HANDBOOK

FOR

ACADEMIC STAFF GOVERNANCE

2023-2024

ACADEMIC STAFF ASSEMBLY REPRESENTATIVES AND ALTERNATES
COMMITTEES OF THE ACADEMIC STAFF
PERSONNEL COMMITTEES
CAMPUS-WIDE GOVERNANCE COMMITTEES

UNIVERSITY OF WISCONSIN-MADISON
MADISON, WISCONSIN
JULY 2023

The Academic Staff Executive Committee and the Secretary of the Academic Staff appreciate feedback and suggestions on how this handbook might be improved. Please note that this handbook is available online at https://acstaff.wisc.edu/governance/#handbook and is updated as needed.

Comments may be directed to the Secretary of the Academic Staff Office:

Jake Smith (soas@soas.wisc.edu)
Secretary of the Academic Staff
270 Bascom Hall
500 Lincoln Drive
Madison, WI 53706
Telephone: 608-263-1011

Lesley Fisher (lesley.fisher@wisc.edu)
Deputy Secretary of the Academic Staff
270 Bascom Hall
500 Lincoln Drive
Madison, WI 53706
Telephone: 608-263-2985

Academic Staff Governance Website:
https://acstaff.wisc.edu

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Academic Staff Defined

Wisconsin State Statute 36.05(1)

"professional and administrative personnel with duties, and subject to types of appointments, that are primarily associated with higher education institutions or their administration"

UW-Madison Human Resources Policy 1.01

"a professional and administrative employee whose duties are exempt from the overtime provisions of the federal Fair Labor Standards Act (FLSA) and who performs work that is primarily associated with a higher education institution or its administration"

Academic Staff Governance – A Brief History

UW System Academic Staff Personnel Policies and Procedures: The 1973 merger which created the current University of Wisconsin System led to the development of UW System (UWS) rules, which were approved by the Board of Regents in 1975. Chapter UWS 9 of the Regent Rules directed each chancellor to establish a campus committee to advise the administration on policies and procedures for academic staff.

The Academic Staff Advisory Committee: In May 1975, an interim committee was established to develop procedures for establishing an academic staff committee that would in turn develop UW-Madison policies and procedures for academic staff and advise the administration on academic staff issues. The first committee included seven academic staff elected from six work-related areas and four academic staff appointed by the chancellor. The initial Academic Staff Advisory Committee spent almost three years developing the Policies and Procedures Governing Academic Staff Appointments. When the rules became official, the word "Advisory" was dropped and the Academic Staff Committee (ASC) became the official governance mechanism for academic staff. In faculty shared governance, the University Committee is the parallel to ASC (now called ASEC, or the Academic Staff Executive Committee).

Wis. Statutes, 36.09 (4m): On August 17, 1985, Chapter 36 of the Wisconsin Statutes was revised to include 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 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.

On July 13, 2015, Chapter 36 of the Wisconsin Statutes was revised to clarify the meaning of subject to. 36.09 (3m) was added which reads "Meaning of "subject to" in certain provisions. In subs. (4) to (5), "subject to the responsibilities and powers" means subordinate to the responsibilities and powers."

On September 6, 1985, the Board of Regents (Resolution 3359) directed each chancellor to implement academic staff governance participation.

The Articles of Organization: In 1986, the Academic Staff Committee hired a consultant to assist them in getting input from the widest possible range of members of the academic staff and in the development of new governance mechanisms. The Articles of Organization were developed and were ratified by the academic staff on February 16, 1987:

Preamble Excerpt*: 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.*

Concurrence by the Faculty Senate: On March 2, 1987, the Faculty Senate adopted a resolution of support for academic staff governance.

The Academic Staff Assembly*:* An ad hoc districting committee was set up, Assembly representatives were elected, and the first Assembly met on June 23, 1987. The parallel in faculty governance is the Faculty Senate. The Assembly appointed a Bylaws Subcommittee that met almost weekly to amend and fine-tune the original draft of the Academic Staff Assembly Bylaws. The Bylaws were approved on December 1, 1987, and included the current structure for the selection of the following committees:

- Academic Staff Executive Committee
- Compensation and Economic Benefits Committee
- Personnel Policies and Procedures Committee
- Nominating Committee

The Academic Staff Executive Committee (ASEC) is responsible for day-to-day governance decisions and reports its activities to the Assembly on a regular basis. The Assembly has since established four additional standing committees:

- Communications Committee
- Districting and Representation Committee
- Mentoring Committee
- Professional Development and Recognition Committee

Please see https://acstaff.wisc.edu/governance for information on the above committees.

Increased Academic Staff Committee Participation on Committees that Formulate UW-Madison Policies and Make Campus-level Decisions: Over the past several years, the Academic Staff Executive Committee has worked closely with the University Committee to increase the number of campus-wide committees that include academic staff as voting members. Academic staff are now included on approximately 50 committees that previously included academic staff only as consultants or ex-officio members. This is an ongoing effort by ASEC.

The Academic Staff Professionals Representation Organization (ASPRO): In response to the need for academic staff to be aware of and have influence concerning legislation affecting academic staff, the Academic Staff Assembly established ASPRO on March 28, 1989.

ASPRO's influence could become even more effective with a larger membership. Currently there are about 300 members of the 10,000 academic staff system-wide who contribute to ASPRO's efforts that benefit all academic staff. The ASPRO Board of Directors consists of representatives from each campus.

Governance Impact*:* Some of the areas upon which academic staff governance participation has had influence includes the UW System Gender/Race Equity Project, harassment policies, parental leave policies, retirement legislation, Academic Staff Excellence Awards, an Academic Staff Endowment Fund, the ban on smoking in university buildings, eligibility to serve on Graduate School examination committees, permanent principal investigator status, development of the HR Design Strategic Plan, the Critical Compensation Fund, professorial titles for academic staff, and the selection of campus leadership.

Academic Staff Assembly

Governance Overview

In the belief that the administration of a public institution is best served by the broadest possible participation of its people in policymaking, four organizations on the UW-Madison campus play an active role in institutional policy and procedure development on this campus. They are the Academic Staff Assembly representing academic staff, the Faculty Senate representing faculty, the University Staff Congress representing university staff and the Associated Students of Madison (ASM) representing students. All four focus on campus issues, but also take positions on UW System and state issues that affect this campus. All four organizations engage in informational activities with the state executive branch (governor, Department of Administration, etc.), the state legislature, and the Board of Regents. UW-Madison academic staff representatives meet regularly with academic staff representatives from other UW System campus governance units to discuss System-wide issues.

The powers of these organizations to determine campus policy are subject to the responsibilities and powers of the UW System Board of Regents, the UW System president and the UW-Madison chancellor. The final decision on any recommendation of the four governance organizations is made by the UW-Madison chancellor, the UW System president, or the Board of Regents.

Academic Staff Assembly

The Academic Staff Assembly is an elected body, currently with 132 districts, that represents the interests of academic staff in governance and policy development at the UW-Madison. The Assembly debates and votes on policy issues affecting academic staff presented by ASEC, members of Assembly standing committees, or the Assembly. Along with the other governance bodies mentioned above, the Assembly advises the chancellor.

