wolf, Continuing Education in the Arts, 263-6670.

**■ Correction** — The "Profile" article featuring Peter Dörner, which was published in the April 15 issue, incorrectly identified Raymond Penn, the first director of UW-Madison's Land Tenure Program, as Raymond Peck. *Wisconsin Week* regrets the error.

**■ Roadwork on West Beltline** — The Wisconsin Department of Transportation (DOT) started work on Madison's West Beltline April 27. The project,

which is expected to be finished about Aug. 1, includes repairing and resurfacing the beltline between Fish Hatchery Road and Whitney Way and replacing the shoulder between Whitney Way and Old Sauk Road. Traffic will not be detoured, but lanes occasionally may be closed.

DOT recommends the following to avoid delays while driving to or from work while the project is underway:

- Know where construction is underway and how traffic will be restricted. Call the Beltline Hotline, 267-1214 or tune to Highway Advisory Radio, 530 on AM, for the latest changes.

- Plan your travel to avoid rush hours, when traffic is heaviest, or consider alternate routes to avoid the congestion.

## Salary commission public hearing ...

(Continued from page 1)

"The loyalty of the current faculty to this university is remarkable, but it is unlikely to be reproduced in the next generation."

UW-Madison faculty salaries rank the lowest among its 12 peer universities, according to a study released this month by the American Association of University Professors.

The data shows that full professors here are 8.5 percent below the median of peer universities. The numbers also show that associate professors are 3.05 percent below the median and assistant professors are 0.17 percent below.

For UW System academic staff, average salaries are 9.5 percent below market levels, according to a 1989-90 study from the compensation consulting firm Towers Perrin. At UW-Madison, academic staff salaries are actually 12.2 percent below market, according to an analysis of the same data conducted by the Office of Budget Planning and Analysis.

Academic staff representatives, as well as faculty, stressed the need to keep academic staff compensation plans linked to those of faculty.

"It would not be productive to set academic staff in an 'us-versus-them' relationship with faculty," Pellitteri said. "We are both professional groups that focus on the same research, teaching and service missions."

At UW-Madison, where there are nearly 5,000 academic staff members, more than

1,800 academic staff hold advanced degrees — 700 at Ph.D., M.D. and J.D. levels, Myrah told the commission.

Attempts to give academic staff a different compensation plan than faculty will cause serious problems in recruiting and training top-notch staff, both Myrah and Pellitteri emphasized.

The UW-Madison representatives recommended that the Board of Regents be given more authority to determine salary increases each year and the ability to adjust tuition — echoing a concern raised by UW-Milwaukee Chancellor John H. Schroeder,

**'It would not be productive to set academic staff in an 'us-versus-them' relationship with faculty. We are both professional groups that focus on the same research, teaching and service missions.'**

**Phil Pellitteri**

who was speaking as a representative of all UW System chancellors.

Other recommendations from the chancellors include:

- decoupling faculty and academic staff salaries from other state employees;
- the flexibility to adapt salaries to market and demographic issues as well as inflation and cost of living increases;

- a system to provide more substantial merit awards; and

- the ability to make base reallocations to supplement salary increases.

Hansen proposed a market-based compensation plan that not only raised faculty salaries to levels more in line with peer institutions, but would also do the same for tuition. Additional money from higher tuition could be used, in part, to make salaries more competitive, he said.

"Even with higher tuition, the direct financial benefits of college attendance continue to make attendance a wise investment for young people," Hansen said, adding that a college degree will bring graduates more money in the long run than a high school diploma.

If additional funding is not secured, the effects will be irreparable, he said. Since 1986, his department has lost 13 tenured faculty members to other top universities largely because of salary concerns, Hansen said. "We go to enormous efforts to retain people, but the next year, they come back to up the ante with another offer and eventually we lose them and the money we put into them."

Both Kravetz and Myrah presented the commission with lists of compensation principles adopted by the Faculty Senate and the Academic Staff Assembly earlier this month.

The commission is scheduled to submit its findings to the governor by Sept. 1.

UNIVERSITY OF  
**WISCONSIN**  
MADISON

**Wisconsin Week**

Vol. VII, No. 8, April 29, 1992

Wisconsin Week, the official newspaper of record for the University of Wisconsin-Madison, carries legally required notices for faculty and staff.

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Several community events have been planned in celebration of the birth and life of civil rights leader Dr. Martin Luther King Jr. They begin on Friday, Jan. 15, King's birthday, with a free community dinner at Memorial Union, and conclude with a big birthday celebration at the Madison Civic Center on Monday evening, Jan. 18. The public is invited to attend any or all of the events, which have been organized by the Madison King Coalition.

• **Friday, Jan. 15:** The 6th Annual Free Community Dinner takes place in the Memorial Union Lakefront Cafeteria, with appetizers at 5:30 p.m. and dinner at 6. The Rev. Orlando McGruder Jr., an associate pastor of Mt. Zion Baptist Church and director of its youth ministry, will speak on the subject of "New Immigrants, New Ways." There will also be musical entertainment.

• **Saturday, Jan. 16:** The Madison Urban Ministry will sponsor a "Hand-in-Hand Celebration" at the First Congregational Church, 1609 University Ave. A multi-ethnic art and food fair will be held from 4-5:30 p.m. It will be followed by a program from 6-8 p.m. that will feature an address by Madison Municipal Court Judge Paul Higginbotham and artistic performances.

• **Sunday, Jan. 17:** A commemorative breakfast will be held in the Edgewood High School cafeteria, 2219 Monroe St., beginning at 8 a.m. Sponsored by the Madison Urban League, it will include the presentation of Outstanding Young Person awards. The cost is \$5 for adults and \$2.50 for children under 12. Reservations are preferred, and can be made by calling the Urban League office at 251-8550.

• **Monday, Jan. 18:** The State of Wisconsin's 13th annual commemorative celebration of King's birthday gets underway at noon in the State Capitol rotunda. The one-hour program will feature guest speakers, musical presentations and readings of Dr. King's poetry.

"The focus of this year's Capitol program is on celebrating King's dream through our children," said spokesperson Jonathan Overby. "We want to help our youth feel good about themselves and to share the dream."

Overby said area young people will be involved in all aspects of the program. The keynote address will be delivered by recent UW-Madison graduate and student leader Jeff McAlister, who served as co-president of the Black Student Union while at the university. A youth gospel chorus will perform, and there will be recitations of King's speeches.

• **Also on Jan. 18,** the Madison King Coalition is sponsoring a city-wide birthday celebration at the Madison Civic Center, 211 State St., beginning at 7 p.m. It will be preceded by group singing and a march from the Capitol rotunda at 6:30 p.m. Freedom songs will be led by UW-Madison School of Music Professor James Latimer. The program, which will be held in the Oscar Mayer Theater, includes an address by Dr. John Odom, president of the Madison NAACP chapter. UW-Madison students will deliver some of the readings.

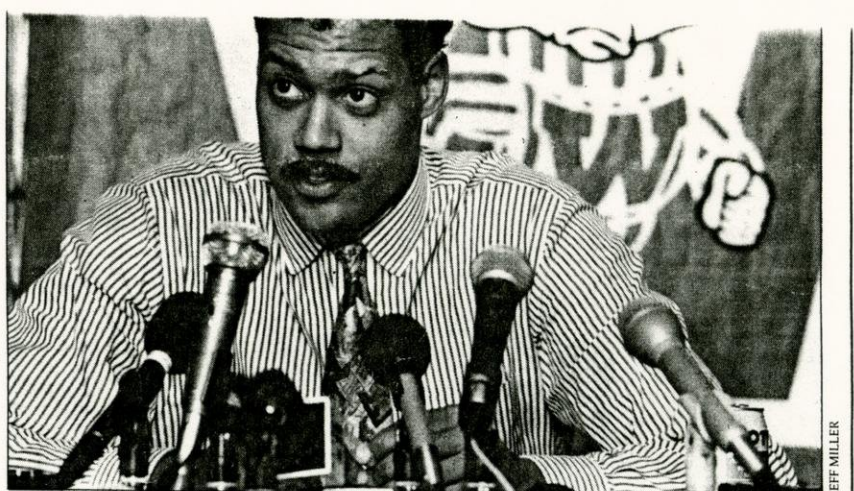
Dean of Students Mary Rouse, co-chair of the King Coalition, said events like the ones being held in the next several days are probably more important now than they have ever been, because the number of conflicts between ethnic and religious groups in America appears to be on the rise.

"As our country's population becomes more and more diverse, there is an urgent need for people to come together as a community, a need for inclusion," Rouse said, noting that a recent published report indicated that there are now more than 170 ethnic and religious groups in the U.S.

She noted that the campus community has actively participated in Madison's annual celebration of King's birthday. "A number of UW-Madison faculty, students and staff have been members of the King Coalition and have been involved in planning these community-wide events acknowledging Dr. King's accomplishments in the struggle for peace, justice and equal-

## lose opener

Coach Stu Jackson responds to media questions after Saturday's Badger Big Ten opener and 98-73 loss to third-ranked Michigan. Jackson bluntly admitted, "We got it put to us," but refused to entertain questions that suggested he rethink the team's current style of play. Jackson was adamant about not abandoning the team's hard work and said he was confident about its progress. The Badgers travel to Purdue today and play host to Minnesota Jan. 16 and Ohio State Jan. 20. They travel to Michigan State Jan. 23 and to Illinois Jan. 27.



JEFF MILLER

## Survey: Compensation, job security top staff concerns

By Alicia Kent

Compensation and job security are the most pressing concerns academic staff members have, and nearly half report they support collective bargaining, a recent survey has found.

The 33-question survey, conducted by the Academic Staff Assembly's Academic Staff Professional Representation Organization (ASPRO) in September, is a first attempt to initiate "continual communication" among the academic staff on campus, explains Larry Lockwood, chair of ASPRO. The results will now be used to formulate a plan of action during the biennial budget process the university is now entering, he says.

The anonymous survey was mailed to all academic staff. Of the 4,897 academic staff members surveyed, about 1,815 responded. Here is a sample of the survey results:

• **Top priorities:** Compensation and job security concerns far outweighed issues of increasing professional development opportunities, participation in governance and benefits.

• **Collective bargaining:** A majority of the academic staff does not favor collective bargaining, but support in that area is clearly growing, the survey found. About 48 percent of the respondents are for collective bargaining while 40 percent are against it and 12 percent were undecided. In the last survey, conducted in 1985, only a third of the staff favored collective bargaining.

Currently, faculty and academic staff throughout the University of Wisconsin System may organize and join labor unions, but the state is not required to recognize or bargain collectively with them. Classified staff is recognized and does bargain collectively with the state.

The survey also found that two-thirds of the respondents favor legislation that would enable academic staff to bargain collectively. Current legislation on the table would not require academic staff to engage in collective bargaining. It would simply give academic staff members the option of forming bargaining units and selecting a bargaining agent if they choose to.

• **Increasing compensation:** Efforts should focus on setting salaries to be competitive with peer institutions; basing salary increases on a combination of across-the-board and merit systems; decoupling salaries from the state budget process; and assuring there is no gender bias in salary setting.

• **Job security:** Respondents strongly favor a system that would ensure an employee has the job as long as the job exists. Currently, most academic staff contracts are reviewed and renewed annually.

Academic staff would also like more indefinite appointments and establish a well-defined process for attaining job security, the survey found.

• **Position review:** About 39 percent of the respondents want ASPRO to work on preventing the Department of Employee Relations from converting some academic staff positions to the classified service. On the other side, 21 percent would like some positions reclassified, and 21 percent would like positions to at least be reviewed.

• **Governance:** 77 percent of the respondents strongly agree or agree that there should be an academic staff member on the UW System Board of Regents. Currently, the board is comprised only of non-university Wisconsin residents, except for one student member.

• **Benefits:** The highest priority here should be the ability to choose fringe benefits to fit individual circumstances, followed by health insurance coverage beginning the first day of employment and having an academic staff representative on the group insurance board.

• **Other issues:** ASPRO should work on creating tuition waivers for employment related courses; establishing sabbatical leave for academic staff; and providing adequate funding in all departments for academic staff development, respondents said.

## Visitors and Information Place opens

The sprawling UW-Madison campus is enough to give even seasoned travelers pause. One welcome measure to make the university more hospitable to its annual 750,000 visitors opened Jan. 11 on N. Park St.

The new Visitors and Information Place (VIP), a booth on the side of the Memorial Union facing the Helen C. White parking ramp, will act as an information clearinghouse, according to Steve Saffian, the assistant dean of students with responsibility for the project.

Saffian says the booth will contain a computer database, FAX machine and telephones, calendars, brochures and knowledgeable student staff members trained by the Campus Assistance Center. From 7-10:30 a.m. Monday-Friday, parking and transportation personnel will work the booth, selling bus passes and half- and full-day parking permits, as well as using two-way radios to direct visitors to unoccupied spaces.

The VIP has been several years in the making. Research by School of Business professor Bill Strang has put visitor spending in Madison and environs at about \$200 million each year. "But despite those findings we had no centralized information resource on campus," Saffian says, adding that the Campus Assistance Center has been overextended in recent years.

Saffian says planners intend the VIP as the first phase in a long-term visitor initiative. The second phase, he says, will include a sit-down visitor reception area in the Red Gym complex. The University of Wisconsin System Board of Regents recently approved \$500,000 to continue planning the renovation of that historic building, which is slated to house student and visitor services in one highly visible location. This funding request, along with the rest of the 1993-95 capital budget, must be approved by the State Building Commission, Legislature and governor.

Meanwhile, the VIP will have weekday hours of 7 a.m. to 6 p.m., Saturday 10 a.m. to 6 p.m., and Sunday noon to 4 p.m.



Terri Skinner greets visitors on the first VIP day.

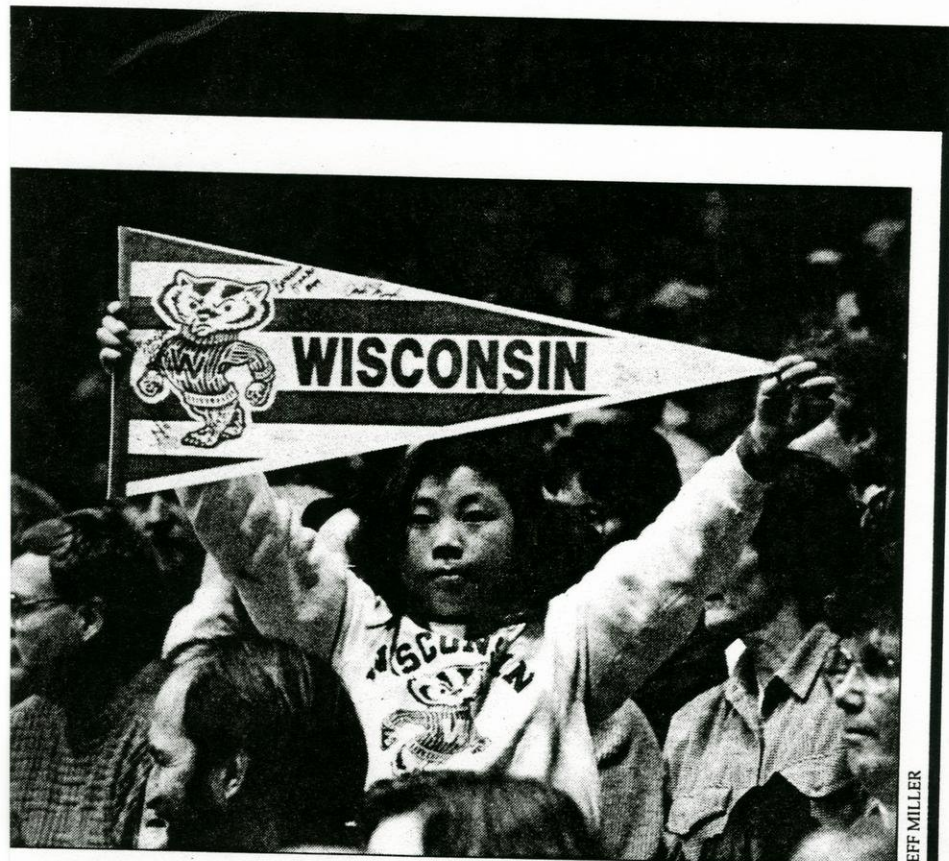
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—Barbara Wolff



Academic staff



JEFF MILLER

## rawing a crowd

Badger women's basketball team may have made an early exit from the NCAA tournament's first round, but they certainly left an impression in other areas. The Badgers dropped a hard-fought battle to the University of Montana Grizzlies, 85-74, but the 8,353 spectators who packed the Field House to watch set a nationwide attendance record for this year's NCAA Division I first-round games. March 18th's attendance also shattered the previous UW women's basketball record crowd of 5,105, set earlier this season in a game against Purdue. The Badgers must have taken a big crowd out of the Grizzlies in that opening-round game as well: Two days later, the Grizzlies were blown out of the tournament in their second-round game against the University of Southern California.

