

Academic Staff? Interested in job security?

**Do you have five or more years of academic staff service at UW-Madison?
You may be eligible for increased job security through a longer-term appointment.**

The Longer-Term Appointment Review

Academic Staff Policies and Procedures require departments to conduct an annual review of all academic staff with five or more years of academic staff service at UW-Madison. The purpose of this review is to identify individuals to be considered for increased job security when the following three conditions are met:

- 1) the quality of their performance warrants acknowledgment through increased job security;
- 2) their role is an integral part of their department's or program's continuing mission; and
- 3) a funding source can be identified that can permit rolling-horizon, multiple-year, or indefinite appointments.

Departments make recommendations on longer-term appointments to deans and directors, who must approve these recommendations before they can take effect.

Types of Longer-Term Appointments

A **multiple-year appointment** is a form of fixed-term renewable appointment made for more than one year. This type of extended appointment may be especially appropriate for individuals on multiple-year grants. Renewals are possible if funding sources permit.

A **rolling-horizon appointment** is a form of fixed-term appointment that extends daily for the term specified. The term may be for one or more years (ASPP 2.01.1.b).

An **indefinite appointment** is an academic staff appointment with permanent status and for an unlimited term in a specified operational area. Indefinite appointments confer the greatest job security of any academic staff appointment. Indefinite appointments are neither limited to nor specific to any academic staff title series or position (ASPP 2.09).

Who is Eligible for Review?

After employees have five years of academic staff service at the university, departments are required to review them annually for longer-term appointments. However, no presumption is made that an individual **must** have had five years of service before being considered; that is, employees can be considered for longer-term appointments with fewer than five years of service. Individuals who currently hold rolling-horizon appointments shall be reviewed and a determination made about their eligibility for an indefinite appointment.

Academic staff with five years or more of service who do not have a multiple-year or a rolling-horizon appointment shall be given written reasons upon request (ASPP 2.05).

Eligible individuals must be reviewed even though financial constraints may preclude awarding longer-term appointments at this time. You may want to take this opportunity to discuss this review with your supervisor or personnel manager and also discuss any additional information you might want to provide.

November 2005

Questions?

If you have questions, you are invited to contact any of these committee members:

PERSONNEL POLICIES &
PROCEDURES COMMITTEE
of the UW-Madison
Academic Staff Assembly

MEMBERS 2005-2006

Carla Love (co-chair)
cjlove@wisc.edu
German Department

John Mather (co-chair)
jcmather@wisc.edu
Horticulture Department

Daniel Barnish
Biochemistry

Mo Bischof
Provost's Office

Bruno Browning
Learning Support Services

Sandra Guthrie
General Library System

Jeanne Hendricks
Engineering Dean's Office

Amy Pritchard
Medicine Department

Rebecca Ryan
Cross-College Advising

Want to know more about your rights as academic staff?

See “Academic Staff Policies and Procedures” (ASPP)
for information on your rights in such areas as

- JOB SECURITY
- TYPES OF APPOINTMENT
- EMPLOYMENT PROBLEMS

Want a hard copy of ASPP?

The university’s
“Academic Staff Policies
and Procedures”
can be obtained from
your departmental office
or the Secretary of the
Academic Staff, 270
Bascom Hall (263-2985,
cmccabe@wisc.edu).

Find it on the web at: wiscinfo.doit.wisc.edu/acstaff
(Click on “Documents and Publications”)