Each academic staff member is assigned to a district that is represented in the Assembly by an elected representative. Each district has members numbering between 0.6% and 1.2% of the total number of academic staff, grouped primarily by similar position titles and secondarily by division and department affiliation. Representatives are elected for two-year terms; there is no limit on the number of terms they can serve.

Below is a partial list of areas in which academic staff participation in shared governance has been influential:

- Updating and Revising Academic Staff Policies and Procedures
- Academic staff membership on many policy-formulating university committees
- Information for the legislature and the regents concerning issues of interest to the academic staff, e.g., compensation, sick leave conversion to health insurance, holidays, fringe benefits, domestic partner, and retirement benefits
- Appeals Committee to handle grievances
- Updating and Revising Distinguished Prefix Guidelines
- Job Security

Academic Staff Governance – Recent Successes

Category A Maximum

The Compensation and Economic Benefits Committee (CEBC) produced a report on the number of academic staff in Category A with the highest prefix at or near the salary maxima and the associated problems with this issue (ASA #426). The Assembly passed a resolution in May 2010 resolving to work on this issue (ASA #427). This led to inclusion of this issue in Steve Stern's Excellence Rewards Initiative. In the second Critical Compensation Fund (CCF) Exercise in Fall 2013-Spring 2014, an exemption was included for academic staff at the Category A maxima. Seventy-one CCF awards were made using this exemption.

Delayed Implementation of the Bus Pass Fee

In May 2010, the Academic Staff Assembly passed a motion asking the Compensation and Economic Benefits Committee to study the impact of the transportation funding deficit (ASA #429). In December 2010, the Assembly passed a resolution calling for transportation services to limit the impact of price increases on academic staff with lower incomes (ASA #445). Charges for bus passes were not implemented until Fall 2013.

New Human Resources System/HR Design

The Academic Staff Assembly was an early proponent of a new Human Resources System for UW-Madison. In April 2011, the Assembly called for a new Personnel System (ASA #453A). Throughout the HR Design process, academic staff governance has been very involved. A list of existing issues with the current personnel system was distributed to the Assembly in November 2011. The Academic Staff Executive Committee produced two white papers on recommendations from the HR Design Committees. Following examination of the HR Design Strategic Plan by an Ad Hoc Committee formed by the Assembly (ASA #485), the Assembly passed a motion approving the plan in November 2012 (ASA #490).

Critical Compensation Fund (CCF)

The Critical Compensation Fund exercise provided pay adjustments to academic staff performing satisfactory work for the reasons of equity, market or retention. The first exercise took place from Summer to Fall 2012. A joint committee of the Advisory Committee on Budget Issues, Policies and Strategies and the CEBC evaluated the data from this exercise in a report presented to the Assembly in October 2013 (ASA #502A). In October 2013, the Assembly passed a resolution asking the administration to carry out the report's recommendations if a subsequent exercise occurred. Many of the recommendations were adopted in the CCF exercise that occurred during Fall 2013 to Spring 2014.

Addressing Hostile and Intimidating Behavior

In July 2013, an ad hoc campus working group was convened to examine how to address issues of hostile and intimidating behavior in the workplace. In December 2014, the Assembly passed the academic staff policy regarding hostile and intimidating behavior (ASA #546). This policy provides definitions of hostile and intimidating behavior as well as both informal and formal processes for addressing instances of these behaviors. Similar policies were passed by the Faculty Senate and the University Staff Congress as well.

Assembly District Reorganization

In order to remain compliant with ASPP and address the ever-growing numbers of academic staff on campus, the Districting and Representation Committee undertook an examination size boundaries and the districting logic of the Assembly districts. Academic staff as a whole voted to change the size boundaries for districts to between 0.6% - 1.2% of all academic staff. After that step was taken, the DRC was able to propose options for redistricting to bring the districts in line with the new size boundaries and for how academic staff should be apportioned into districts going forward. The Assembly voted in April 2017 that people should be districted primarily according to their job code/title, and secondarily according to their division and department (ASA #645). The reorganization of the Assembly took effect on July 1, 2017.

Degree Requirements for Academic Staff Positions

ASEC charged an ad hoc committee in May 2016 to examine issues surrounding requirements in the new HR system that all academic staff positions require a minimum of a baccalaureate degree. The committee saw value in some explicit exceptions to allow for greater hiring flexibility within schools and colleges. In May 2017, the Assembly approved exceptions to the requirement based on the committee's recommendations, which included: 1) history of past recruitment issues with a position (including lack of diverse applicant pool or failed searches, 2) alternate credentialing available in specific fields, and 3) duties involving work with special populations or community organizations. (ASA #654)

Academic Staff Worklife Study

Academic staff were surveyed in Spring 2016 about a range of topics, including workplace conditions, worklife balance, and satisfaction with compensation and promotion. A small workgroup put together a report analyzing the results of the survey (ASA #649). The Assembly endorsed the recommendations of the report (ASA #653), which asks leaders at all levels at UW-Madison to recognize all work that academic staff do, that internal resources be devoted to compensation and recognition efforts, and that a long-term compensation strategy be devised, communicated, and regularly updated. A second survey was launched in 2019, and another small workgroup is currently working on analyzing the data and putting together a report on the results.

Professorial Titles for Academic Staff

Academic staff have long pursued the addition of professorial titles for the instructional and research staff A push for these titles by academic staff governance in 2001 led to an honorific research professor title. Academic staff governance formed ad hoc committees for both instructional titles (ASA #588) and research scientist titles (ASA #678), which produced recommendations that were approved by the Academic Staff Assembly in March 2016 and March 2018 respectively. A committee of academic staff, faculty, and human resources representatives then convened to combine all of the background material and recommendations into resolutions to be voted on by the Faculty Senate. The senate approved the use of the titles "Teaching Professor" and "Research Professor" in April 2019. The titles will be rolled out as part of the Title and Total Compensation Project.

Academic Staff Assembly Meetings

What goes on at Assembly meetings?

The Assembly debates and votes on policy and governance issues affecting academic staff and hears reports from ASEC, standing committees, the Academic Staff Professional Representation Organization (ASPRO), Committees on Academic Staff Issues (CASIs), the chancellor or provost, and other officials. Reports are often followed by discussion and, where appropriate, votes on the issues raised.

When and where does the Assembly meet?

The Assembly meetings are typically held in Room 272 Bascom Hall from 3:30 p.m. to approximately 5:00 p.m. on the second Monday of the month during the academic year, September through December and February through May. If the second Monday falls on a holiday, the meeting is then held on the first subsequent Monday that is not a legal holiday. Special meetings may also be called as needed. Meetings may be cancelled if there is an insufficient agenda.

How are meetings run?

Assembly meetings are conducted according to the most recent edition of *Robert's Rules of Order Revised* and the Assembly rules as set forth in [Chapter 13](#) of the *Academic Staff Policies and Procedures* (ASPP). The meetings are chaired by the provost. Only elected representatives or their alternates and ASEC members may offer motions and vote. A parliamentarian is present at each meeting to ensure *Robert's Rules* are observed during the proceedings and to advise the chair in procedural matters. (*Parliamentarians – Lesley Fisher and Jake Smith*)

A typical agenda consists of the following:
- Announcements/agenda review
- Approval of previous meeting minutes
- ASEC activities report and questions for the ASEC chair
- Standing committee, CASI, and campus-wide committee reports
- Guest speakers
- Voting items
- Report from the provost or other presiding officer
- Question and answer period with the provost or other presiding officer

What are the meeting conventions?