**Faculty Senate to meet** — The Faculty Senate will meet April 6 at 3:30 p.m. in room 272 Bascom Hall. The senate is scheduled to discuss a motion against the System policy for Tenured Faculty Review and Development. It is also scheduled to discuss a report and recommendations from the Academic Affairs of Priority Disadvantaged Students Committee, proposed changes to the consensual relationships policy, and proposed changes to the Faculty Policies and Procedures concerning misconduct in scholarly research.

**New templates used for reserved parking** — Visitors to the UW-Madison campus who attend or speak at conferences and lectures will soon see something different about the reserved parking spaces they use.

According to Harold Robinson, director of parking and transportation, campus

The Preservation Grants were established in 1985 with the needs of libraries and archives in mind. NEH officials say that the projects exemplify the Department's support for preservation education and training, and efforts to improve preservation procedures and methodology.

**■ Drug prevents osteoporosis** — Tamoxifen, a drug proven to prevent breast cancer from recurring in some women, also prevents osteoporosis by preserving bone mineral density, according to a study at the University of Wisconsin Comprehensive Cancer Center (UWCCC). The results were published in the March 26 edition of the *New England Journal of Medicine*.

Osteoporosis, a condition in which bones lose minerals and protein and become brittle and more easily broken, is

## Letters sent to academic staff in Frankel decision

By Alicia Kent

The Academic Personnel Office sent 575 letters in March to former and current academic staff employees who have been reviewed under last year's decision in the senior title court case.

The letters inform employees affected by the decision which salary groups they fall into, whether they are eligible for back pay and whether they could be considered for the newly created distinguished title, explains Michael Rothstein of the Academic Personnel Office.

Employees who did not receive letters, but believe they are entitled to be reviewed, should contact the Academic Personnel Office immediately. The deadline for all salary history reviews is June 30.

In addition, the Academic Personnel Office has distributed to the deans and directors, for forwarding to department chairs, lists of current employees affected by the ruling, salary history worksheets and instructions for reviewing for possible back pay and the distinguished title. Departments will have about two weeks to complete this review.

After review by the deans and directors and by Academic Personnel, letters will then be sent to academic staff notifying them of the department's decision and describing the appeal process.

The court decision, issued Nov. 8 by Dane County Circuit Judge Mark Frankel, ended a four-year-old lawsuit that challenged the implementation of the 1986 definition and salary range for senior category A professional academic staff. Frankel ruled System Administration did not have authority to reduce pay ranges for senior employees and must review their salaries for possible back pay. The state then approved a revised title and salary structure, which consists of four levels: associate, no prefix, senior and distinguished.

The Distinguished Prefix Review Committee, comprised of 12 academic staff members, developed the criteria for the title, which was approved earlier this month by the Academic Staff Assembly.

For more information about the implementation process, see For the Record on page 9 or contact the Academic Personnel Office at 263-2511.

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ciation," the three said a letter to past and present members of the board.

She had been a Union trustee of the Memorial Union Building Association since 1975, and a member of the UW Foundation's Bascom Hill Society. Erdman worked for the Office of International Studies and Programs from 1962 to 1966.

Tributes for Erdman came from throughout the community, including the Wisconsin Student Association, which expressed its sympathy in a black-bordered statement.

"Joyce was a leader who cared deeply about her university and community. She was a remarkable woman; she is irreplaceable," said Chancellor Donna E. Shalala.

■ **Regents approve Quality Reinvestment Plan** — The UW System Board of Regents approved a plan on Feb. 7 to reallocate some \$26.5 million

His comments came during testimony focusing on how salaries and merit increases are distributed at the UW campuses. Ward, UW-Eau Claire Chancellor Larry Schnack and UW-Stevens Point Vice Chancellor Howard Thoyre all testified that campuses need more flexibility to meet faculty and academic staff compensation needs.

Ward testified that catch-up pay had been indispensable to retaining faculty, but the process for obtaining catch-up has taken its toll. "Without the money from catch-up, our retention efforts would have been severely hampered," Ward said. "But the political process of funding catch-up has been very stressful."

Ward also explained that it is critical to allow UW-Madison to continue distributing its merit increases through deans and departments. "The reason we have to have a highly delegated system is that there are 2,400 faculty in over 140 departments from highly technical fields to exotic languages," Ward said. "This system of delegation is

■ **Academic Staff Assembly su hospital changes** — The Academic Staff Assembly on Feb. 10 endorsed in principle a proposal for the future of the University Hospital. Faculty at the School of Nursing, Medicine and Pharmacy endorsed the proposal last month. The Faculty Senate approved the principles Feb. 3.

The proposal, which states that the hospital will remain a public institution to serve as a guideline as university officials draft specific, statutory language for the future structure of the hospital. The proposal states that a governing board will oversee hospital operations including construction, leasing, personnel and purchasing. Along with wording changes, the assembly adopted a sentence to the principles which states that academic staff at the hospital should participate in the governance process.

Chancellor Donna E. Shalala plans to recommend this proposal on the future of the hospital to the UW System Board of Regents in March. If approved by the Regents, Shalala plans to come before the Faculty Senate, Academic Staff Assembly and the Regents in the fall to discuss specific plans for the hospital's future.

■ **Parks appointed director of research center** — Christine Parks has been named director of the Research Animal Resources Center. She currently is assistant director of research compliance and assistant director of the department of animal care at Oregon Health Sciences University in Portland. Parks holds a D.V.M. and a Ph.D. from the University of Illinois. She will start her duties on May 18.

As director of the RARC, Parks will be responsible for the university's compliance with all federal and state animal care regulations, as well as the health and welfare of research animals ranging from mice to lizards. She will supervise a staff of 15, including eight veterinarians.

"She is in effect the chief campus veterinarian," said John Wiley, dean of the Graduate School. "Along with her outstanding scientific credentials, Dr. Parks is an outstanding people and management skills. She's a real problem solver." Wiley will be able to build on the excellent record of Acting RARC Director Elise Seavey, Wiley said.



JEFF MILLER

## An avalanche of paperwork

Sitting knee-deep in reams of computer printouts and boxes of paper, Michael Rothstein of the Academic Personnel Office has begun tackling the monstrous stacks made possible thanks to the "senior prefix" court decision. That ruling, handed down in November by Dane County Circuit Judge Mark Frankel, ended a four-year-old lawsuit that challenged the implementation of the senior prefix title. It's just the beginning of work for campus officials as they sift through salary histories of some 384 current and former category A professional academic staff members who could receive back pay.

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Academic  
stuff



# WISCONSIN WEEK



*Academic Staff*

UNIVERSITY OF WISCONSIN-MADISON

FOR FACULTY AND STAFF

FEBRUARY 19, 1992

## Legislature looks at collective bargaining for faculty, staff

By Alicia Kent

Collective bargaining for faculty and academic staff — an issue that pops up periodically — is back on the front burner, this time in the form of three legislative bills.

Assembly Bill 850 and Senate Bill 425 — essentially the same bill — would give UW-Madison faculty and instructional staff the right to bargain as two separate units. Other System campuses also could form their own units. In addition, Senate Bill 262 calls for collective bargaining rights for just academic staff.

Currently, faculty and academic staff throughout the System may organize and join labor unions, but the state is not required to recognize or bargain collectively with them. Classified staff is recognized and does bargain collectively with the state.

Historically, most of the country's universities are not covered under collective bargaining agreements. On the national level, 30 percent of the nation's professors are covered by collective bargaining agreements, according to the National Center for

the Study of Collective Bargaining in Higher Education at Baruch College, N.Y. There are 460 recognized collective bargaining agents covering faculty at 989 campuses across the country.

Eighty-five percent of all collective bargaining agreements are at public institutions.

Including Washington, D.C., 31 states have collective bargaining units. In neighboring states, Michigan, Ohio, Illinois, Minnesota and Iowa all have collective bargaining acts, while Indiana has not passed such legislation.

Supporters of collective bargaining say that the bills would provide a stronger, more coherent voice for UW-Madison faculty and academic staff. "Collective bargaining is a stronger tool for improving working conditions," says Edward Muzik, executive secretary of The Association of University of Wisconsin Professionals (TAUWP), a union representing 1,200 faculty and academic staff in the System. By increasing salaries, improving working conditions and creating a better sense of job

security for academic staff, education will ultimately be improved for students, Muzik adds.

But many faculty here have long opposed collective bargaining legislation, ar-

**On the national level, 30 percent of the nation's professors are covered by collective bargaining agreements.**

guing that it undermines faculty governance — a process that allows faculty to participate in important decisions including tenure, peer review for merit salary increases, curriculum and academic freedom.

Law Professor Ted Finman, who has long opposed such legislation, says that for some employees, collective bargaining is the only legal structure that gives them a right to speak effectively.

But at UW-Madison, where shared governance allows faculty to participate fully in

decision making, this is not the case.

"Faculty rights here are already well protected," he has said in past testimony before the Faculty Senate.

Supporters of collective bargaining, however, say that shared governance is not strong enough. "Collective bargaining provides a much greater voice than the governing system, which is basically a system of making recommendations. It carries no weight," says TAUWP's Muzik.

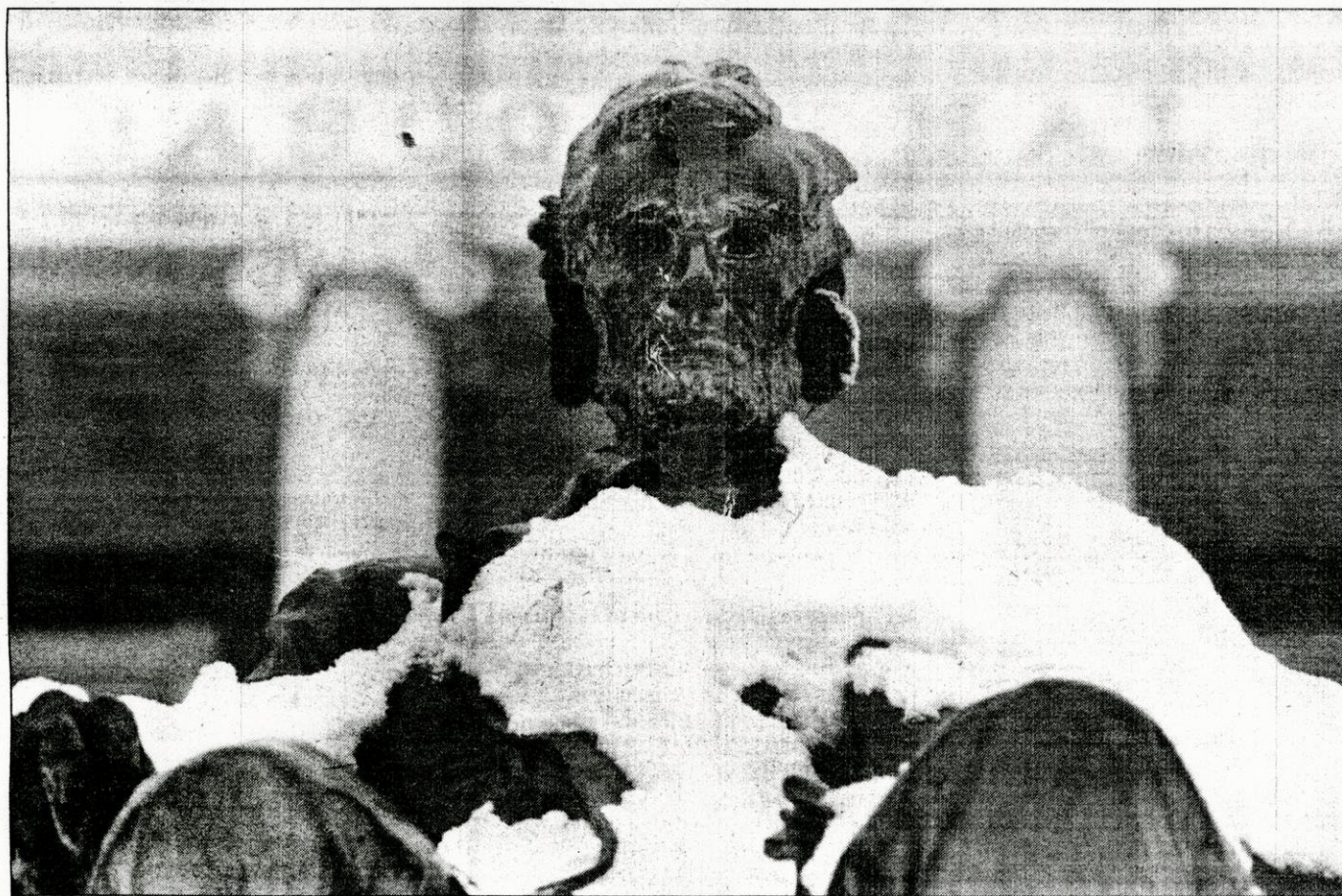
But Finman argues that collective bargaining could actually be harmful to faculty rights. "While long experience demonstrates that shared governance protects both faculty rights and educational quality, the effects of faculty bargaining are at best largely unknown and, at worst, may be both harmful and irreversible," he said.

Collective bargaining for faculty also raises legal questions. In 1980, the U.S. Supreme Court ruled that faculty at Yeshiva University, a private school in New York, could not engage in collective bargaining because its faculty members exercised authority that was clearly managerial. Throughout UW-Madison's history, collective bargaining opponents argue, faculty have served as managers as well as employees through the campus's strong system of shared governance.

TAUWP members argue that even if collective bargaining is not the route for UW-Madison, it should not stand in the way of other campuses in need of a collective voice. "People should have the right to choose collective bargaining if they want to," Muzik says. "This is a matter of opening up more choices for people in order to control the conditions in which people work."

So why not simply allow the legislation to pass — but then choose not to engage in collective bargaining at the Madison campus, allowing other System campuses to engage in collective bargaining?

(Continued on Page 10)



### Ear today, gone tomorrow

A sympathetic soul took pity on Abraham Lincoln and protected him with a toasty pair of earmuffs after the weekend's snowfall blanketed the Bascom Hill statue.