At least one week before each meeting, all assembly representatives and alternates—and the members of their districts—receive an agenda along with any documents to be discussed and background information. Sometimes additional documents are distributed at the meeting. Both assembly representatives and their alternates are welcome at the meetings, but only the representative may vote if both are in attendance.

ASEC members sit at a table in front of the representatives; the Secretary of the Academic Staff and Parliamentarian are seated at a separate table. The provost, as the presiding officer, stands at the podium. Before speaking to the topic or asking a question, a representative should go to the nearest microphone and state their name and district number.

Academic Staff Assembly Calendar – 2023-2024

The Academic Staff Assembly is scheduled to meet on the following Mondays during the 2023-2024 academic year.

Date of Meeting	*Deadline for Items to Be Added to Agenda**
September 11, 2023	August 28, 2023
October 9, 2023	September 25, 2023
November 13, 2023	October 30, 2023
December 11, 2023	November 27, 2023
February 12, 2024	January 29, 2024
March 11, 2024	February 26, 2024
April 8, 2024	March 25, 2024
May 13, 2024	April 29, 2024

Prior to each meeting, copies of the agenda and associated documents will be posted online at: https://acstaff.wisc.edu/governance/academic-staff-assembly/.

* All documents referenced in the agenda must be sent electronically to the Secretary of the Academic Staff Office (soas@soas.wisc.edu) by the schedule dates listed above. Earlier submissions are greatly appreciated.

Academic Staff Assembly Meeting Procedures

Attendance: Assembly meetings are open to the public, and all academic staff are invited to attend.

Registration: All Assembly representatives and alternates should check in at the door using their WisCards.

Speaking/Motions: Members of the Assembly and any academic staff member may speak at Assembly meetings, but only Assembly members (or alternates if the regular member is not present) may offer motions, second motions, or vote. When an individual rises to speak at a meeting or to make a motion from the floor, they should state their name and district number (if a representative or alternate). Lengthy motions should be given to the Secretary in writing so the presiding officer can repeat the motion if necessary during debate.

Seating: In order to encourage greater involvement and a stronger sense of community, as well as to facilitate discussions and vote-counting, ASEC invites Assembly representatives and alternates to sit toward the front of the meeting room, rather than spreading out. Guests who will report to the Assembly often sit in the front rows on the right side of the hall near the Secretary and Parliamentarian.

Your Duties as an Assembly Representative

1) **Attending the Academic Staff Assembly meetings.** Meetings are held from 3:30 – 5:00pm on the second Monday of the month, September through December, and February through May. The Secretary of the Academic Staff Office will send you and your district the agenda and background materials one week prior to these meetings. <u>Your district has one vote in these meetings, so your attendance and participation are important</u>.
   a. 2023-24 Assembly meeting dates: September 11, October 9, November 13, December 11, February 12, March 11, April 8, May 13

2) **Preparing for and participating in Assembly meetings.** Please read and review Assembly materials prior to the meeting. Don't hesitate to speak in favor of or against a motion or resolution or ask questions. You may also submit written questions for the presiding officer (typically the provost) up to three working days prior to the meeting.

3) **Communicating with the members of your district, with ASEC, and with the Office of the Secretary of the Academic Staff.**
   - With your district:
     o Forward the Assembly and ASEC agendas and minutes to your district and invite comments on the issues presented, as well as their concerns and issues regarding academic staff governance.
     o If there are issues of concern to your district members on the assembly agenda, poll your district to solicit their opinions prior to the meeting. If there is to be a vote at a meeting you cannot attend, please discuss with your alternate how your district members feel about the issue.
   - With ASEC: help develop the agenda for academic staff governance by sharing your districts' perspectives on the issues identified in ASEC agendas.
   - With the Office of the Secretary of the Academic Staff: let Jake Smith and Lesley Fisher know how they can support you in your governance work.

4) **Learning about your district and about academic staff governance issues.** Get to know your district membership and learn about their concerns and issues. Descriptions of the membership of each district and a list of district members is available at https://sharedgovdistricts.wisc.edu/. If your district does not have an alternate, recruit one of your district members to serve as your alternate. Once you find an alternate, contact the Secretary of the Academic Staff with their name so that they can be formally appointed.

5) **Familiarizing yourself with the Governance Handbook.** The Handbook (https://acstaff.wisc.edu/governance/#handbook) has lots of important information and is updated monthly. You are encouraged to review the handbook as well as the other resources on the academic staff website.

Explanation of District Numbers and Districting Logic

The current logic for assigning Academic Staff members to a district was approved by the Academic Staff Assembly in 2016-2017. This logic was designed to maintain affinity groups for district assignments and is based on two considerations: (1) the staff member's Job Code and (2) the employee's Division and Department. In addition to ensuring that districts are composed of staff with common affinities, these parameters are part of UW-Madison's Human Resource Systems (HRS) data, allowing district assignments to be automated. In order to maintain consistency in the size among districts, ASA policy calls for the number of districts to change relative to the number of Academic Staff on campus. The DRC will conduct a compliance review of district sizes and number of districts each year during the month prior to elections of ASA Representatives and Alternates.

Representatives for districts ending in odd numbers have terms that begin and end in odd-numbered years (e.g. July 1, 2023 – June 30, 2025). Representatives for districts ending in even numbers have terms that begin and end in even-numbered years (e.g. July 1, 2022 – June 30, 2024).

For more detailing districting information, visit: https://sharedgovdistricts.wisc.edu/Home/PublicProfiles

District #	General District Description
103	Research: Scientists (UDDS: A07)
106	Research: Scientists (UDDS: A34)
109	Research: Scientists (UDDS: A52, A56, A87, A530-533)
112	Research: Scientists (UDDS: A534-545)
115	Research: Scientists (UDDS: A536-539)
118	Research: Scientists (UDDS: A17-A19)
121	Research: Scientists (UDDS: A27, A37, A40, A48)
200	Teaching and Learning: Instructional Facilitation Mgt
203	Teaching and Learning: Continuing Education, Curriculum Dev Mgmt, Early Childhood Education, & Acad Instructional Tech Design
204	Teaching and Learning: Teaching Specialists
206	Instructional Category: Clinical Professors (A000000-A534999)
207	Instructional Category: Clinical Professors (A535000-A999999)
209	Instructional Category: Associate and Assistant Clinical Professors (A000000-A532069)
212	Instructional Category: Associate and Assistant Clinical Professors (A532070-A534199)
215	Instructional Category: Associate and Assistant Clinical Professors (A534200-A534259)
218	Instructional Category: Associate and Assistant Clinical Professors (A534260-A534999)
221	Instructional Category: Associate and Assistant Clinical Professors (A535000-A538999)
224	Instructional Category: Associate and Assistant Clinical Professors (A539000-A999999)
227	Instructional Category: Clinical Instructor and Instructor (A000000-A538000)
230	Instructional Category: Clinical Instructor and Instructor (A539000-A999999)
233	Instructional Category: Distinguished Professor and Professor (A000000-A536299)
236	Instructional Category: Distinguished Professor and Professor (A536300-A999999)
239	Instructional Category: Associate and Assistant Professor (A000000-A532999)
242	Instructional Category: Associate and Assistant Professor (A533000-A534260)
245	Instructional Category: Associate and Assistant Professor (A534261-A536199)

248	Instructional Category: Associate and Assistant Professor (A536200-A538599)
251	Instructional Category: Associate and Assistant Professor (A538600-A999999)
254	Teaching and Learning: Teaching and Instruction - Teaching Faculty I
257	Teaching and Learning: Teaching and Instruction - Teaching Faculty II
260	Teaching and Learning: Teaching and Instruction - Teaching Faculty III (A000000-A199999)
261	Teaching and Learning: Teaching and Instruction - Teaching Faculty III (A200000-A999999)
263	Teaching and Learning: Teaching and Instruction - multiple titles
266	Teaching and Learning: Teaching and Instruction - Lecturer (A000000-A171599)
267	Teaching and Learning: Teaching and Instruction - Lecturer (A171600-A399999)
269	Teaching and Learning: Teaching and Instruction - Lecturer (A400000-A485599)
272	Teaching and Learning: Teaching and Instruction - Lecturer (A485600-A999999)
300	Research: Research - multiple titles
303	Animal Care Services Research: Research - multiple titles Research: Client-Based Research Services - multiple titles
306	Research: Clinical Trials - multiple titles Research: Research - multiple titles
309	Research: Client-based Research Services - multiple titles
312	Research: Client-based Research Services - multiple titles
315	Research: Clinical Trials - Clin Res Coord I, Clin Res Project Coord I
318	Research: Clinical Trials - multiple titles (A000000-A534249)
321	Research: Clinical Trials - multiple titles (A534250-A999999)
324	Research: Data Scientist & Analysis Srv - Data Scientist
327	Research: Data Scientist & Analysis Srv - Research Analyst, Statistician, Data Engineer
330	Research: Research - Researcher (A000-A189)
333	Research: Research - Researcher (A190-A349)
336	Research: Research - Researcher (A350-A535)
339	Research: Research - Researcher (A536-A999)
342	Research: Research - Research Specialist (A000-A339)
345	Research: Research - Research Specialist (A340-A399)
348	Research: Research - Research Specialist (A400-A529, A540-A999)
351	Research: Research - Research Specialist (A530-A535)
354	Research: Research - Research Specialist (A536-539)
357	Research: Research - multiple titles
400	Academic Services and Student Experience: Student Life and Student Program Management - multiple titles
403	Outreach and Community Engagement: Engagement and Outreach - multiple titles; Outreach and Community Engagement:Youth Programming - multiple titles
406	Outreach and Community Engagement: Engagement and Outreach - Outreach Program Manager
409	Outreach and Community Engagement: Engagement and Outreach - Outreach Specialist (A000000-A488299)

412	Outreach and Community Engagement: Engagement and Outreach - Outreach Specialist (A488300-A999999)
415	Academic Services and Student Experience: Acad Stdnt & Srvc Exper - Graduate Program Coordinator and Manager
418	Academic Services and Student Experience: Acad Stdnt & Srvc Exper - Academic Program Specialist and Manager
421	Academic Services and Student Experience: Acad Stdnt & Srvc Exper - multiple titles Academic Services and Student Experience: Career Srv & Stdnt Prof Dev - multiple titles
424	Academic Services and Student Experience: Academic Advising - Academic Advisor, Academic Advising Manager, and Intl Services Rep (A00-A39)
427	Academic Services and Student Experience: Academic Advising - Academic Advisor, Academic Advising Manager, and Intl Services Rep (A40-A99)
430	Academic Services and Student Experience: Admissions and Recruitment - multiple titles Academic Services and Student Experience: Financial Aid - multiple titles
433	Academic Services and Student Experience: Academic and Student Reg and Records - multiple titles Academic Services and Student Experience: Recreation and Wellness - multiple titles Academic Services and Student Experience: Residential Life - multiple titles
436	Health and Wellness Services: Community & Employee Wellness - multiple titles Health and Wellness Services: Health Services Administration - multiple titles Health and Wellness Services: Health Services Professional - multiple titles
439	Health and Wellness Services: Health Services Professional - multiple titles
442	Health and Wellness Services: Health Services Professional - multiple titles
445	Health and Wellness Services: Public Health Lab Sciences - Microbiologists I, II, and III
448	Health and Wellness Services : Public Health Lab Sciences - multiple titles
451	Health and Wellness Services: Health Prof & Education Pgms - Grad Medical Edu Coord and Prog Mgr Health and Wellness Services: Community & Employee Wellness - Population Health Specialist and Manager
454	Information Technology: Applications Developer, Software Engineer/Developer I, Software Engineer/Developer II
455	Information Technology: Software Engineer/Developer III
457	Information Technology: Application and Web Development - multiple titles Information Technology: Audiovisual Technology - multiple titles
460	Information Technology: Business and Systems Analysis - multiple titles Information Technology: Cybersecurity - multiple titles Information Technology: IT Data Administration - multiple titles Information Technology: User Experience - User Experience Architect I and II
463	Information Technology: Application and Web Development - Web Operations Manager Information Technology: IT Project Management - IT Portfolio Manager II, IT Project Manager I Information Technology: IT User Support - IT Solutions Manager Information Technology: Multidisciplinary IT Services - multiple titles

466	Information Technology: System Engineer I, II, III, and IV
467	Information Technology: Technical Integration Engineer I, II, and III, Network Engineer III
469	Information Technology: IT User Support - multiple titles
472	Information Technology: Business and Systems Analysis - multiple titles Information Technology: Cybersecurity - multiple titles Information Technology: IT Data Administration - multiple titles Information Technology: IT System & Application Admin - DevOps Engineer I, II, III, IV Information Technology: Multidisciplinary IT Services - multiple titles Information Technology: Network Administration - Data Cent Infrastruct Tech
475	Information Technology: Business and Systems Analysis - Bus Systems Analyst III (Inst), IT Architect II (Inst) Information Technology: Cybersecurity - multiple titles Information Technology: IT Project Management - multiple titles Information Technology: IT System & Application Admin - multiple titles Information Technology: Network Administration - Network Engineer IV (Inst) Information Technology: User Experience - multiple titles
500	Public Broadcasting - all titles not in WI Public Media Communications and Marketing: Multimedia and Design - multiple titles Communications and Marketing: Publications and Publishing - Printing Manager Communications and Marketing: Sports Information - Athl Communications Manager
503	Communications and Marketing: Marketing - multiple titles Communications and Marketing: Writing and Editing - multiple titles
506	Communications and Marketing: Communications - Communications Specialist
509	Communications and Marketing: Communications - multiple titles
512	Sponsored Programs, Grants, and Contracts: Administration (Multi-Function) - multiple titles
513	Sponsored Programs, Grants, and Contracts: Multi-functional Research Administration Manager
515	Sponsored Programs, Grants, and Contracts: Administration (Pre-Award) - multiple titles Sponsored Programs, Grants, and Contracts: Administration (Post-Award) - multiple titles
518	Administration: Administrative Services - Administrative Manager
521	Administration: Administrative Services - Administrative Specialist
524	Administration: Administrative Services - multiple titles
527	Administration: Project Mgmt Qlty Improvement - Project Manager I, II, Internal Consultant I
530	Administration: Project Mgmt Qlty Improvement - multiple titles
533	Facilities and Capital Planning - multiple titles
536	Hospitality Services & Sales - multiple titles
539	Athletics: Athletic Operations - multiple titles Athletics: Equipment Management - Athletics Equipment Manager, Rigger Boatman Hospitality Services & Sales: Dining and Catering Services - multiple titles Hospitality Services & Sales: Guest Services and Sales - Customer Service Supervisor Hospitality Services & Sales: Planning & Conference Event Mgmt - Event Assoc Dir, Event Dir
542	Category C