### ASEC ballots due March 9

Ballots for the Academic Staff Executive Committee, the executive arm of the Academic Staff Assembly, are due by March 9. All academic staff should have received ballots in the mail this month for the ASEC election.

The Academic Staff Executive Committee candidates are: John Benson, District 76, Graduate School; Catherine Middlecamp, District 13, Letters and Science; Stephen A. Myrah, District 7, Academic Services; Colleen Paul, District 61, MACC; and Charlene Tortorice, District 10, Education.

Ballots are due in 264 Bascom by March 9. For more information, contact Bob Miller, 263-2985.

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## Collective bargaining

(Continued from Page 12)

As Diane Kravetz, chair of the University Committee, points out, in the context of a merged university system with one Board of Regents, any move that affects other campuses will inevitably affect UW-Madison. Bargaining agreements reached at some campuses could unavoidably set a standard for the other campuses, she says.

Neither the Academic Staff Assembly nor the Faculty Senate have taken a position on the current bills. Faculty leaders point out that in the past, the Faculty Senate has strongly opposed collective bargaining.

The senate's last formal statement came in 1983 with a resolution opposing collective bargaining. The resolution stated that the senate opposed any legislation concerning collective bargaining that did not:

- give the Board of Regents sole responsibility for negotiations;
- allow the Madison faculty to bargain independently from academic staff and other campuses;
- permit faculty at other System campuses to make the same choices; and
- exclude issues of faculty governance, including academic freedom, tenure, curriculum and internal personnel matters such as the allocation of merit salary.

Major surveys taken in the 1980s, the most recent in 1985, showed that academic staff had no clear preference for collective bargaining and many were undecided, Steve Myrah, chair of the Academic Staff Executive Committee, points out. In 1989, when the last collective bargaining bill emerged on the scene, the Academic Staff Assembly narrowly opposed enabling legislation.

"We have no evidence today that attitudes have changed significantly," Myrah told the Assembly Colleges and Universities Committee during their hearing on Jan. 1.

Collective bargaining would be harmful to the shared governance process, which has served academic staff as well as faculty, Myrah argues. Academic staff governance, through the Academic Staff Assembly and academic staff representation on campus committees, has helped in advancing staff rights, he says.

"We believe that our existing governance model, where we deal directly with our peers and constituencies, offers the best chance of controlling our own destinies," Myrah says.

TAUWP members disagree. "Academic staff governance has not worked well. It hasn't provided job security," Muzik says. Academic staff are hired under one-year contracts, putting their jobs at risk every year, he adds.

If any of the bills were to pass and survive the veto pen of Gov. Tommy Thompson, they would not result in immediate collective bargaining at UW-Madison. The bills do not require faculty and academic staff to engage in collective bargaining. They simply give both groups the option of forming bargaining units and selecting a bargaining agent if they choose to.

Often, enabling legislation such as the Wisconsin bills do not result in immediate bargaining units on campuses. In Illinois, for example, faculty at only one four-year college has organized since legislation was passed in 1983, according to Bob Breving, a long-time labor activist and assistant to the president of the Cook County College Teachers Union in Illinois.

"When a new unit is established, it can take years, two or three or even longer, before the faculty actually have an agreement, a written piece of paper," says Beth Johnson of Baruch's National Center for Collective Bargaining.

And, in general, the impetus for organizing comes from faculty with non-faculty following later, if at all, Breving says.

Efforts to bring collective bargaining to campuses usually come from within the state or the campus, labor experts say. "Currently there is not a great deal of organizing on the national level," Johnson says.

A national push for collective bargaining would be difficult, Breving says, because it is essentially a state issue that requires statutory change. Instead, it takes a political climate hospitable to labor movements and institutions open to the need for collective bargaining for legislation to pass and units to form on campuses, he adds.

## Legislature considers university-related

As the Legislature continues its final floor period of the year, members will be considering a variety of university-related bills in addition to those that would allow collective bargaining:

• **Assembly Bill 561, Tenure Process Revised.** Allows the UW System Board of Regents the limited power to grant tenure without the recommendation of the academic department if a committee determined that the department's denial was based on "impermissible factors," including race, gender, disability, sexual orientation, religion and political beliefs. This bill passed both houses of the Legislature and is awaiting action by the governor.

• **Assembly Bill 885, Open Records Exemption Employment Records.** Keeps names of applicants for non-classified public employment confidential.

• **Assembly Bill 336, Immediate Health Insurance Coverage.** Makes all UW faculty and academic staff eligible from the first day of employment for the state contribution toward group health insurance. Currently there is a six-month waiting period before the state will pay its portion of premiums.

• **Assembly Bill 853, Waiver Liability Hazardous Substance Personnel.** Protects state employees for inadvertent acts committed in the transportation or disposal of hazardous substances. If the em-

ployees were acting in their official capacity, attorney fees, damages and costs would be paid.

• **Assembly Bill 38, Faculty Teaching Hours.** Requires a minimum of 12 hours per week of actual classroom instruction per week during the fall and spring semesters. At UW-Madison, this bill could mean a loss of \$260 million in loss of clinical practice and research funds.

• **Assembly Bill 488, Classes Taught by Professors/Teaching Assistants Fluent in English.** Directs the Regents to ensure that at least 50 percent of classes are taught by assistant, associate or full professors. Also requires graduate student teaching assistants to demonstrate English fluency. Could exceed \$24 million a year.

• **Assembly Bill 613 Tuition Cap.** Establishes academic fees for resident undergraduates at no more than 33 percent of educational costs and nonresident tuition no more than 110 percent of costs.

• **Assembly Bill 497, Municipal Service Fee on Tax Exempt Property.** Requires cities to impose a fee on UW campuses and other tax-exempt real property for the cost of police and fire protection, street construction and maintenance, solid waste management, snow and ice removal. Estimated cost for the System is \$12 million annually.

• **Assembly Bill 700, Sales/Room Tax.** Imposes a sales and room tax on camp-

## FACULTY AND STAFF NEWS

### Staff Development Awards

Six academic staff members are among 35 recipients of 1991-92 Part II UW System Academic Staff Professional Development Awards.

The awards, which were instituted by the UW Board of Regents in 1984 and are presented twice each year, provide funding for projects that enhance the professional development of academic staff. UW-Madison winners and their projects include:

**Phil J. Biebl**, Artist, Engineering Publications Office, to attend the Dynamic Graphics Educational Foundation workshop: "Electronic Design and Illustration." The workshop will increase knowledge and skills in design and production.

**Marcia Gevelinger Bastian**, Clinical Instructor, Therapeutic Science, to attend a two-week course on clinical reasoning designed for academic educators interested in improving the reasoning, interactive and clinical skills of students.

**J. Trey Duffy**, Director, Dean of Students Office, to acquire computer training for the McBurney Disability Resource Center staff, training needed to manage the complex computer system.

**Donna Wöcher**, Associate Administrative Program Specialist, Office of Human Resources, to obtain certification in order to offer training for 12 people so they will be able to offer Zenger-Miller FrontLine Leadership development programs within their own units.

**Marcey Jorgenson**, Director, Nursing Service and **Patricia Lasky**, Associate Dean, Academic Affairs & Outreach, to bring Dr. Patricia Benner from the University of California to provide training focusing on the role of the manager as a clinical teacher.

### Faculty Development Awards

Ten UW-Madison faculty members are among 44 system educators to receive 1992-93 UW System Faculty Development Awards. These faculty will receive \$98,292 out of \$256,528 in matching funds from System Administration for 1992-93. The awards, announced by the Board of Regents Feb. 7, recognize faculty development, retraining, and renewal projects.

Retraining award are eligible for 50/50 matching funds from institutions and UW System faculty development account. Faculty development and renewal projects carry 25 percent UW System and 75 percent institution matching funds. UW-Madison recipients are:

Rehabilitation Psychology Professor **Anne Donnellan** to retrain in the areas of behavioral neurology, communication, aphasia, social/communication development, augmentative and related issues in order to better understand and research the phenomena of facilitated communication.

English Professor **Betsy Draine** to renew knowledge in the fields of modern British and American fiction, to include critical perspectives of people of color, and to prepare two courses for Spring 1993 and four courses for following years.

Art History Professor **Henry Drewal** to de-

velop expertise in the field of African diaspora art history with particular reference to the Caribbean and Latin America for the purpose of developing curriculum and preparing materials for introductory and advanced courses.

Agricultural Economics Professor **Mar Johnson** to renew expertise in major tools applied research by studying econometric microeconomic theory, and statistics.

Social Work Professor **Diane Kravetz** to pursue intensive study in three areas: 1) feminist psychodynamic theories; 2) feminist theories of social power, sexual division of labor in the family and in the work place, and differences among women based on race/ethnicity and class; and qualitative methods.

Law Professor **Lynn LoPucki** to examine interdisciplinary theories about the social and economic functions of state debt collection and bankruptcy against empirical evidence, specifying how many of the proposed social functions are partially realized and in conflict with each other.

Social Work Associate Professor **Joy Perk Newmann** to enrich and expand teaching capabilities that will add diversity and strength to curricular offerings in community mental health.

French & Italian Professor **Yvonne Ozzell** to study poetry by Francophone black women for the purpose of developing a new undergraduate seminar. Plan of study involves: background research; consulting with specialists in African literature, culture and history; selection and analysis of texts by African poets; development of pedagogical strategies and materials.

History Professor **Francisco Scarano** to expand specialty in Latin American and Caribbean history to achieve competence in the study of Latino minorities in the United States, with special attention on the Puerto Rican experience.

English Professor **Joseph Wiesenfarth** to consult with a military historian to develop expertise in matters of strategy and tactics as well as the politics of war in order to develop undergraduate and graduate courses on the literature of the First World War.

### Honors

**John E. Kutzbach**, a professor of meteorology and environmental studies and director of the Center for Climatic Research, has been named the 1992 Walter Orr Roberts Memorial Lecturer by the American Meteorological Society.

Kutzbach was cited for his "significant contributions to the understanding of atmospheric processes derived from multidisciplinary research activities." The purpose of the lectureship is to foster the exchange of knowledge between atmospheric scientists



Kutzbach



# State Assembly committee sends UWS 17 to Regents

By Alicia Kent

A State Assembly committee did not vote for or against a revised UW System rule against discriminatory speech yesterday, but instead sent it to the UW System Board of Regents for further consideration.

The Assembly Colleges and Universities Committee debated for almost two hours on UWS 17.06(2), which disciplines students for discriminatory remarks that provoke a violent reaction.

If the Regents agree by 5 p.m. today to consider modifying the rule, the modifications will then go back to the Assembly committee. If the Regents don't agree to consider modifications by today, the rule can be published and go into effect. However, the committee, chaired by State Rep. Stan Gruszynski (D-Stevens Point), asked the Regents to vote on the rule before it is published.

The original administrative code against discriminatory speech was adopted by the UW System Board of Regents in June 1989, but was then struck down in federal court in October 1991 as unconstitutional and overly broad. A group of UW-Madison Law School faculty members reworked the rule last year to narrow its focus.

Two high court decisions last week could affect the future of the rule and have caused many to question the ability of UWS 17 to pass court scrutiny:

- On June 22, the U.S. Supreme Court struck down a St. Paul, Minn., hate crimes ordinance.

- In a separate decision, the Wisconsin Supreme Court on June 23 ruled a Wisconsin hate crimes law unconstitutional. Wisconsin's Attorney General James E. Doyle Jr. said last week he intends to appeal that decision.

UW System officials say they will continue to follow UWS through the legislative review process. "We are pursuing the legislative review process as the Board directed us to do," said Patricia Hodulik, senior legal counsel for the UW System.

The Regents gave the go-ahead to the current draft in May in a 9-6 vote. The rule then went on to the Senate Higher Education Committee, which gave its approval in another close vote (3-2), and to the Assembly Colleges and Universities Committee.

The UW System Board of Regents will meet July 10, when it could decide to halt the reinstatement of the rule.

Regent President George K. Steil Sr., an opponent of the rule, said that while it is possible the issue could come up at the next meeting, he is skeptical whether that would change the situation. "I don't know if any regents will change their votes," said Steil, who will be unable to attend the meeting. "People feel very strongly about the stands they have taken."

If UWS 17 passes through these hoops and goes into effect, it could still be challenged in court.

Last week's court rulings on hate crimes laws have given, as Gruszynski put it, opponents of the rule more political fodder. "The sentiments that the courts create have hurt the

rule," observed Gruszynski, adding he was skeptical of the rule before the court decisions were delivered.

UW-Madison Law Professor Ted Finman, the principle author of the revised rule, and Hodulik argue that the court rulings do not apply to UWS 17 as it is now written. The new draft makes it clear that no violation can occur unless an epithet is directed to individuals in a one-to-one confrontational setting, explained Finman. Statements addressed to a general audience would still be protected, he added.

In the Supreme Court decision, the St. Paul ordinance was directed at cross burnings and other public displays intended as harassment. But UWS 17 would not apply to such public displays.

In the Wisconsin decision, the court focused on the regulation and punishment of thought, while UWS 17 is directed at one-to-one name calling, Hodulik explained. "There is not much analogy between the state hate crimes law and our rule," she said.

But other observers disagree, arguing that both decisions send a message that UWS 17 will not survive a court test. "My initial impression is that, taken together and separately, the decisions cast a serious doubt on the constitutional viability of UWS 17," said UW-Madison Political Science Professor Joel Grossman.

Grossman argues that the court has undermined the "fighting words" doctrine. Under UWS 17, there can be no violation unless the insult tends to provoke "an immediate violent response" or the so-called "fighting words" doctrine.

Academic Staff

## Bob Miller eases into retirement

*'There's something special about this university'*

Hardly a week goes by when the inhabitants of Bascom Hall don't hear the clomp-clomp of Bob Miller's cowboy boots down the long corridors — it's one of his many distinguishing trademarks.

Soon, his colleagues will miss hearing that sound when he retires. Or seeing his exotic shirts. (He points out that he had to buy a couple of ties to interview for his position as secretary of the academic staff). Or laughing at one of his famous (or infamous) jokes.

He is one of the few people who has probably been in every Bascom office — because he prefers to make a personal visit when he wants to discuss something.

Opinionated and strong-headed when it comes to university issues, Miller is quick to add his characteristic chuckle to the discussion. "I take my job very seriously, so to balance things out, I don't take myself seriously," he says.

Miller's retirement will occur in two phases. Starting today, Miller will continue in the office in a half-time appointment until he retires on Jan. 11, 1993 — one day after he turns 57, the age state regulations allow early retirement to occur without financial penalty.

But don't expect to stop hearing that clomp-clomp or that chuckle. Colleagues say Miller will be back, helping out the university where he has worked for 28 years. In fact, Miller admits he has received inquiries from four departments already.

Miller is one of those "true Madisonians." Born in Madison, Miller earned a bachelor's degree in education, communication arts and English and a master's in educational policy studies from UW-Madison. He also did doctoral work in educational administration here.

He began his career here in 1964 as an assistant director of Admissions and in 1970 moved to the School of Education as an assistant to the dean in charge of student services, where he worked tirelessly until he became secretary to the academic staff in 1987.