544	Human Resources: HR Business Partner, HR Generalist
545	Human Resources: HR Specialist - multiple titles Human Resources: Organizational Development - multiple titles Human Resources: Payroll and Benefits - Benefits Specialist (Inst), Payroll Specialist II
548	Finance: Acct Fncl Operations & Reporting - Accountant I, II, III
551	Finance: Financial Manager, Financial Specialist III
552	Finance: Acct Fncl Operations & Reporting - multiple titles Finance: Fncl Planning and Budgeting - Budget Planner I, II, III (Inst) Finance: Procurement - Procurement Manager, Procurement Specialist I, II, III
554	Compliance Legal & Protection: Emergency Mgmt & Preparedness - Emergency Mgmt Specialist Compliance Legal & Protection: Health and Safety - Env Health & Safe Spec I, II, III Compliance Legal & Protection: Institutional Audit & Comp - Compliance Specialist II, III, Regulatory Specialist Compliance Legal & Protection: Risk Management - Risk Management Specialist II, III
557	Administration: Administrative Services - Executive Assistant to the CEO Administration: Analysis and Reporting - multiple titles Administration: Project Mgmt Qlty Improvement - Project Portfolio Manager (B), (Inst) Libraries, Archives, & Museums: Dept Collection Services - all titles Libraries, Archives, & Museums: Multi-Functional Support - Archivist I, II, Multimedia Archivist
560	Advancement - all titles
563	Arts: Arts - multiple titles Arts: Arts Programming & Venue Mgmt - Arts Program Director, Box Office Manager Arts: Stagecraft and Technical Arts - Technical Director Equity, Diversity, and Inclusion: Accessibility Services - multiple titles Equity, Diversity, and Inclusion: Diversity & Inclusivity Services - Diversity & Incl Mgr, Spec
605	Special District - School of Nursing
608	Special District - WI Public Media: multiple titles
609	Special District - WI Public Media: Production subgroup
610	Special District - WI Public Media: Public Broadcasting and Outreach Education
613	Special District - Division of Extension: multiple job groups
616	Special District - Division of Extension: Job Groups AE, EI, HS, OE, TL in Ops, North, South, AGR
619	Special District - Division of Extension: Job Groups AE, EI, HS, OE, TL in NR, Yth Families & Health, COMM
622	Special District - Division of Extension: Job Groups AE, EI, HS, TL in YFH-HLTH
625	Special District - Division of Extension: Job Groups AE, EI, HS, TL in YFH-HDR and YFH-YTH
628	Special District - Librarian

700	Communications and Marketing: Communications - multiple titles Communications and Marketing: Marketing - multiple titles Communications and Marketing: Multimedia and Design - Creat Assoc Dir (B), Creative Director, Creative Director (B), (Inst) Communications and Marketing: Publications and Publishing - Printing Director Communications and Marketing: Writing and Editing - Editor in Chief, Managing Editor, Managing Editor (B)
703	Outreach Ed & Com Engagement: Engagement and Outreach - multiple titles Outreach Ed & Com Engagement: Youth Programming - multiple titles Teaching and Learning: Continuing Education - Cont Edu Prog Assoc Dir, Dir, Dir (B) Teaching and Learning: Early Childhood Education - Early Child Edu Assoc Dir, Dir Teaching and Learning: Instructional Facilitation Mgt - Teaching, Learning, & Tech Dir
706	Health and Wellness Services: Community & Employee Wellness - Population Health Assoc Dir, Asst Dir, Director Health and Wellness Services: Health Prof & Education Programs - Grad Medical Edu Prog Admin Health and Wellness Services: Health Services Administration - multiple titles Health and Wellness Services: Health Services Professional - multiple titles Health and Wellness Services: Public Health Lab Sciences - multiple titles
709	Administration: Administrative Services - multiple titles
712	Administration: Administrative Services - multiple titles
715	Facilities & Capital Planning: Architect& Engineering Services - multiple titles Facilities & Capital Planning: Custodial Services - Custodial Services Prog Mgr, Custodial Services Supervisor Facilities & Capital Planning: Distribution & Inventory Mgmt - Shipping and Mail Supervisor Facilities & Capital Planning: Facilities Project Management - Construct Projects Dir (Inst) Facilities & Capital Planning: Operations & General Maint - multiple titles
718	Human Resources: Employee Services - Employee Asst Dir (Inst), Employee Asst Prog Counselor Human Resources: HR Generalist - multiple titles Human Resources: HR Specialist - multiple titles Human Resources: Organizational Development - multiple titles Human Resources: Payroll and Benefits - Benefits Manager (Inst), Payroll Manager
721	Information Technology: IT Project Management - IT Project Manager (Inst) Information Technology: Multidisciplinary IT Services - multiple titles
724	Financial: Acct Fncl Operations & Reporting - Controller (Inst), Financial Reporting Dir (Inst) Financial: Bursar - Associate Bursar (Inst) Financial: Fncl Planning and Budgeting - multiple titles Financial: Procurement - Procurement Assoc Dir (Inst), Procurement Director (Inst)
727	Compliance Legal & Protection: Emergency Mgmt & Preparedness - Emergency Management Manager Compliance Legal & Protection: Health and Safety - Env Health & Safe Assoc Dir, Dir (Inst), Mgr Compliance Legal & Protection: Institutional Audit & Compl - multiple titles Compliance Legal & Protection: Legal - multiple titles