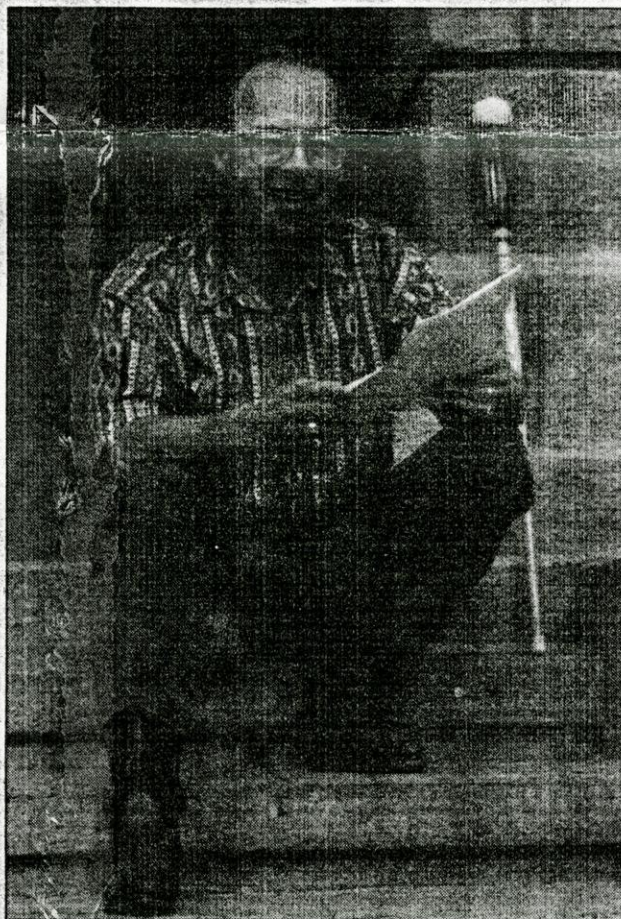
"There is something special about this university," Miller observes. "People really care about this place. It's in a constant state of flux, it's alive."

But he says he looks forward to retiring. Between building antique ship models, crafting his hand-carved walking sticks and taping his beloved 1940s and '50s jazz, Miller says he will find a way to keep busy.

And don't let his joking and jabbing at the university fool you — Miller is one of the most committed employees around, making him an ideal advocate for academic staff. As the first person to serve as the secretary of the academic staff, he essentially defined the position, which began as a half-time appointment.

As secretary of the academic staff, Miller has served as "a one-man radio station," coordinating the activities of the Academic Staff Assembly, its committees and the Academic Staff Executive Committee, the executive arm of the assembly. He has been responsible for a slew of policy papers and updating the academic staff by-laws as the assembly changes them.

Miller has found himself in a difficult role, achieving a balance between serving as an advocate for academic



Miller's smiling face, cowboy boots and exotic shirts have become familiar fixtures at Bascom Hall.

staff while remaining sensitive to the administration's perspective, he says.

His concern about academic staff issues began almost as soon as his professional relationship with the university. He was chair of the Academic Staff Committee in 1978-79 and has served as president of both the Student Personnel Association and the Madison Academic Staff Association, which he helped found.

But his real devotion is to the students of this university. Mention the name of a School of Education graduate and chances are Miller will say, "Oh, yeah, she's one of my students," or "Oh sure, I let him in even though everyone said he would fail" or "I just received a letter from her from California."

He prides himself on cutting through the red tape for students. "Once a year I allowed myself to do something just because it seemed right, even if it did violate a rule," he says. In other words, not much can stop him if he wants to help a student, or a colleague, for that matter. Now that he no longer works directly with students, he shares his walking sticks or tapes of jazz collections with colleagues.

"When I stopped being able to help students or surprise them by telling them I was making an exception to enable them to graduate, I needed to find ways to surprise colleagues," he says. "So I've given people walking sticks and tapes from time to time just for the fun of it."

Perhaps the wording of a Outstanding Contribution Award given to Miller by the Student Personnel Association describes him best, though it was written more than ten years ago: "He is a believer in human potential. He values students. He values his colleagues, he values the educational endeavor."

— By Alicia Kent

## Myrah named secretary of academic staff

Steve Myrah, a graduate of the UW-Madison who has worked here for 26 years, has been appointed to serve as the secretary of the academic staff. His appointment begins today.

Robert Miller, who has served in the position since 1987, will continue in the office in a half-time appointment until he retires on Jan. 11, 1993.

Myrah will be responsible for coordinating the activities of the Academic Staff Assembly, one of two governing branches of the university, and its committees. He will also coordinate activities for the Academic Staff Executive Committee, the executive arm of the Academic Staff Assembly.

Myrah, who has served as an assistant director of Student Financial Services since 1971, has worked on academic staff issues throughout his UW-Madison career. He served on ASEC for three-and-a-half years and is the outgoing chair of that committee. He is also a founding member of the Madison Academic Staff Association and served as its president in 1985-86. He has also served on a variety of campus committees and has been active in student financial service organizations on the local and national level.

While he will miss his work with his Academic Services colleagues, Myrah says he looks forward to his new appointment because it will allow him to dedicate his full attention to academic staff issues. "When working with academic staff issues as part of ASEC, I was always reluctant to put them down," he says. "I never had the time to do these issues justice."

Some of these issues include: the Governor's Commission on UW Compensation, the upcoming 1993-95 budget and two new assembly committees that will address new member orientation and districting issues in the Academic Staff Assembly. He also said he hopes to enhance cooperation with the University Committee, Faculty Senate and Secretary of Faculty's Office and to bolster the image of academic staff on campus.

Myrah earned a bachelor's degree in history, a master's in American history and a doctorate in higher education administration, all at UW-Madison.

JEFF MILLER



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## awards \$3 million k on virus studies

very critical time in the fiscal situation. It sets up a new enthusiasm."

The new computer graphics capabilities, for example, will allow UW-Madison virologists to speed up their work on the development of new drugs and strategies for combating viruses such as those that cause the common cold.

By using a computer to build a picture of a virus and its surface, scientists can see how antibodies and drugs interact with the virus. "You can get the whole virus on the screen and see where the changes are," Rueckert said. "That guides us in studies of how antibodies, how drugs neutralize viruses."

That ability, Rueckert said, will help scientists design new control measures, including drugs and vaccines against the many kinds of common cold viruses, as well as other viruses that affect people, animals and plants.

The grant also will enable the institute to recruit a new faculty member and as many as six post-doctoral researchers. In addition, the Markey funds will aid in the recruitment of top-flight graduate students to a new doctoral program in virology.

The Lucille P. Markey Charitable Trust was established in 1983 under the provisions of the will of the late Lucille P. Markey. Its assets are devoted exclusively to supporting and encouraging basic medical research.

Cook, 35, had served as the first assistant coach for the national team since 1991. Prior to that, he assisted in coaching the University of Nebraska women's volleyball team to three consecutive NCAA final four appearances and three Big Eight Conference championships. He was responsible for recruiting coordination, scouting, and strength and conditioning coordination, and also served as a liaison with the academic advising center.



Cook

"An important factor in my decision was the commitment by the administration toward building a top program," said Cook. "The foundation has been laid and I want to continue to build a championship program."

Cook succeeds Stephen Lowe, who died after a short battle with cancer last year. Interim coach Margie Fitzpatrick, who led the Badgers into the NCAA's second round last fall, will remain on as Cook's first assistant.

**Dairy story extends hours** — Babcock Hall dairy store has extended its hours to better serve the campus community. New hours are Monday-Friday, 9:30 a.m.-6 p.m. and Saturday, 9:30 a.m.-noon. Customer parking is available at meters off Linden Drive on Farm Place just west of Babcock Hall.

**Deaths** — Edwin Johansen Crosby, an Emeritus professor of chemical engineering, died of cancer at his Madison home Dec. 25. Crosby had been a member of the UW faculty from 1958 until his retirement in October 1991. He is survived by his wife and a daughter.

J. Brian Harley, professor of geography and director of the Office for Map History at UW-Milwaukee and co-editor of the History of Cartography Project centered at UW-Madison, died Dec. 20. A memorial service will be held Friday, Jan. 31, at 3 p.m. at the Golda Meir Library, 2311 E. Hartford Ave. in Milwaukee.

## Committee to review, advise on senior title back pay

By Alicia Kent

After a lengthy four-year court battle, UW System officials have identified the 50 titles affected by the "senior prefix" court decision and found that more than 300 UW-Madison employees could receive lump sum back payments by June 30.

Exactly which of those 300 employees are eligible for retroactive pay and how much each will receive are questions that a newly formed academic staff committee will help answer. The costs to UW-Madison are still unable to be determined.

Using the System guidelines, UW-Madison officials will begin reviewing salary histories this month. Formed by the Academic Staff Executive Committee, the Frankel Implementation Advisory Committee began work on the process last week.

Dennis Hill, a senior academic librarian on the committee, said he feels confident that academic staff will see their back pay by June 30. "It may be a cumbersome process to carry out, but it is do-able," says Hill, who is affected by the Frankel decision. "We will be advising the administration on implementing the decision and helping staff get fair salary reviews."

Other committee members include: Martin Garment, Gloria Hawkins, Esther Olson, Joan Provencher, Grayson Scott and Kathy Zweifel. Hill, Zweifel and Garment are all affected by the Frankel decision.

For employees who wish to appeal a back pay decision, the advisory committee will help develop a shorter grievance process this spring.

The court decision, issued Nov. 8 by Dane County Circuit Judge Mark Frankel, ended a four-year-old lawsuit that challenged the implementation of the 1986 revised senior prefix definition and salary range change for senior category A professional academic staff.

The title structure, endorsed by the Legislature in 1986, called for a senior title with two salary ranges higher than the level for employees without a title prefix. However, the title structure was modified, based on recommendations from a System advisory committee, to include only a one-step change for senior staff, prompting suits from UW employees.

Frankel ruled that System Administration did not have the authority to reduce pay ranges for these senior titles and the employees affected must have their salaries reviewed for possible back pay.

This December, soon after Frankel issued his final decision, the Regents and the state Department of Employment Relations approved a revised title and salary structure. The revised category A professional title structure consists of four levels: associate, no prefix, senior and distinguished.

This new salary structure also removed the suspension on the use of the senior title prefix, which had been in place since December 1990. Any rate and title changes approved during the moratorium may now be implemented retroactive to the date approved, according to Carla Raatz, director of the Office of Human Resources.

Across the System, some 1,179 employee salary histories will be reviewed.

At UW-Madison, some 384 current and former category A professional academic staff members are affected and will be reviewed for back pay, explains Michael Rothstein of the Academic Personnel Office.

Of these, some 94 people will automatically receive the "distinguished" title, created in the revised title structure to recognize employees who are "superstars" in their field. The distinguished title is one salary range higher than "senior." An additional 90 employees will be reviewed to see if they have met the criteria for the distinguished title and then could receive back pay.

Campus officials will have to contact, through certified mail, 65 former employees who may have been affected and eligible for retroactive pay.

An additional 343 employees at UW-Madison may be eligible for promotion to the new distinguished level, but will not be awarded retroactive pay because their positions were not affected by the court decision.

UW-Madison will not be approving any requests for the distinguished title until crite-

ria are developed with input from the Implementation Advisory Committee, which has begun discussing the issue, Raatz says.

For more information about the implementation process, contact the Academic Personnel Office at 263-2511.

The following professional, category A senior prefix titles are affected by Dane County Circuit Judge Mark Frankel's court decision:

Senior Academic Curator  
Senior Academic Librarian  
Senior Academic Planner  
Senior Administrative Specialist  
Senior Advisor  
Senior Broadcasting Specialist  
Senior Clinical Audiologist  
Senior Clinical Dietician  
Senior Clinical Exercise Physiologist  
Senior Clinical Genetic Counselor  
Senior Clinical (Nurse) Anesthetist  
Senior Clinical Nurse Specialist  
Senior Clinical Pharmacist  
Senior Clinical Physical Therapist  
Senior Clinical Social Worker  
Senior Clinical Speech Pathologist  
Senior Counselor  
Senior Data Base Administrator  
Senior Development Specialist  
Senior Developmental Skills Specialist  
Senior Editor  
Senior Facilities Architect  
Senior Facilities Engineer  
Senior Facilities Planning Specialist  
Senior Health Technologist - Hematology  
Senior Health Technologist - Histology  
Senior Health Technologist - Neurodiagnostic Testing  
Senior Health Technologist - Ophthalmology  
Senior Health Technologist - Orthopedics  
Senior Health Technologist - Orthotics  
Senior Health Technologist - Perfusionist  
Senior Information Manager  
Senior Information Processing Consultant  
Senior Institutional Planner  
Senior Instructional Specialist  
Senior Instrumentation Specialist  
Senior Management Engineer  
Senior Marketing Specialist  
Senior Media Specialist  
Senior Outreach Specialist  
Senior Physician  
Senior Preceptor  
Senior Programmer Analyst  
Senior Psychologist  
Senior Recreation Specialist  
Senior Rehabilitation Specialist  
Senior Research Specialist  
Senior Student Health Nurse  
Senior Student Services Specialist  
Senior Systems Programmer

UNIVERSITY OF  
WISCONSIN  
MADISON

Wisconsin Week

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## BULLETIN

### Auditions for spr

The University Theatre presentation of *Into the Woods* Jan. 23, from 4-7 p.m. At Mitchell Theatre in Vilas Hall, Jan. 24 at 4 p.m. Perform April 2-5, 9-10, and 12. Rehe

A joint production of the Opera, *Into the Woods* Staninas, featuring music Moser. Those interested in a pair 32 bars of one song — n — for the preliminary auditions will be asked to read script and score.

Auditions are open to all university community. Auditions be reserved by signing your actor's callboard on the first floor of the Vilas Hall. Please do not call the Vilas Hall for appointments.



### Hospital weight loss

UW Hospital and Clinics is day weight loss workshop for an plan a weight loss program benefits. "Why Weight?" is sche a.m. to 4:15 p.m. Saturday, Feb. Center, 4200 County Hwy. M in participants will sample healthy lo go on an outing that proves wir be fun and invigorating. In addi and exercise, stress and attitud weight loss also will be discussed cost is \$35 per person, or \$65 more information or to register, tal and Clinics' outreach educat at 263-6510. Registration dead space is limited.

### Apple Education TV

Join MACC's Instructional T port group and AppleComputer satellite broadcasts on using technology in higher education. 1992 Apple Education TV Series" broadcasts, which can be viewed South or the Clinical Sciences broadcast runs from noon-1 p.m. ics and dates are: Jan. 23, "Innov nology," Feb. 20; "How Comput ing the Way We Learn," March Solutions for Math and Science," timedia in Language and Literacy "Client/Server Architecture an Access and Analysis." For addi tion, contact MACC Instruction Support by email at its@macc.s phone at 262-5667.

### Alternative lifestyles

A national teleconference spx Gay and Lesbian Issues Committe of Students Office will be broad Feb. 6, 12:30 - 2:30 p.m. The free ir lite broadcast, which will address ing and Meeting the Needs of Ga Bisexual Students on Campus," ca

### Health-Line Highlights

Health-Line Highlights, a 24-l of the Division of University Out free recorded messages to the Ma community via the telephone. To messages, call 263-5454.

Jan. 16: Contraceptive Methods (1; Jan. 23: When Is a Head Injury Ser Jan. 30: When is Hot Water Too H

### DIAL Message of the w

Sponsored by the Campus As ter, the DIAL messages run 24 ho are accessible by touchtone pho 263-3100 and entering the four-di rotary phone, you may hear the m dialing the CAC at 263-2400 and r the messages by number.

Jan. 20: #3634, Applying for Finan Jan. 27: #3641, Where Can I Find a Job?



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## Letters sent to academic staff in Frankel decision

By Alicia Kent

The Academic Personnel Office sent 575 letters in March to former and current academic staff employees who have been reviewed under last year's decision in the senior title court case.