	Compliance Legal & Protection: Protective Services - multiple titles Compliance Legal & Protection: Risk Management - Occupational Safety Analyst, Risk Mgmt Director (Inst)
730	Academic Services and Student Experience: Acad Stdnt & Srvc Experience - multiple titles Academic Services and Student Experience: Academic Advising - multiple titles Academic Services and Student Experience: Career Srv & Stdnt Prof Dev - multiple titles
733	Arts: Arts - Marching Band Director (Inst) Arts: Arts Programming & Venue Mgmt - Arts Program Director Equity, Diversity, and Inclusion: Accessibility Services - Disability Services Director, Disability Svcs Assoc Dir, Disability Services Manager Equity, Diversity, and Inclusion: Diversity&Inclusivity Services - Chief Diversity Officer (Inst), Diversity & Incl Dir (B) Academic Services and Student Experience: Academic and Student Reg and Records - Academic Services Director (B), Academic Svcs Dir (Inst), University Registrar (Inst) Academic Services and Student Experience: Admissions and Recruitment - multiple titles Academic Services and Student Experience: Financial Aid - multiple titles Academic Services and Student Experience: Recreation and Wellness - Recreation Program Assoc Dir, Recreation Program Dir Academic Services and Student Experience: Residential Life - Residence Life Assoc Dir, Residence Life Dir Academic Services and Student Experience: Student Life and Student Program Management - multiple titles
736	Academic Services and Student Experience: Academic Stdnt & Srvc Experience - Assistant Dean, Associate Dean, Assistant Vice Provost, Assoc Vice Provost
998	Visiting, L/I, and Adjunct academic staff
999	Emeritus/Emerita academic staff

Committees

Your Duties as a Committee Member

1) **Attend your committee meetings.** <u>You have one vote in these meetings, so your attendance and participation are important</u>. Contact the committee chair with questions about meeting time, location, or modality. If you are unable to attend most of the meetings, please inform the Secretary of the Academic Staff office and consider resigning so that someone else can be appointed to the committee.

2) **Prepare for your committee meetings.** Read materials thoroughly and be prepared to engage on the agenda topics. Contact the committee chair with questions in advance of the meeting.

3) **Communicate with ASEC, the Assembly, and the Secretary of the Academic Staff Office.**
   - <u>With ASEC</u>: You are encouraged to contact your committee's ASEC liaison when issues come before the committee that are important to academic staff, or if there are systemic or ongoing issues with committee function.
   - <u>With the Academic Staff Assembly</u>: If you have an issue or annual report that you would like to present at an upcoming Assembly meeting, please contact the Secretary of the Academic Staff Office.
   - <u>With the Secretary of the Academic Staff Office</u>: Let Jake Smith or Lesley Fisher know how the office can support you in your governance work.

Academic Staff Executive Committee (ASEC)

Basic Functions and Responsibilities

The primary function of ASEC is to act as the day-to-day administrative executive committee for the Academic Staff Assembly and for the academic staff at large. To be effective, ASEC considers it important to maintain a close relationship with the Assembly and with all of the academic staff. ASEC, together with the Academic Staff Assembly, works to facilitate communication with the faculty, university staff and students through their own governance bodies, and with the chancellor, provost and other campus administrators on matters concerning governance and academic staff.

ASEC considers matters referred to it by the Assembly and its standing committees, the UW-Madison administration, UW System administration, the Board of Regents, other governance groups on campus, various campus offices (Budget Planning and Analysis, Human Resources/Academic Personnel, Equity and Diversity Resource Center, etc.), and individual members of the academic staff. When time permits, matters of significance are taken up by the Assembly. However, when decisions must be made within time frames that do not allow for Assembly input, they are made by ASEC and reported to the Assembly at its next meeting.

Membership

- No more than two members may be from the same Assembly district.
- No more than three members may be from the same school, college, or division.
- ASEC members will serve as ex-officio voting members of the Assembly and may not concurrently serve as representatives of Assembly districts.
- The total number of nominees shall be at least two more than the number of vacancies.
- Members of the Nominating Committee may not also be candidates for ASEC.
- The initial slate is prepared by the Nominating Committee.
- Nominees may be added to the initial slate by a petition of at least 10 Assembly representatives or 50 members of the academic staff.

Elections

Elections are held in the spring, by secret ballot. Results are announced two meetings following the one in which the slates were presented.

Chair and Vice-Chair

ASEC members will select their chair and vice-chair by majority vote.

Vacancies

To fill a vacated ASEC seat, the Nominating Committee will recommend one or two names to the Assembly. If one nominee is recommended, a majority vote is required. If two nominees are recommended, the one receiving more votes shall become the ASEC member. The seat will be up for election at the next ASEC election, regardless of whether that seat would normally be up for election that year.

Terms of Office

Terms run from July 1 through June 30.

Websites

Membership, contact information, and background on ASEC can be found at:
https://acstaff.wisc.edu/governance/committees/asec/

Meetings

ASEC customarily meets in Room 53 Bascom Hall from 2:00 to 4:30 PM on most Thursdays during the academic year and periodically in the summer. Standing committee chairs are encouraged to attend ASEC meetings and participate in ASEC's discussions when issues arise that pertain to current governance matters. The provost also regularly attends ASEC meetings and provides updates on current campus issues.

Assembly Representatives' and Alternates' Involvement with ASEC

Assembly representatives and alternates are encouraged to attend ASEC meetings to learn about issues and to gain a better understanding of how the Assembly executive committee functions. Assembly representatives and alternates are also encouraged to bring issues of concern raised by their constituents to ASEC. If you wish to appear at an ASEC meeting and speak on a particular topic, please contact the Secretary of Academic Staff in advance. You should also feel free to contact any ASEC member or the Secretary on any matter you would like to discuss. ASEC meetings are open to the public.

ASEC Members

Committee Member	*Phone*	*District*	*Division*	*Term Ends*
Donna Cole *(Vice Chair)* [dmcole@wisc.edu]	265-9955	401	SMPH	6-30-24
Stephanie Elkins [stephanie.elkins@wpr.org]	890-3177	421	WPM	6-30-25
Alissa Ewer [alissa.ewer@wisc.edu]	262-9970	789	VCRGE	6-30-25
Julie Johnson [julie.johnson@wisc.edu]		447	DTL	6-30-25
Stephanie Jones [sgjones2@wisc.edu]	263-3447	122	SMPH	6-30-24
Albert Muniz *(Chair)* [albert.muniz@wisc.edu]	890-3823	426	GEN SVCS	6-30-23
Terry Paape [tpaape@wisc.edu]	263-9314	426	GEN SVCS	6-30-26
Lindsey Stoddard Cameron [lindsey.stoddardcameron@wisc.edu]	262-3931	436	GEA	6-30-24
Nola Walker [nola.walker@wisc.edu]	890-0768	525	GLS	6-30-26

Standing Committees of the Academic Staff Assembly

Current Committees

- *Communications Committee*
- *Compensation and Economic Benefits Committee*
- *Districting and Representation Committee*
- *Mentoring Committee*
- *Nominating Committee*
- *Personnel Policies and Procedures Committee*
- *Professional Development and Recognition Committee*

Common Characteristics of the Committees

Membership

- No more than two members may be from the same Assembly district.
- No more than three members may be from the same school, college or division.
- Except for the Nominating Committee's own slate, the Nominating Committee prepares the initial slates and final ballots for all elections. The Nominating Committee's slate is solicited by ASEC.
- The Nominating Committee prepares a final ballot with a number of nominees larger than the number of seats to be filled.
- Nominations come from the Assembly and/or the academic staff at large.
- Nominees may be added to the initial slate by motion from the Assembly floor or by petition of 10 academic staff members.

Elections

Elections are held in the spring, by written ballot of the Assembly at the meeting following that of the presentation of the initial slates. Results are announced during that meeting.