The letters inform employees affected by the decision which salary groups they fall into, whether they are eligible for back pay and whether they could be considered for the newly created distinguished title, explains Michael Rothstein of the Academic Personnel Office.

Employees who did not receive letters, but believe they are entitled to be reviewed, should contact the Academic Personnel Office immediately. The deadline for all salary history reviews is June 30.

In addition, the Academic Personnel Office has distributed to the deans and directors, for forwarding to department chairs, lists of current employees affected by the ruling, salary history worksheets and instructions for reviewing for possible back pay and the distinguished title. Departments will have about two weeks to complete this review.

After review by the deans and directors and by Academic Personnel, letters will then be sent to academic staff notifying them of the department's decision and describing the appeal process.

The court decision, issued Nov. 8 by Dane County Circuit Judge Mark Frankel, ended a four-year-old lawsuit that challenged the implementation of the 1986 definition and salary range for senior category A professional academic staff. Frankel ruled System Administration did not have authority to reduce pay ranges for senior employees and must review their salaries for possible back pay. The state then approved a revised title and salary structure, which consists of four levels: associate, no prefix, senior and distinguished.

The Distinguished Prefix Review Committee, comprised of 12 academic staff members, developed the criteria for the title, which was approved earlier this month by the Academic Staff Assembly.

For more information about the implementation process, see For the Record on page 9 or contact the Academic Personnel Office at 263-2511.



JEFF MILLER

have made an early exit from the NCAA. They left an impression in other areas. The University of Montana Grizzlies, 85-74, sold House to watch set a nationwide television I first-round games. March 18th's UW women's basketball record crowd of 10,000 at the UW-Madison Gymnasium. The Badgers must have taken a hard-fought game as well: Two days later, in their second-round game against the

The Preservation Grants were established in 1985 with the needs of libraries and archives in mind. NEH officials say that the projects exemplify the Endowment's support for preservation education and training, and efforts to improve preservation procedures and methodology.

### ■ Drug prevents osteoporosis —

Tamoxifen, a drug proven to prevent breast cancer from recurring in some women, also prevents osteoporosis by preserving bone mineral density, according to a study at the University of Wisconsin Comprehensive Cancer Center (UWCCC). The results were published in the March 26 edition of the *New England Journal of Medicine*.

Osteoporosis, a condition in which



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## CORA LEE NOLL

Cora Lee Nollendorfs defies the stereotype that teaching is on the decline or

An instructor in the German department, Nollendorfs has maintained a level of dedication in her teaching that has made her one of the top teachers and has earned



# Pay plan ruling may cost millions

By Chris Till  
Herald Staff Writer

11-15-91

Former UW System President Kenneth Shaw authorized UW salary structure changes without legislative approval, which may result in a nine million dollar bill for the tax payers of Wisconsin, according to a Wisconsin Education Association Council press release.

This structural change included lowering the salary grade of approximately 600 academic staff positions.

Shaw was unavailable for comment as of press time.

Dane County Circuit Court Judge Mark Frankel ordered the UW to pay hundreds of staff employees, who have been underpaid for the past five years. The payments are to be made by June 30, 1992, according to the Court's Nov. 18 ruling.

"This implementation order specifically directs the UW to compute each individual's lost wages and make the payments by June 30, 1992," Frankel said Thursday in a telephone interview.

Frankel's order is the last chapter of a legal battle that began in 1987, which began when WEAC sued the UW over its failure to implement a legislatively mandated title and compensation structure for the UW's 9,000 academic staff employees.

The structure, proposed by the Hayes-Hill consulting firm, suggested the UW to put its academic staff in uniform job descriptions and pay grades.

The study suggested putting five percent of its staff in the upper most, senior category. Some UW offices followed this suggestion, while others put 35%-40% of their academic staff in the senior category.

In 1989 Judge Frankel ruled on behalf of the unions stating that the lowered salary grade placements were illegal.

Paul Haussman, a senior outreach specialist at UW-Milwaukee who said he has been directly affected by Shaw's changes, attempted to explain the problems UW employees faced.

"Basically what happened was a lot of people got a raise and then had it taken away," he said.

Haussman denounced the UW's handling of the payment changes which the UW implemented without a legal mandate.

"This entire episode is a denigration of the role of academic staff in the academic enterprise. This is just one more example of why academic staff deserve collective bargaining rights," he said.

Plaintiff Victor Lares said the UW could have easily avoided this expensive ruling.

"The UW squandered the taxpayers money on uncalled for litigation. If it had simply complied with the law as we originally requested, then this expensive litigation could have been resolved much earlier and at much less expense to the taxpayer."

Senior nurse at UW-Whitewater Jim Ehlers echoed Lares' sentiment about the UW action.

"The UW considers itself above the law. It tried to pull a fast one on the academic staff, but the unions caught it dead with its hand in the cookie jar."

However, John Torphy, UW-Madison associate vice chancellor of budget planning, said it was not known who was affected, how many people were affected, or if the actual cost will be \$9 million.

"For each person, you have to do a case by case analysis; after that things will become more clear," he said.

He said the UW never actually had the money in their hands and that they will now have to find the money in order to meet the demands set by the court.

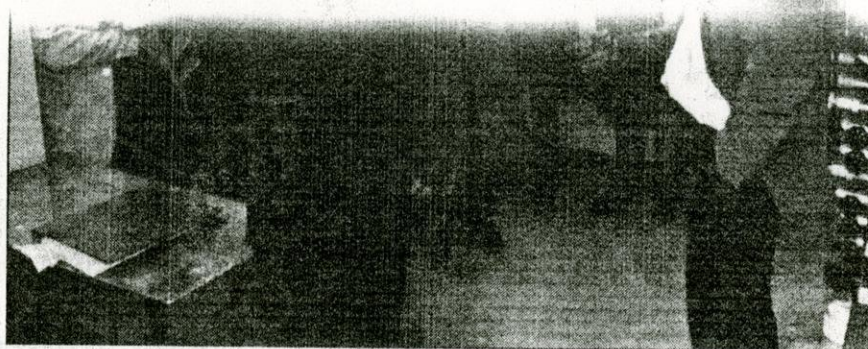


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JEFF MILLER

Governor Tommy G. Thompson toured the campus Tuesday reviewing a number of planned construction projects, including the scheduled remodeling of Genetics Building basement space for a state-of-the-art genome sequencing laboratory. The renovation project is one of the first to use state WISTAR funds and federal dollars to create a facility that will house a four-year, \$7.8-million NIH research grant to sequence *E. coli* genome, directed by genetics Professor Frederick R. Blattner (right). This is one of two or three demonstration projects in the U.S. on sequencing model genomes as a prelude to sequencing the human genome by the year 2015.

Wisconsin WK Nov. 20, 91

nism exists for strategic planning. In an era of declining extramural support for research, the report states, it is imperative to set priorities and to help provide future directions for biology.

"What is clearly being proposed is a third strand in the normal range of decision making about provisions and resources," said Ward. "Traditionally, these decisions have fallen to deans and departmental executive committees. The proposed change would create a trilateral relationship between deans and executive committees and a strategic planning group."

The review of the biological sciences, Ward noted, is not the first time such a review has been conducted on the UW-Madison campus, nor will it be the last.

He said a recent review of information technology was the first of a series of reviews that subsequently was extended to biology and will almost certainly be extended to other groupings of disciplines on campus.

## Salary review to begin for senior-prefix titles

UW System and campus officials will now begin implementing Dane County Circuit Judge Mark Frankel's final decision in a lawsuit that could give back pay to some 400 UW System employees with a "senior prefix" title.

The final decision, released Nov. 8, ends a four-year-old lawsuit, which began when three UW staff members, represented by attorneys from The Association of University of Wisconsin Professionals and the Wisconsin Education Association Council, sued the UW System and Board of Regents. The suit challenged the implementation of the 1986 revised senior prefix definition and salary range change for senior professional academic staff.

At UW-Madison, some 300 category A professional academic staff members who were given the senior title could get back pay, according to George Brooks, UW System assistant vice president for Human Resources.

Determining who is affected and the amount of back pay, if any, will be a lengthy process. The Academic Personnel Office will be working with advisory committees, which will be appointed by the Academic Staff Executive Committee, with the advice and consent of the Academic Staff Assembly during the implementation and appeal processes.

The review of salaries must be completed by June 30, 1992, according to the decision.

The Board of Regents will consider the new title and salary structure, based on the court's ruling, at its next meeting Dec. 6, according to Brooks.

System must then submit the structure to the state Department of Employee Relations for final approval.

The new salary structure will also re-establish the use of the senior title prefix. There has been a freeze on the use of the senior title for category A professional staff since 1990.

But, Brooks says, "Once we have DER approval, we will be able to lift the moratorium on the current use of the senior prefix."

## ROTC update

The controversy over the ROTC discrimination issue took two new turns last week on the national level.

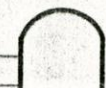
The executive committee of the National Association of State Universities and Land-Grant Colleges voted unanimously to act as a "fiscal agent" for grant funds supporting

## SECC: 'I didn't know I would be needing these services'

State and University Employees Combined Campaign (SECC) is rapidly moving to the end of its yearly drive. So, University coordinators are

"Being able to help people who have a personal commitment to an issue get in touch with the people whose program helped them—that's the best part," said

\$800,000  
750,000





## Judge Frankel rules 'senior' prefix employees may receive back pay

Some 474 UW employees with a "senior prefix" title may be entitled to back pay under a ruling issued Sept. 27 by Dane County Circuit Judge Mark Frankel.

At UW-Madison, some 300 category A professional academic staff members who were given the senior title could get their back wages, according to George Brooks, System assistant vice president for human resources. Brooks explained the court decision to the Academic Staff Executive Committee on Monday, and Karen E. Jankowski, a member of ASEC, reported the details to the Academic Staff Assembly.

An additional 90 academic staff members who received their senior title after 1986 also are eligible to have their salary reviewed. If their job description matches the 1986 criteria for senior title, they also will receive some form of retroactive pay, Brooks says.

The review of salaries will be completed by June 30, 1992, "unless something unforeseen" happens, Brooks says. "We expect we should be able to meet that deadline," he says.

But don't spend your money before it's in your pocket, officials say.

Last month's decision ends a lawsuit that challenged the 1986 implementation of a revised senior prefix definition and salary range change for senior professional academic staff. The decision, however, does not specify exactly how it is to be implemented, says Carla Raatz, director of the Office of Human Resources. Raatz distributed a memo on Oct. 4 to personnel representatives explaining the decision.

After reviewing an implementation order from System and the response from the plaintiffs, Judge Frankel will issue a final order that details which employees will be affected by his decision.

In the meantime, there is still a freeze on

the use of senior prefix titles, Raatz says, and more information will be distributed when Frankel's final order is released.

An academic staff job reclassification and compensation plan endorsed by the state Legislature in 1986 called for two-step pay range increases for professional academic staff with senior prefixes. However, staff members received only one-step raises based on a determination that those raises were more in line with the way the positions had been assigned.

In response, three UW staff members, one from UW-Madison, represented by attorneys from the Association of University of Wisconsin Professionals and the Wisconsin Education Association Council, filed a suit in 1987 against the UW System Board of Regents. They argued that System Administration did not have authority to reduce salary levels for senior employees.

In December of 1989, Judge Frankel ordered UW System Administration to pay about \$6 million in back pay to the UW System employees, but System appealed the decision because it gave mandatory back pay to employees who may not have deserved it. The district Court of Appeals sent the case back to Judge Frankel to modify the remedy and clarify the final details.

• In other business at the Academic Staff Assembly meeting Monday, Chancellor Donna E. Shalala reiterated her State of the University address.

Shalala called on the academic staff members to become involved in efforts to maintain UW-Madison's quality in the coming decades. "We have to do this together. We have to do this as a team," Shalala said. "If we don't work together, we risk becoming a mediocre university."

consin and beyond," said News Service Director Susan Trebach. "The quality of our media relations effort has a direct bearing on how we are perceived, and Amy's contributions certainly strengthen our team."

Before joining the university, Toburen was a copy editor at the *Wisconsin State Journal* and an assistant editor of the *Vilas County News-Review*. Toburen received her bachelor of arts degree from UW-Madison in 1980 with a major in journalism and sociology.

**AIDS expert fields questions**—Dr. Howard Temin, a 1975 Nobel Prize winner and UW-Madison professor of viral oncology and cell biology, will dispel myths about the AIDS virus in his presentation, "Everything You Wanted to Know About AIDS and Were Afraid to Ask," Thursday, Oct. 24, at 7:30 p.m. at the Howard Johnson's Plaza Hotel, 525 W. Johnson St. Temin, who currently serves on the National Academy of Sciences Committee on National Strategy for AIDS, will present an overview of the HIV/AIDS epidemic and answer questions from the audience. Dr. Temin's presentation is part of the Wisconsin Academy of Sciences, Arts, and Letters Evening with the Academy series. Call 263-1692.

**Census director to speak**—Dr. Barbara Everitt Bryant, director of the Bureau of the Census, will speak on "What Have We Learned from the 1990 Census?" at 3 p.m. Thursday, Oct. 24, in 145 George Hall. Bryant's presentation is jointly sponsored by the Center for the Mathematical Sciences and the Department of Statistics.

**ECE celebrates**—During 100 years, the College of Engineering's electrical and computer engineering department has helped introduce each new age of electrical engineering. The department will observe its centennial on Engineers' Day, Friday, Oct. 25, with two afternoon lectures in 109 Union South followed by an open house.

"A Symposium on the Future of Electrical Engineering" at 1:30 p.m. will be led by Professor Paul Penfield of the Massachusetts Institute of Technology and Professor Mischa Schwartz of Columbia University. At 2:30 p.m. Profes-

## College of Engineering honors alumni

The College of Engineering will honor 11 distinguished service citation recipients at its 44th annual Engineers' Day dinner Friday, Oct. 25.

The citations are given to alumni and faculty previously associated with the college with at least 20 years of professional experience who have had outstanding careers in

David A. Woolhiser, supervisory research hydraulic engineer, U.S. Department of Agriculture, Tucson, Ariz.

For more information on the awards or event, contact Joe Mingle, 608/265-2002.



Release: Immediately

06/11/91

CONTACT: Mary Elsner (608) 263-6561

## ACADEMIC STAFF RECEIVE INDEFINITE APPOINTMENTS

MADISON--Twenty-three members of the University of Wisconsin-Madison academic staff were granted indefinite appointments during 1990-91. They are:

John Albright, agronomy; Linda Balsiger, general library system; Jeanne Boston, general library system;

Edith Dixon, general library system; Joan Ellis, School of Nursing;

Jean Gilbertson, general library system; Sister Mary Francis Heimann, plant pathology; Mark E. Johnson, food science;

George Kliminski, educational administration; Charles Kostichka, Agricultural Research Station; Virginia Moore Kruse, Cooperative Children's Book Center;

Walter Lane, general administration; Leonard Maurer, agricultural journalism;

John Paine, physical education and dance; Phillip Pellitteri, entomology; Michael Pitterle, School of Pharmacy; Kathleen Poi, University Health Service and School of Nursing; Ann Pollock, general library system; Nolan Pope, general library system;

Richard Reeb, general library system; Patrick Runde, Summer Sessions and Inter-College Programs; Steven Sundell, general library system; and David Wilson, School of Veterinary Medicine.

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*Academic  
staff*

From the University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: 608/262-3571

Release: Immediately

8/8/89

CONTACT: Joyce Kemper, (608) 263-7466, Jane Jones, (608) 262-3282

## VOICES RAISED IN 'HARMONY' AT UW-MADISON

By Barbara Wolff  
University News Service

MADISON---Welcome to the musical territory of sentimental serenades and patriotic tunes, of happy memories and love never-ending, of songs to lift your spirit and swell your heart.

Welcome to the world of barbershop harmony.

Your host is Joyce Kemper, by day a student status examiner in the University of Wisconsin-Madison's department of curriculum and instruction. But Kemper also sings bass with the Madison chapter of Harmony, Inc., a cartel of women's barbershop groups spanning the globe.

The local Harmony will celebrate its fifth anniversary here this fall. Kemper has been with the group since its inception.

"Our membership always has been about as diverse as you can get," she says. "Our members range in age from about 21 to 80. Professionally, they're educators, nurses, systems analysts, farmers, small business owners, housewives, teachers, secretaries. We draw them from all walks of life."

One of those drawn almost hereditarily was Jane Jones, a UW-Madison art department secretary who's been involved with Harmony for the past year.

"I grew up in a barbershop family," she says. "My dad sang with the Madison Barbershoppers, who just had a reunion this past spring. My mother was in the Sweet Adelines. When I was growing up I used to walk down the street



with friends and we'd just sing," picking out the harmony as they went along.

According to Jones, that improvisational quality is central to what makes barbershop groups like Harmony so much fun. "Most of our rehearsals are just trial and error," known in the trade as "woodshedding," she says.

"I sing tenor, and after you know your range, you usually can find where the tenor part should be. It helps if you can read music, but it's not essential. I often learn my part from a tape," she says.

Harmony's fairly unstructured technique apparently works well: Joyce Kemper says that in the organization's five-year history in Madison, it has twice qualified for international barbershop competitions.

These days, Harmony performs irregularly at nursing homes, county fairs and other events. "We're in the process of rebuilding," she says, noting that directorial turnover has resulted in a continuity gap.

"We recruit four times a year, by open house," Kemper says. The next fete will be Monday, Sept. 18 at 7:30 p.m. at Winnequah School in Monona, Harmony's winter quarters. "Unless you can't carry a tune in a bucket, you're welcome to sing," she says.

What raw recruits and old hands will be singing is a blend of musical nostalgia, standards, patriotic numbers, religious hymns and nonsensical novelties. Kemper says that right now, members are working on a medley built around "Smile, Darn Ya, Smile."

The one rule for the repertory is that it be strictly barbershop, Jones adds, a cappella, with four-part harmony.

The fruit of that faithful adherence is not to be duplicated anywhere else, she says. "When (the group) hits a chord perfectly, the sound just rings. It never fails to send chills down my spine. There's nothing like it."

For more information about Harmony or its September open house, contact Jones at (608) 262-3282 or Joyce Kemper, (608) 263-7466.

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*read stuff*

From the University of Wisconsin-Madison / News Service, Bascom Hall, 500 Lincoln Drive, Madison 53706 / Telephone: 608/262-3571

Release: Immediately

7/28/89

CONTACT: Dan Woolpert, (608) 262-7812, Ted Tweed, (608) 262-6480/262-6460,  
Dave Spies, (608) 238-4924

## CIVIL WAR BAND PLAYS ON IN FIRST BRIGADE

By Barbara Wolff  
University News Service

MADISON--During the Civil War, a number soldiers from Brodhead, Wis. used their enlistment bounties to buy new horns. In civilian life they had been members of the Brodhead Tin Band, but as members of the Union Army's First Brigade Band, they found commissions keeping the pace and spirit of fellow soldiers behind the lines.

That First Brigade disbanded in the mid-1870s. But its descendant plays on in a historically authentic portrayal band based in southeastern Wisconsin.

Dan Woolpert, an administrator in the University of Wisconsin-Madison's civil and environmental engineering department, is the master of the latter-day band. Its 60 members perform about 30 times a year for a variety of audiences. Their music has echoed through such network and cable television productions as "Appointment With Destiny: Lee and Grant at Appomattox," "Hallmark Hall of Fame: The Rivalry -- Lincoln and Douglas," "Lincoln: Trial by Fire," "The Divided Nation" and the National Geographic Special on "General George A. Custer."

The band's repertoire features music arranged for and played by field bands on both sides of the Civil War: standards such as "The Battle Hymn of the Republic," "Dixie," "When Johnny Comes Marching Home" and "Old Dan Tucker." Also on the usual program are popular classics by Haydn, Mendelssohn

-more-



and Verdi, and a strong collection of hymns and military marches.

Woolpert says that the First Brigade Band is noteworthy not only because of what it does but how it does it. "Ours is perhaps the only Civil War military music organization in the country that owns or has on long-term loan just about all of its 60 antique instruments," he says.

Usually, period bands borrow instruments from collectors or museums, or rely on reproductions. But Woolpert says the First Brigade is tuned into a specialized collectors' network, from which the band can purchase down-at-the-heels horns and restore them.

However, "the price of antique brass instruments has skyrocketed in the last few years," he says. "You used to be able to buy one for a few hundred dollars. Now the same piece would cost around \$3,000."

One way the band has circumvented that expense is to restore a collector's instrument in exchange for its long-term loan, Woolpert says. And although the manufacture of historical reproductions has become big business in the music world, he says the First Brigade prefers authentic equipment.

The antiques, made from lightweight brass and nickel silver, offer a deeper, richer and more resonant sound than their modern counterparts, Woolpert says. Consequently, the First Brigade has made only one exception to the originals-only rule: Ted Tweed's snare drum.

"We couldn't use the original -- the wood is too hard to maintain," says Tweed, a clinical instructor in UW-Madison's department of communicative disorders. Three seasons ago he attended a First Brigade rehearsal, "and I never left," he says. "I was absolutely fascinated. Like the brass instruments, the old snare has a much lower pitch than modern instruments. It's the way I remember drums sounding when I was little. I think the old drums are the way a drum is supposed to sound."

The instruments are not the only unique aspect of the band. So are the marching and concert formations, says Dave Spies, a UW-Madison senior in music



performance whose specialty is the tuba.

"Most of the bells (mouth) on the old instruments face backwards, so that the troops could hear the music and the enemy couldn't," Spies says. "Also, when the band gives a concert, we stand in a circle, so the bells face outward and the music carries toward the audience."

Other bell configurations include front-facing, up and circular; Woolpert says the First Brigade has them all.

"What you'll see in the band is a pretty good representation of what a Civil War band looked like," as well as sounded like, he says.

Band membership is broad. In addition to UW-Madison staffers, there are bankers, machinists, veterinarians, attorneys, office managers, sales representatives and retired people.

Woolpert is not surprised by the band's appeal: "It's a lot of fun to have a horn in your face," he says.

Upcoming dates for the band include South Wayne's Centennial Celebration (Aug. 6), the Tallman Arts Festival in Janesville (Aug. 13), the Eau Claire Festival of the Nations/Old Abe Returns to the 8th (Sept. 23-24) and Evansville's Sesquicentennial Celebration (Nov. 18).

A special date will be the Heritage Military Music Foundation's second annual Harvest Benefit Ball, set for Saturday, Oct. 14 at the Wisconsin Club in Milwaukee.

The Foundation is the band's sponsoring organization and supports activities such as the "Making History Live" series of recordings. The First Brigade Band recently completed Vol. 11, "Classics on the Battlefield." The albums are available at State Historical Society of Wisconsin sites, from First Brigade Band members and by mail.

For more information about the First Brigade Band, contact Woolpert at (608) 262-7812/835-7236.

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**ASEC**

Academic Staff  
Executive Committee

Karen A. Carlson  
Phillip J. Hellmuth  
Karen E. Jankowski

Lisa Munro  
Stephen A. Myrah  
Judy A. Peterson

Steven R. Saffian  
Grayson L. Scott  
Janice C. Wheaton

174 Bascom Hall  
Madison, WI 53706

June 5, 1989

*acad staff*

\* \* \* On June 2, 1989 the Joint Finance Committee recommended cutting Governor Thompson's academic staff catch-up recommendations in half and to hold the remaining half in unallotted reserve until a distribution plan is submitted. The UW-Madison Academic Staff Executive Committee considers this proposal to be an unwarranted slap in the face for an exceptional group of state employees and urges academic staff throughout the UW System to write letters to legislators as soon as possible. \* \* \*

GUIDELINES FOR WRITING OR CALLING LEGISLATORS  
ABOUT PROPOSED CATCH-UP FUNDING FOR ACADEMIC STAFF

I. FEEDBACK Send a copy of letters to Bob Miller, Secretary of the Academic Staff, 174 Bascom Hall. Call Bob Miller (26 3-2985) if you call your senator or assembly representative, or receive responses to your letters.

II. INITIAL EFFORTS

A. Concentrate on the Senate first as the final/actual budget bill begins there, but don't ignore your Assembly representative.

B. Concentrate on Democrats, but don't ignore Republicans\* (more below).

III. LETTERS [Aim for a single page, one and one-half maximum AND the letters must be individualized, they must not appear to have been orchestrated.]

A. BE POSITIVE. Talk about catch-up being justifiable, don't make negative comments about specific legislators or people in the Legislative Audit Bureau (LAB) or the Legislative Fiscal Bureau.

B. FOCUS Emphasize the fact that the need for academic staff catch-up was justified previously and the recent LAB review indicated that academic staff were the most deserving group of employees they reviewed. (LAB Director Dale Cattenough mentioned this in testimony before Joint Finance)

C. FAIRNESS Academic staff were short-changed the last time around in spite of sufficient justification.

D. COMPARISON WITH CLASSIFIED

1. Several past comparisons have shown that the populations are very different.

2. The very nature of a university requires academic staff to have greater independence of action, much stronger academic and experiential credentials and the ability to handle continually changing responsibilities without close supervision; employment conditions which could not possibly be locked into a specifically defined classified position.

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3. Classified staff have far greater job security than academic staff and, additionally, the right to bargain collectively if they wish.

4. A comparison of those very few positions which appear to be similar is most likely to reveal that classified staff are paid more than academic staff and have less independence in decision making. To hold academic staff to classified increases perpetuates these inequities.

E. EQUITY The academic staff should not be punished for complying with a program (Hayes/Hill) established by the Legislature in the first place. Any equity problems which may exist should be addressed seperately from a justified catch-up proposal for 1989-91. If some campuses or units were lax in applying the Legislative guidelines it is inappropriate to penalize the entire academic staff population. Neither should the academic staff be penalized for a study completed too quickly to adequately address problems of equity.

F. THE GOVERNOR'S PROPOSAL The budget presented by Governor Thompson addresses those problems identified last time around, i.e., it mandates careful reporting on how the money is distributed and targets monies to areas where it is most needed based upon instructional/research responsibilities and marketability. The current formal academic staff governance mechanisms did not exist when the 1987-89 budget was approved. The UW-Madison academic staff are now directly involved in budgetary matters, including budget instructions, through the Personnel Policies and Procedures Committee, the Compensation and Economic Benefits Committee, the Academic Staff Executive Committee and the Academic Staff Assembly.

We are requesting that the budgetary levels for academic staff be brought back to the levels proposed by Governor Thompson. We believe that those levels are completely justifiable and we are confident that those monies can be distributed fairly. To do less than that will send a message to the academic staff that the UW-System of higher education is an "OK" place to begin a career, if you can't find something better, but if you wish to grow and advance in your chosen profession, you better make plans to move to another state.

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SPECIAL NOTES:

1. ASSEMBLY REPRESENTATIVE DAVID TRAVIS AND SENATOR CHARLES CHVALA WERE ROCK SOLID IN THEIR SUPPORT OF ACADEMIC STAFF AND SHOULD BE APPROPRIATELY THANKED BY THOSE IN THEIR DISTRICTS WHO WRITE OR CALL. Senator Risser is also strongly supportive of academic staff needs.

2. Positive comments you can make from personal experience are valuable and can help individualize your letters.

3. Some Republican legislators are concerned about the possibility of collective bargaining for academic staff. An indication that a failure to recognize the demonstrated needs of academic staff will lead to increased efforts to organize and to push for collective bargaining could prove valuable.

4. Executive Vice President Lyall has indicated that System Administration will lobby very strongly to restore Governor Thompson's recommendations.



POVERTY INSTITUTE RESEARCH WORKSHOP SET FOR MAY 3-4

2/28/89  
and  
gill

Many of the nation's most prominent poverty researchers will gather at the UW-Madison May 3-4 for the annual poverty research workshop sponsored by the university's Institute for Research on Poverty and the U.S. Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation.

At the workshop, which will be held in room 8417 of the Social Science Building, winners of the Institute's 1988 small grants competition will present the results of their work. Topics include child support; health care costs and female labor force participation; the effects of welfare programs on education among young women; urban poverty and church charity; the impact of disability insurance on the work force; and the residential mobility of elderly people.

For more information, contact the Institute at (608) 262-6358.

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ACADEMIC STAFF COMMITTEE MEMBERSHIP SET

Eight UW-Madison academic staff members were elected Tuesday (April 18) to two-year terms on key committees of the UW-Madison Academic Staff Assembly.

Elected to the eight-member Compensation and Economic Benefits Committee were Bruce Beck, institutional planner with the UW-Madison Office of Budget, Planning and Analysis; and Richard Cashwell, senior lecturer in the Department of Nuclear Engineering and Engineering Physics. Reelected to the committee were Judy Donmoyer, research technician in the Zoology Department; and Martin Garment, research specialist in Department of Ophthalmology.

Reelected to the eight-member Personnel, Policies and Procedures Committee were: Joan Kwiatkowski, clinical instructor in the Department of Communicative Disorders; Judie Murphy, administrative officer in the Medical School; Esther Olson, administrative officer in the UW-Madison Physical Sciences Laboratory; and Bill Steffenhagen, researcher in the Department of Veterinary Science.

For more information, contact Bob Miller, secretary of the academic staff, at (608) 263-2985.

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## Committee to work on programming for academic staff

WI. Week 4/12/89

The Academic Staff Assembly has given final approval for a five-member committee that will work with campus administrators to develop programs that will enhance the professional skills of UW-Madison academic staff and provide recognition for outstanding staff members.

Other committee responsibilities will include working with UW-Madison administrators and faculty in locating money for such programs, developing a permanent forum series for academic staff and coordinating recognition publicity.

Members will be selected from the areas of biological/medical sciences, humanities/social sciences, administration/library/student services, and physical sciences/engineering, with one member chosen from outside the assembly or the Academic Staff Executive Committee.

Bob Miller, secretary of the academic staff, said a committee election slate would be presented to the assembly in April, with members chosen in May. Those interested in serving on the committee should contact Paul Jelle, chairman of the A.S.A. Nominations Committee, at 262-2536.

WI. Week 4/12/89

## Regents request funds from trust

The University of Wisconsin System Board of Regents on Friday requested \$1,079,300 from the William F. Vilas Trust Estate for the 1989-90 fiscal year, including about \$400,000 in continued funding for 15 UW-Madison Vilas Research Professorships.

Continued Vilas Professorship funding of up to \$25,000 per year was requested for: Leonard Berkowitz, psychology; R. Byron Bird, chemical engineering; George E. P. Box, mathematics and statistics; Arthur S. Goldberger, economics; Reinhold Grimm, comparative literature; Robert M. Hauser, sociology; Jost Hermand, German; Carl F. Kaestle, educational policy studies and history; H. Jerome Keisler, mathematics; Willard F. Mueller, agricultural economics; Emiko Ohnuki-Teirney, anthropology; Walter Rudin, mathematics; Yi-Fu Tuan, geography; Jan Vansina, history; and Howard Weinbrot, English.