Chair

The committee chair is elected by majority vote at the first committee meeting of each year. In the case of a tie vote, the ASEC chair will cast the deciding vote. The chair attends ASEC and Assembly meetings to inform ASEC and the Assembly of the committee's work.

Vacancies

Vacancies are filled by appointment by ASEC from a list of nominees supplied by the Nominating Committee. Vacancy appointments serve until the next regular election for that seat.

Terms of Office

Terms run from July 1 through June 30.

Websites

Information about each committee including charge, member list, and contact information can be found on the academic staff website (https://acstaff.wisc.edu).

Communications Committee (CC)

Responsibilities

The committee works with other campus units, entities, and organizations to coordinate communication relevant to academic staff for both internal and external audiences. This coordination should include identifying strategies to address communication gaps.

Membership

Nine members elected by the Assembly to serve three-year terms. One-third of the members are elected each year. There are no term limits.

Committee Members

Committee Member	*Phone*	*District*	*Division*	*Term Ends*
Mary Ellen Gabriel [maryellen.gabriel@wisc.edu]	890-0931	783	L&S	6-30-24
Stuart Henn [swhenn@wisc.edu]		468	L&S	6-30-26
Sarina Lotlikar *(Co-Chair)* [sarina.lotlikar@wisc.edu]	262-0577	479	EDUC	6-30-24
Christy Lowney [christy.lowney@wisc.edu]	262-0767	451	GEA	6-30-26
Faye Lux *(Co-Chair)* [flux@wisc.edu]	263-1780	435	L&S	6-30-26
Pamela O'Donnell [pamela.odonnell@wisc.edu]	263-2014	526	GLS	6-30-25
Corissa Runde [corissa.runde@wisc.edu]		477	DoIT	6-30-25
Karla Weber [karla.weber@wisc.edu]	262-4942	484	EM	6-30-24
Miranda Winkelman [miranda.winkelman@wisc.edu]		465	DTL	6-30-25

Compensation and Economic Benefits Committee (CEBC)

Responsibilities

CEBC reviews policies and procedures relating to academic staff compensation, fringe and other economic benefits, and makes recommendations to the Assembly and ASEC in these areas.

Membership

Nine members elected by the Assembly to serve three-year terms. One-third of the members are elected each year. There are no term limits.

Committee Members

Committee Member	Phone	District	Division	Term Ends
Elizabeth Covington [eecovington@wisc.edu]	265-4778	274	INTL	6-30-24
Dean Ladwig [dean.ladwig@wisc.edu]	890-3590	429	EDUC	6-30-25
Elizabeth Manriquez [elizabeth.manriquez@wisc.edu]		525	LAW	6-30-24
Christina Pier [pier@wisc.edu]	712-2359	449	FP&M	6-30-26
Tori Richardson [tori.richardson@wisc.edu]	262-0617	786	L&S	6-30-26
Dagna Sheerar [dsheerar@wisc.edu]	263-0313	120	SMPH	6-30-25
Cori Splain *(Co-Chair)* [cori.splain@wisc.edu]	262-6887	462	EM	6-30-26
Seng Thao [seng.thao@wisc.edu]		426	GEN SVCS	6-30-25
Elizabeth Tuschen *(Co-Chair)* [eatuschen@wisc.edu]	265-5387	443	SMPH	6-30-24

Districting and Representation Committee (DRC)

Responsibilities

- Reviews election and districting processes and rules to ensure that the academic staff members may exercise their institutional governance rights in the most effective, equitable, and efficient manner.
- Periodically reviews each Assembly district to ensure that each district meets the requirements of the *Academic Staff Policies and Procedures (ASPP)*.
- Hears appeals from individuals or groups presenting a reasonable basis for assignment to a different district or to a new district.
- Reviews and recommends action to the Assembly on changes in size or composition of individual districts, changes in the guidelines that address election and districting issues and changes in the election process.
- Reviews changes in procedures to improve the equity of the districting process and the procedures to encourage member participation in elections and academic staff governance activities.

Membership

Six members elected by the Assembly. Two members shall be elected each year to serve three-year terms. There are no term limits.

Committee Members

Committee Member	*Phone*	*District*	*Division*	*Term Ends*
Megan Ackerman-Yost *(Co-Chair)* [megan.ackermanyost@wisc.edu]	265-5436	436	CALS	6-30-26
Rebecca Beebe *(Co-Chair)* [rebecca.beebe@wisc.edu]	265-4566	483	PHARM	6-30-24
Max Coller [max.coller@wisc.edu]	262-1029	463	OVCRGE	6-30-26
Taryn Conaway [tconaway@wisc.edu]	264-0060	449	DCS	6-30-24
David Toland [detoland@wisc.edu]	265-5497	254	L&S	6-30-25
Cynthia Waldeck [waldeck2@wisc.edu]		491	L&S	6-30-25

Mentoring Committee (MC)

Responsibilities

The Mentoring Committee promotes professional and personal development among academic staff through its mentoring program, which recruits and connects individuals who have been on campus for less than five years (mentees) with individuals who have been on campus for more than five years (mentors). It provides guidelines for how mentors may offer mentees advice, coaching, guidance, information about the UW-Madison campus and may offer programming and other services for mentoring pairs.

Membership

Nine members elected by the Assembly to serve three-year terms. One-third of the members are elected each year. There are no term limits.

Committee Members

Committee Member	*Phone*	*District*	*Division*	*Term Ends*
Moses Altsech *(Co-Chair)* [altsech@wisc.edu]		275	WSB	6-30-26
Liza Chang [lchang9@wisc.edu]		403	CALS	6-30-25
Kendra Gurnee [kgurnee@wisc.edu]	262-4487	483	PHARM	6-30-24
Carmen Juniper [carmen.juniper@wisc.edu]	262-2611	447	SoHE	6-30-23
Peter Kinsley [peter.kinsley@wisc.edu]	262-9597	487	VCRGE	6-30-24
Alissa Oleck [alissa.oleck@wisc.edu]	263-7814	449	DCS	6-30-25
Justin Sena [justin.sena@wisc.edu]	262-3139	494	SMPH	6-30-26
Vanessa Taulbee *(Co-Chair)* [vanessa.taulbee@wisc.edu]	890-3039	477	DoIT	6-30-24

Nominating Committee (NC)

Responsibilities

Nominates members of the academic staff for election to the ASEC and the Assembly standing committees and recommends appointment to most UW-Madison shared governance committees.

Membership

Nine members elected by the Assembly. Three are elected each year to serve three-year terms. The term limit is two consecutive full terms. The slate for the election is solicited by ASEC from among the academic staff at large and from Assembly representatives.