In other action of the March 28 meeting, the assembly approved the following election slate for the Compensation and Economic Benefits Committee: Bruce Beck, General Services; Richard Cashwell, College of Engineering; Judy Donmoyer, College of Letters and Science; Martin Garment, School of Medicine; Karen Holden, College of Letters and Science; Barbara Meyer, Law School; Michael Pierick, Center for Health Sciences; and Jack Sorenson, School of Medicine.

Four members will be chosen from the slate at the April assembly meeting. Continuing C.E.B.C. members include: Bonnie Albright, School of Medicine; Jane Fox, College of Engineering; Mary Greenheck, Graduate School; and Maggie Sullivan, College of Letters and Science.

The following election slate was approved for Personnel Policies and Procedures Committee: Joan Kwiatkowski, College of Letters and Science; John Mather, College of Agricultural and Life Sciences; Judie Murphy, School of Medicine; Esther Olson, Graduate School; Paul Pisarzewics, University Hospital and Clinics; Joan Raducha, General Administration; Bill Steffenhagen, College of Agricultural and Life Sciences; and Anne Thompson, School of Family Resources and Consumer Sciences.

Four members will be selected from the slate at the April assembly meeting. Continuing P.P.C. members include: Dennis Hill, Libraries; Mary Lou Reeb, Graduate School; Nancy Sugden, School of Medicine; and Anne Wallace, School of Education. ■

A total of \$320,250 was requested for 20 Vilas Associates in Arts and Humanities, and \$161,450 was requested for 10 Vilas Associates in the Social Sciences, beginning a new program in that area.

The Regents request, which must be approved by Vilas Trustees, also included \$22,800 for a UW-Madison "Music of the Nineties" project; \$10,500 for continuation of 10 Vilas Graduate Fellowships; \$4,000 for 10 Vilas Undergraduate Fellowships; \$82,000 for continuation of 180 additional scholarships; and \$37,600 in one-time special funding for Professors Berkowitz and Hauser. ■

## Projects earn recognition

WI. Week 4/12/89

Nine UW-Madison academic staff members are among winners of 1989-90 UW System Academic Staff Professional Development Awards.

The awards, which were instituted by the UW Board of Regents in 1984 and are presented twice each year, provide funding for projects that enhance the professional development of academic staff.

Systemwide, 87 projects received awards. A total of 118 award proposals were submitted.

UW-Madison winners included:

- Judith Broad, associate superintendent in the department of nursing, and Marlene Pechan, assistant director, UW Hospital and Clinics, for a workshop to facilitate development of a professional nursing delivery model
- Barbara Burchfield, housing program manager, for a speaker on "Ethical Management"
- Diane Derouen, laboratory manager in the botany department, to participate in a Botanical Society of America training workshop
- D. Kaye Gapen, dean of the General Library System, for a conference of UW System librarians to "meet, share knowledge and experiences about information provisions, and to develop personal as well as computer networking skills necessary to implement new communicative technology"
- Jo Hoese and Jan Fulwiler, psychologists in the Dean of Students Office, to pursue advanced clinical training in marriage and couple counseling for students
- Mary Scherdin, associate academic librarian, Middleton Health Sciences Library, to attend a symposium on computer applications in medical care
- Janice Sheppard, program specialist in the Dean of Students Office, to interview individuals from minority groups to determine how specific cultural groups define respect—in order to ensure that minorities are treated respectfully by faculty staff and students. ■



# Coast-to-Coast Adams putting training in gear for dream ride

by Patrick Dorn

WI. Week 4/12/89

Sue Adams has canoed in Minnesota's boundary waters, backpacked in Death Valley and camped on the floor of the Grand Canyon. Yet, all of those experiences pale when compared to plans the UW-Madison workers compensation coordinator has for this summer.

In June, Adams will trade the comforts of her Verona home and university office for the open road and seat of her 18-speed bike. Seven weeks and 3,368 miles later she hopes to have fulfilled her dream of biking across America.

Adams will be one of 400 cyclists from throughout the U.S. (a handful from Wisconsin) participating in the 1989 American Lung Association TransAmerica Bicycle Trek. The third annual tour begins June 5 in Seattle and ends July 21 in Atlantic City.

The group will raise at least \$2.5 million for the lung association, with all participants responsible for raising \$5,000 in pledges and donations.

Adams, 33, is an experienced cyclist. She said riding across the U.S. has been a goal since she completed her first long-distance ride in 1983—Iowa's RAGBRAI (the Register's Annual Great Bicycle Ride Across Iowa).

"I first read an article about the TransAmerica Trek in Silent Sport magazine a couple of years ago and I thought, 'wow!'," Adams said. While there are other coast-to-coast rides, she said the lung association ride seems well-organized, has a reasonable number of participants and raises money for a good cause.

Cyclists will average about 80 miles a day during the 49-day ride, taking approximately every eighth day off. Having done the RAGBRAI three times and ridden across Wisconsin twice and Minnesota once, Adams said she is not overly concerned about the physical demands of the ride.

"I'm pretty confident I can handle that part of the ride," she said. "Getting mentally ready to do it over a seven-week period is a new challenge for me. I recognize that the mental aspect is as important as the physical, because I know from experience there will be bad days."

To prepare for the ride, Adams logs miles indoors on a wind trainer, works out at a gym and walks. And as the weather warms, she'll frequently bike to work from Verona as part of her exercise regimen. Of course, there are some things for which she knows it is impossible to prepare.

"There was one time when I did RAGBRAI in Iowa, I couldn't find our tent," Adams remarked. "I thought I was going to be lost all night and have to sleep in the bathroom. So I'm going to do something different to my tent this time—maybe put an inflatable cow on it."

Adams said she is looking forward to meeting her fellow participants and to seeing parts of the country she has never visited.

"Everything is different on a bike because there's nothing between you and the road," she explained. "You really experience the terrain and what's around you."

She will cover a varied terrain as the trek winds through Washington's Cascade Mountains, across the panhandle of Idaho, through Glacier National Park and into the Great Plains. She will ride through Wisconsin July 1-6, with overnight stays in Portia, Baraboo, Lake Mills and Milwaukee. From there, the ride continues through Indiana and Ohio, onto the Appalachian Mountains and finally Atlantic City.

For the moment, her biggest challenge is fundraising. Adams is planning a mailing to family and friends, a bake sale and door-to-door solicitation. Persons interested in donating funds toward her \$5,000 goal can send checks, payable to the American Lung Association, to the Bank of Verona, TransAmerica Bike Trek, 108 E. Main St., Verona, WI 53593.

Contributions are tax deductible and nearly all money raised by Wisconsin riders will be used to fund lung association programs in the state. ■



Sue Adams





*Introducing the*

# **ACADEMIC STAFF MENTORING PROGRAM**

## ***What is the Academic Staff Mentoring Program?***

The Academic Staff Mentoring Program promotes professional and personal development among academic staff by connecting them with others who can advise, coach, and guide them, as well as help them understand the context in which they are operating.

## ***When Will This Take Place?***

This mentoring pilot program will begin in Spring 1997 and continue through the 1997–98 academic year.

## ***Who is Eligible to Participate?***

Any academic staff member can be a mentor or a mentee. The program is designed to meet the needs of both new and continuing academic staff with goals developed to meet individual needs.

## ***Application Material Enclosed***

Deadline for receipt of applications is  
**February 28, 1997.**





## **Why Do UW-Madison Academic Staff Need a Mentoring Program?**

There are about 5,500 academic staff professionals on the University of Wisconsin-Madison campus. Comprising over 25% of the total staff, they hold one of 1,000 different titles in programs and departments spread over a 900-plus acre campus.

Unfortunately, this great diversity can also create isolation. Often new staff members, and even experienced ones, have difficulty meeting other academic staff, learning about the campus culture, and participating in academic staff governance.

Academic staff employment has other complications. Such jobs are often a mixture of short-term and long-term employment opportunities. While one job may last for a semester, others may last for several years. The turnover is often high and there is no quick way to enculturate employees to the University. Mentoring is a way in which senior people can help junior colleagues become a part of the University society and "learn the ropes." In addition, employees have the opportunity to feel more connected to the University by this person-to-person commitment.

Participants will be encouraged to examine their "tool box" of skills, network with other academic staff, attend professional training, and participate actively in governance.

You are invited to participate in the process of creating a larger community of caring for each other.



## **University Of Wisconsin-Madison Academic Staff Mentoring Program**

### **Mentee Application Form**

Name: \_\_\_\_\_

Unit/Department: \_\_\_\_\_

Work Phone: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Academic Staff Title: \_\_\_\_\_

Years in Unit/Department: \_\_\_\_\_

Years at University: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Briefly describe what you do in your current job:

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What benefit do you feel you would gain as a mentee? \_\_\_\_\_

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How do you envision your mentoring relationship working? (Length of relationship, number of meetings, etc.) \_\_\_\_\_

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Do you have a specific mentor in mind? \_\_\_\_\_

Who? \_\_\_\_\_

(Please complete other side)



***I Would Be Interested in Being Mentored in the Following Areas (check all that apply):***

- ☐ *obtaining basic knowledge of what it means to be an academic staff member*
- ☐ *receiving general orientation to the University*
- ☐ *setting career goals/time lines*
- ☐ *selecting educational or research projects*
- ☐ *choosing and working toward development goals*
- ☐ *learning about organizational structure, priorities, politics, culture*
- ☐ *receiving feedback on job-related activities and goals*
- ☐ *receiving feedback on effective professional relationships*
- ☐ *reviewing professional writing*
- ☐ *receiving information on advancement in the University personnel system*
- ☐ *participating in academic staff governance*
- ☐ *finding community outreach/education opportunities*
- ☐ *assessing current skills/gaining new skills*
- ☐ *balancing personal and professional priorities*
- ☐ *participating on committees*
- ☐ *learning about the culture of a particular college or department*  
*which one? \_\_\_\_\_*
- ☐ *understanding University resources*
- ☐ *learning to facilitate organizational change*
- ☐ *making professional and social connections in and out of the institution*  
*list particular area \_\_\_\_\_*
- ☐ *receiving individual recognition and encouragement*
- ☐ *showcasing my work and achieving more visibility*
- ☐ *others-please list:*

***Need More Applications?***

Call or E-mail **Steve Myrah**, Secretary of the Academic Staff 263-2985/E-mail [myrah@mail.bascom.wisc.edu](mailto:myrah@mail.bascom.wisc.edu)

***For questions, call one of the following:***

**Jean Meyer Buehlman, Chair**  
262-2629/[buehlman@facstaff.wisc.edu](mailto:buehlman@facstaff.wisc.edu)

**Judy Craig**  
262-2301/[jcraig@ls.admin.wisc.edu](mailto:jcraig@ls.admin.wisc.edu)

**Melba Jesudason**  
263-7464/[jesuda@macc.wisc.edu](mailto:jesuda@macc.wisc.edu)

**Donna Lewis**  
262-3613/[lewis@engr.wisc.edu](mailto:lewis@engr.wisc.edu)

**Lucy Mathiak**  
262-9774/[lmathiak@facstaff.wisc.edu](mailto:lmathiak@facstaff.wisc.edu)

**Mary Beth Plane**  
263-5846/[mbplane@dfmp.fammed.wisc.edu](mailto:mbplane@dfmp.fammed.wisc.edu)

**Char Tortorice**  
262-5863/[ctortorice@tne.edsci.wisc.edu](mailto:ctortorice@tne.edsci.wisc.edu)

**Greg Vincent**  
263-2378/[greg.vincent@mail.admin.wisc.edu](mailto:greg.vincent@mail.admin.wisc.edu)

**Ann Wallace**  
262-2498/[wallace@mail.soemadison.wisc.edu](mailto:wallace@mail.soemadison.wisc.edu)

**Donna Wochoer**  
263-1016/[donna.wochoer@ccmail.adp.wisc.edu](mailto:donna.wochoer@ccmail.adp.wisc.edu)





## **Why Would I Want To Have a Mentor?**

- *to support and further professional career development*
- *to receive individual recognition and encouragement*
- *to receive honest criticism and informal feedback*
- *to have a concrete opportunity for growth and guidance*
- *to be quickly immersed into the University culture*
- *to have the opportunity to connect with someone specific in or out of your department or area of expertise*
- *to stay better informed*
- *to have opportunities to improve job performance by seeing other staff in action*
- *to better understand the resources available on campus and in the community*
- *to have the opportunity to participate in a strong networking experience*
- *to build a circle of friends and professional contacts both within and outside the institution*
- *to locate opportunities to contribute to organizational goals*
- *to learn about shared governance*
- *to learn how to reach appropriate channels to raise different issues*
- *to learn skills for showcasing one's own work*
- *to have the opportunity to learn new skills, such as negotiating*
- *to have more visibility in the University community*
- *to have access to the information critical to upward mobility*
- *to obtain a perspective on long-term career planning and professional issues*

## **How Will This Happen?**

For this pilot program, the Academic Staff Mentoring Advisory Committee will process all applications for mentors and then match individuals. You will have an opportunity to meet with your prospective mentor prior to establishing a formal relationship.

Pairs will identify individual goals at the start of the program. The success of the program will be evaluated at the end of the pilot.

We expect to facilitate 30-50 pair matches. Applicants who are not chosen for the pilot will have the opportunity to participate in the regular program once the pilot has been completed.

A social event and a training session in which all pairs must participate will take place in the Spring semester. If you are applying for a mentor, please reserve April 16, 1997 (3:30 p.m.) and May 21, 1997 (9:00 a.m.) on your calendar at this time.

We anticipate mentors/mentees making a minimum time commitment of two hours per month to this program.

## **What Now?**

Questions? Turn to the back of this brochure for the listing of Mentoring Advisory Committee Members willing to answer questions.

Ready to apply? Just fill out the application form (front and back), tear it off, and submit it to:

### **Steve Myrah**

Secretary of the Academic Staff  
Room 96 Bascom (before Feb 1)  
or Room 270 Bascom (after Feb 1) - *Check location*

### **Deadline For Applications:**

February 28, 1997





## ***What Are the Benefits to Mentors?***

- *presents a valued avenue to participate in a service activity at UW-Madison*
- *provides a forum to obtain new ideas*
- *helps mentor to get a new perspective on the UW*
- *helps improve the University's sense of community*
- *helps facilitate communication across disciplines*
- *provides leadership opportunities*
- *allows for a rare opportunity to provide an anchor in an organization for a new employee*
- *provides mentor with an inside vision of another's job*
- *provides the satisfaction of helping someone reach full potential*
- *provides an outlet for new ideas and feedback about mentor's current projects*
- *provides a way for mentors to meet new colleagues and expand their network through association with other mentors*
- *increases mentor's background and knowledge through training about mentoring process*

If you are interested in being a mentor for this program, call or E-mail Steve Myrah, Secretary of the Academic Staff, 263-2985/E-mail [myrah@mail.bascom.wisc.edu](mailto:myrah@mail.bascom.wisc.edu).





## **BRIEFING BOOK**

### **ACADEMIC STAFF IN THE UNIVERSITY OF WISCONSIN SYSTEM**

#### **I INTRODUCTION**

As a group, academic staff defy neat categorization -- a condition that all but precludes sweeping generalizations. Academic staff have in common their exceptional professional competence, their high level of commitment to the University of Wisconsin System, and their generic designation as "academic staff." Academic staff are defined by statute as "professional and administrative personnel other than faculty with duties, and subject to types of appointments, that are primarily associated with higher education institutions or their administration." [36.05(1) Wis. Stats.]

Academic staff are librarians, lecturers, and lawyers. They are academic advisors, broadcasters, senior scientists, and lab managers. They are managers of major institutional operations, indispensable experts on essential university services, and providers of a thousand highly specialized skills. The academic staff are essential to the successful operation of our institutions and are recruited with the same care and the same standard of excellence as faculty and top administrators. A large proportion of the academic staff have advanced degrees and special certification or licensing.

This briefing book is intended to give a broad overview of the UW System academic staff, their terms of employment, and matters that concern them. This information lays a foundation for understanding issues that are brought forward to System Administration, the Board of Regents, and the Legislature. Further questions about academic staff may be directed to the UW System Office of Human Resources.

September 1998



## II. UW SYSTEM ACADEMIC STAFF

### A. Who are the academic staff?

Academic staff are respected professionals who contribute daily to the quality and reputation of a world-class university system. According to the UW System October 1997 payroll, there were about 8,381 FTE positions paid under the academic staff title structure. This represents the largest single group of unclassified employees. For example, during the same period on a rounded FTE basis there were 6,062 faculty, 998 limited appointees (447 payroll under the academic staff title structure), 1,278 PA's / TA's (represents 3,056 appointments) and 848 employees in training. Academic staff members are well qualified to hold positions in higher education, with a large percentage at each institution (average 65%) holding masters degrees, doctoral degrees, and/or special certification or licensing. Systemwide, about 85% of instructional academic staff have masters or doctoral degrees. Academic staff are expected to have at least a bachelor's degree and many positions require advanced training.

Academic staff positions are categorized into two major groups unique to higher education: administrative and professional positions (Category A), and teaching and research (Category B). Within these two major groupings are 875 position titles. While it is difficult to summarize briefly the functions they perform, the following list exemplifies the broad range of teaching, research, counseling, planning, consulting, and other academic and administrative positions in the UW System.

- Academic staff are professionals who directly and indirectly influence the overall quality of education received by undergraduate and graduate students. They are Archivists, Curators, Librarians, Artists, Advisors, Counselors, Financial Aid Officers, Deans, Career Planning and Placement Specialists, Admissions Personnel, Outreach and Continuing Education Specialists, Registration and Computer Experts, Residence Hall Managers, Research and Instructional Instrumentation Innovators, Instructional Specialists and Program Managers, and Faculty Associates.
- Academic staff are Lecturers and Faculty Associates, excellent teachers who provide a significant portion of instruction, particularly at the undergraduate level.
- Academic staff are Researchers, Scientists, Physicians, Laboratory Managers, Principal Investigators, and Unit Directors involved directly in and in charge of scientific research that affects the quality of life of people in Wisconsin and around the world.
- Academic staff are Program Managers, Cartographers, Geologists, Medical Illustrators, Engineers, Administrative Specialists, Policy and Planning Analysts, Attorneys, Controllers, Consultants, Directors of: Computing and Affirmative Action and Personnel and Athletics and Budget and Business Services and Counseling and Fiscal Affairs and Media Development and Protective Services and Telecommunications and Publications.

### B. How many academic staff are there, and what are their employment terms?

In the 1997-98 academic year, there were 8,381.25 FTE academic staff appointments in the UW System.<sup>1</sup> This total includes 5,326.87 FTE Category A staff (65%) and 3,054.38 FTE Category B staff. The table on page 3 provides a breakdown of the distribution of academic staff by institution.

The job security of academic staff members is affected by the type and term of the appointment. The type and terms of academic staff appointments are governed by a nested set of rules and policies as follows: Wisconsin Statutes; Wisconsin Administrative Code; Board of Regents policy; campus personnel policies and procedures. This

<sup>1</sup> This includes people with limited appointments who have back-up appointments in the academic staff. Limited appointees serve in a designated administrative position at the pleasure of the appointing authority, and are not academic staff for the duration of the limited appointment. (See UWS 15, Adm. Code) Nevertheless, limited appointees with academic staff backup appointments may exercise governance rights, as agreed to at the institution.



structure permits institutional flexibility within a uniform systemwide framework. The flexibility enables accommodation to a variety of campus-specific conditions including whether a position is supported on base budget or other money and changing programmatic focus over time. Approximately half of all academic staff are supported on GPR, tuition and fees, and the rest are supported by program revenues, grants or contracts ("soft money"). A greater percent of the Category A (approximately 50%) than Category B (approximately 40%) staff are supported by soft money.

**UW System Academic Staff by Institution (FTE) – 1997-98**

INSTITUTION	(Administrative/ Professional) Category A	(Instructional/ Research) Category B	TOTAL	
			#	%
UW – MADISON	2,781.30	1,755.71	4,537.01	54.13%
UW – MILWAUKEE	516.59	345.22	861.81	10.28%
UW – EAU CLAIRE	147.15	84.10	231.25	2.76%
UW – GREEN BAY	139.47	49.74	189.21	2.26%
UW – LA CROSSE	155.23	93.54	248.77	2.97%
UW – OSHKOSH	225.56	123.37	348.93	4.16%
UW – PARKSIDE	90.73	47.69	138.42	1.65%
UW – PLATTEVILLE	100.46	47.34	147.80	1.76%
UW - RIVER FALLS	85.23	59.11	144.34	1.72%
UW - STEVENS POINT	156.16	61.57	217.73	2.60%
UW - STOUT	158.98	79.52	238.50	2.85%
UW - SUPERIOR	58.89	28.42	87.31	1.04%
UW - WHITEWATER	134.78	113.12	247.90	2.96%
UW COLLEGES	141.74	94.01	235.75	2.81%
UW EXTENSION	379.12	71.92	451.04	5.38%
UW SYSTEM ADMINO	37.00	0	37.00	0.44%
SYSTEMWIDE	18.48	0	18.48	0.22%
<b>TOTAL</b>	<b>5,326.87</b>	<b>3,054.38</b>	<b>8,381.25</b>	<b>100%</b>

*Source: October 1997 payroll figures*

An academic staff member may have a *fixed term* appointment, an *indefinite* appointment, or a *probationary appointment* leading to indefinite status.<sup>2</sup>

- *Indefinite appointments* are appointments with permanent status and for an unlimited term. An indefinite appointment is not acquired solely because of years of service, but is to be based on annual appraisal of performance and an affirmative review process to decide whether to proceed with an indefinite appointment or to terminate the appointment.<sup>2</sup> An indefinite appointment is terminable only for cause under UWS 11, Adm. Code, or for reasons of budget or program under UWS 12.
- *Probationary appointments* may proceed an indefinite appointment, and unless otherwise specified, are appointments for a period of one year. Probationary appointments may not exceed 7 years. Academic staff with probationary appointments may be non-renewed for program and budget reasons, and are subject to layoff provisions, but otherwise may not be dismissed during the term of their appointments except for cause.

<sup>2</sup> Fixed term academic staff also may be considered for indefinite status, in which case the individual's appointment would not necessarily be terminated if indefinite status were denied.



- *Fixed term appointments*, unless otherwise specified, are appointments for a period of one year. Many fixed term appointments are multiple year or "rolling horizon" appointments. Most instructional academic staff members receive a semester appointment. Fixed term appointments are renewable at the option of the university, and, unless otherwise stated in institutional policies and procedures, carry no expectation of reemployment beyond the stated term. Academic staff with fixed term appointments may be non-renewed for program and budget reasons, and are subject to layoff provisions, but otherwise may not be dismissed during the term of their appointments except for cause.

The institutions also provide for job security in their institutional academic staff personnel policies and procedures, including appropriate due process protections in the case of non-reappointment for fixed term academic staff members who have served the institution for a substantial period of time. The institutional policies must follow the attached systemwide Unclassified Personnel Guideline (UGP#3), section 3.05, which provides minimum conditions for the terms of appointments for all UW System institutions (see Appendix 1). Institutional policies and procedures must be cognizant of the continuing needs of the institution while recognizing the commitment and contribution being made by the academic staff. Selected academic staff personnel policies of each institution are approved by the Chancellor and then submitted to and reviewed by the Board of Regents. Changes in these policies must also be reviewed by the Regents.

Institutional policies, procedures, and practices may differ in certain respects as long as they meet the minimum systemwide rules and policies. Although most initial appointments are for a year, institutions may provide longer initial appointments to individuals with exceptional qualifications and experience. After a certain number of years of service, institutions may provide multiple year appointments and/or rolling horizon appointments (e.g., for a 3-year appointment there would be annual notice to the employee that either, a) the appointment had been renewed for 3 more years or, b) that the appointment would end after the two remaining years of the original 3-year appointment). Several institutions make use of probationary and indefinite appointments rather than the above variations of the fixed term appointment.

Beginning with the 1988-89 academic year, the UW System has collected data on the length of fixed term appointments. Three types of appointments have evolved: (1) appointments that are "terminal," that is, the individual is informed that s/he has no expectation of employment beyond the term; (2) renewable appointments of one year or more; (3) rolling horizon appointments. As these data are perfected, the status of institutional use of various types of appointments will be reported to the Board of Regents.

### **C. Current academic staff issues**

Four issues dominated recent academic staff agendas: (1) governance, (2) job security, and (3) compensation; (4) instructional academic staff employment policies and practices.

#### **1. Governance**

Since 1985, participation of academic staff in the governance of the institutions has been provided in Ch. 36.09(4m) of the Wisconsin Statutes in language that parallels that for the faculty:

**Academic staff.** The academic staff members of each institution, subject to the responsibilities and powers of the board, the president, the chancellor and faculty of the institution shall be active participants in the immediate governance of and policy development for the institution. The academic staff members have the primary responsibility for the formulation and review, and shall be represented in the development, of all policies and procedures concerning academic staff members, including academic staff personnel matters. The academic staff members of each institution shall have the right to organize themselves in a manner they determine and to select their representatives to participate in institutional governance.



Academic staff are recognized as professional educators and support personnel who are essential and committed to helping maintain a quality institution. The 1984 review of academic staff by the Board of Regents raised the level of awareness of the academic staff role in governance, producing an evolution in the governance structures of the universities.<sup>3</sup> Today, academic staff participate in the governance of their institutions through an academic staff council, executive committee and/or assembly or senate, or through an all-university senate. The chairs of the academic staff governance units meet regularly with the UW System Senior Vice President for Administration to provide advice and input to key policy matters.

Since 1985 the academic staff have actively participated through their newly established governance units in areas affecting their professional lives such as salaries, title structure, job security, pay equity, appointment to campus-wide faculty/staff committees, career progression, institutional mission statements, and participation on UW System advisory committees. Their efforts to communicate with and gain support within their institutions, with System Administration and the Board of Regents, and the legislature has increased during the 1990's.

## 2. Job Security for Fixed Term Academic Staff

Since the System study of Academic Staff in 1984, improvements have been made in the system of providing job security to academic staff. Prior to 1984, the vast majority of fixed term academic staff had one year appointments that were extended each year; many of these were one-year only "terminal" appointments that provided in the appointment letter that renewal was not intended. Although preliminary data show that approximately 80% of fixed term academic staff still have appointment terms of one year or less, only 11% of the one-year or less appointments are terminal. Among instructional academic staff, terminal and single semester appointments are more common (72%). In addition, the use of multiple year and rolling horizon appointments has increased significantly, as has the use on several campuses of indefinite appointments (more than a 50% increase since 1989), which carry security similar to tenure.

A uniform systemwide policy providing minimum conditions for job security has been in effect since 1989. (Appendix 1) Despite these improvements, institutional practices vary widely and issues remain concerning: sufficiency of use of indefinite appointments (about 7% overall; 5% for IAS), multiple year fixed term appointments (about 5% overall; 7.5 % for IAS) and rolling horizon appointments (about 9% overall; 6% for IAS); extent of use of one year or one semester appointments (terminal 8% overall, 44% for IAS, and renewable 57% overall, 33% for IAS). Institutional practices in this area are monitored annually by System Administration. Local governance bodies also are reviewing these topics as part of their role in advising the institutions on personnel matters.

## 3. Compensation

Academic staff are defined in the statutes as professional employees, with duties unique to higher education. Although they are hired and retained in a competitive market, legislators periodically question whether some academic staff positions, primarily in Category A, are similar to positions in the classified service as a basis for challenging the university's compensation requests for academic staff.

In an attempt to finally resolve this controversy, the 1992 Governor's Commission on UW System Compensation recommended that the UW System and the state Department of Employment Relations agree to a mechanism for reviewing Category A academic staff and reclassifying positions from Category A to the classified service where appropriate. The final agreement regarding classified versus unclassified service designations was signed by President Lyall and DER Secretary Litscher in November 1993. As a result of that study, 412 Category A academic staff positions (8%) were found to be more appropriately staffed in the Classified service.

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<sup>3</sup> Copies of the Academic Staff Review are available from the Office of the Vice Chancellor or the Secretary of the Board of Regents.



Academic staff are paid in accordance with a title and compensation system instituted in 1986 that is based on position descriptions and comparable market salaries paid throughout higher education. (Prior to 1986, there was no uniform pay and title system for academic staff at all UW System institutions.) It should be noted that pay increases have never reached the market levels identified by outside consultants. Even with merit/market funding added to the pay plans, the academic staff continue to fall behind their peers in higher education.

The current system provides 11 pay ranges containing 817 job titles for administrative and professional staff in Category A. The 58 titles for teaching and research staff in category B are linked with faculty salary minima. Pay ranges are adjusted periodically to reflect changes in cost of living, market adjustments and the like. The Board of Regents approves pay range adjustments each year in the pay plan guidelines. Maintaining quality staff and staff morale depends on the accuracy of market matches and adequacy of pay plans. Academic staff are involved in seeking appropriate market matches and in regularly reviewing compensation levels. Academic staff are full participants in the System standing Compensation Advisory Committee for Faculty and Academic Staff.

#### 4. Instructional Academic Staff

In 1997-98, a study of instructional academic staff (IAS) was conducted, prompted by the recognition that the UW System's reliance on IAS was steadily increasing. In 1987, 85% of the full-time equivalent (FTE) instructors in the UW System were faculty and 15% were instructional academic staff (IAS), individuals holding titles such as lecturer, faculty associate, and clinical professor. Over the decade that followed, the number of IAS steadily increased, so that in 1997 the percentages became 77% and 23% respectively. The proportion of individuals (headcount, or HC) in the IAS is larger than the proportion of FTE staff, as academic staff are more likely to be hired on a part-time basis. In 1987, 23.5% of the *individuals* (HC) instructing students were IAS; in 1997, 32.7%.

The 1997 UW System Board of Regents' Study of the University of Wisconsin System in the 21<sup>st</sup> Century recommended that, "Since teaching academic staff are an essential part of those instructing students across the UW System, it is time to examine the role of teaching academic staff within the UW System with the intention of improving their status, roles, rights and responsibilities."

In June 1998, the final report entitled "Teaching Academic Staff in the UW System" was presented to and accepted by the UW Board of Regents. The study's findings and recommendations were intended to raise institutional awareness of employment practices and professional development opportunities affecting IAS, especially as it affected the quality of instruction for UW students.

As a follow-up, the UW System's offices of Human Resources, Policy Analysis and Research, and Academic Affairs will work with the institutions to determine the best ways to support and produce more effective instruction, and determine ways to utilize to the fullest extent the talents of the teaching academic staff, thereby enhancing the teaching/learning environment across the UW System.