Committee Members

Committee Member	*Phone*	*District*	*Division*	*Term Ends*
Josh Cutler [josh.cutler@wisc.edu]	262-2943	465	PHARM	6-30-26
Leah Freemon [leah.freemon@wisc.edu]		526	GLS	6-30-26
Daryl Harrison [daryl.harrison@wisc.edu]	262-8819	480	ENGR	6-30-26
Nicole Jennings [jennings@surgery.wisc.edu]	263-0886	782	SMPH	6-30-25
Nathan Jung [najung@wisc.edu]	414-229-4511	252	ENGR	6-30-25
Kelly Krein *(Co-Chair)* [kelly.krein@wisc.edu]	265-6426	476	DoSL	6-30-25
Brady Minter [bsm@athletics.wisc.edu]		434	ATH	6-30-24
Alison Rice *(Co-Chair)* [alison.rice@wisc.edu]	262-2941	490	L&S	6-30-24
Goodson Vue [goodson.vue@wisc.edu]	262-7415	785	GEN SVCS	6-30-24

Personnel Policies and Procedures Committee (PPPC)

Responsibilities

Continuously reviews personnel policies and procedures relating to the academic staff and recommendations to the Assembly and ASEC in these areas.

Membership

Nine members elected by the Assembly. Three are elected each year to serve three-year terms. There are no term limits.

Committee Members

Committee Member	Phone	District	Division	Term Ends
Aaron Crandall [aaron.crandall@wisc.edu]	262-4799	442	SMPH	6-30-23
Kelly Cuene [kelly.cuene@wisc.edu]	890-3382	435	L&S	6-30-25
Diane Farsetta *(Co-Chair)* [farsetta@wisc.edu]	265-9542	605	SoN	6-30-24
Toni Gunnison [toni.gunnison@wisc.edu]	263-0667	405	GEN SVCS	6-30-24
Angie Rosas *(Co-Chair)* [angie.rosas@wisc.edu]	263-2163	473	WPM	6-30-25
Kelly Rupp [kelly.rupp@wisc.edu]	890-0330	447	NELS	6-30-24
Andrew Turner [ajturner3@wisc.edu]	262-0255	455	DoIT	6-30-26
Karina Ward [karina.ward@wisc.edu]		782	SMPH	6-30-26
Scott Wildman [swildman@wisc.edu]	265-4936	483	GEA	6-30-25

Professional Development and Recognition Committee (PDRC)

Responsibilities

- Promote the concept of professional development and recognition for UW-Madison academic staff.
- Work with the administration to explore and develop programs to enhance the professional skills and abilities of academic staff.
- Make recommendations regarding the review of and changes to academic staff professional development guidelines.
- Work with the administration, the UW Foundation and the faculty to locate or create funding resources for professional development.
- Oversees selection of the recipients of the Academic Staff Excellence Awards and the Professional Development Grants.
- The mentoring program is an off-shoot of the PDRC with one representative from PDRC on the steering committee. Otherwise, this program runs independently from PDRC.

Membership

- Twelve members elected by the Assembly. Four are elected each year to serve three-year terms. There are no term limits.
- All members should have shown commitment to professional development of academic staff.

Committee Members

Committee Member	Phone	District	Division	Term Ends
Amy Arbogash [amy.arbogash@wisc.edu]		475	GEN SVCS	6-30-24
Jeff Armstrong [jeff.armstrong@wisc.edu]	262-0999	782	EM	6-30-25
Jenny Erickson [jennifer.erickson@wisc.edu]	262-9744	475	GEN SVCS	6-30-26
Nick Ewoldt [nick.ewoldt@wisc.edu]	890-3105	789	L&S	6-30-25
Mel Freitag [mbfreitag@wisc.edu]	263-3353	254	L&S	6-30-26
Ilia Guzei [iguzei@chem.wisc.edu]	263-4694	140	L&S	6-30-24
Angela Kita *(Chair)* [amkita@wisc.edu]	262-0971	274	SMPH	6-30-24
Martha Reck [mreck2@wisc.edu]	263-6153	401	SMPH	6-30-25
Diane Stojanovich [diane.stojanovich@wisc.edu]	263-3063	405	NELS	6-30-26
Bill Tishler [william.tishler@wisc.edu]	890-1561	467	DCS	6-30-25
Abbie Wagaman [awagaman@wisc.edu]	265-2272	476	Student Affairs	6-30-26
Paul Westerman [pwesterman@medicine.wisc.edu]		120	SMPH	6-30-26

Academic Staff Area Review Committees

"Indefinite Appointment" is an academic staff appointment with permanent status and for an unlimited term. The rights conferred by an indefinite appointment are limited to the operational area in which the appointment is made. Indefinite appointments are neither limited to nor specific to any academic staff position or title series.

Area Review Committee: The appropriate area review committee to review employees for an indefinite appointment normally is identified by joint agreement of the employee and employer and shall be the committee appropriate to the area of employment. When an agreement cannot be reached, the Academic Staff Executive Committee, in consultation with the dean or director and the Office of Human Resources, shall specify the appropriate area review committee.

Action by the Area Review Committee: Each area review committee shall convene to review nominations for indefinite appointment status within its respective area. The committee shall seek any additional information or expertise it needs to reach a decision. All members of each committee have the right to vote on all candidates. The recommendation of the area review committee is advisory to the dean or director.

Composition of Area Review Committees: There shall be four academic staff area review committees:

1. Humanities/Social Sciences
2. Biological/Medical Sciences
3. Physical Sciences/Engineering
4. Administrative/Student Services/Library

Each committee shall consist of nine members. Insofar as possible, each committee shall consist of academic staff members having indefinite status and whose employment-related activities represent the diversity of academic staff.

The members of the Administrative/Student Services/Library Area Review Committee shall include at least two from separate administrative areas, two from separate student services areas and two from separate library areas. The other three committees shall have academic staff members appointed to reflect the instructional, doctoral, and other backgrounds appropriate to academic staff within the area of review.

The committee members shall be appointed by the chancellor or designee in consultation with the Academic Staff Executive Committee. Members will serve three-year terms with one-third of the committee appointed annually; members may be reappointed.

Administrative/Student Services/Library ARC

Committee Member	*Phone*	*Division*	*Term Ends*
Eliot Finkelstein [eliot.finkelstein@wisc.edu]	265-3376	GLS	6-30-25
Kelli Hughes [kelli.hughes@wisc.edu]	265-5697	GLS	6-30-25
JoAnne Lehman [jlehman@library.wisc.edu]	263-5758	GLS	6-30-24
Dianna Murphy [diannamurphy@wisc.edu]	262-1473	L&S	6-30-26
Greg Putnam [gdputnam@wisc.edu]	262-7124	L&S	6-30-26
Jeff Shokler [jeffrey.shokler@wisc.edu]		DTL	6-30-24
Sheila Stoeckel [sheila.stoeckel@wisc.edu]	265-2755	GLS	6-30-25
Tom Tabone [tom.tabone@wisc.edu]	263-3942	CALS	6-30-24
Vacant			6-30-26

Biological/Medical Sciences ARC

Committee Member	*Phone*	*Division*	*Term Ends*
Susanne Barnett [susanne.barnett@wisc.edu]	265-1168	PHARM	6-30-24
Ruthanne Chun [ruthanne.chun@wisc.edu]	890-0906	VET MED	6-30-25
Melgardt De Villiers [melgardt.devilliers@wisc.edu]	890-0732	PHARM	6-30-26
John Dopp [john.dopp@wisc.edu]	265-9352	PHARM	6-30-24
Mary Hayney [mary.hayney@wisc.edu]	265-4666	PHARM	6-30-26
Paul Hutson (*Chair*) [paul.hutson@wisc.edu]	263-2496	PHARM	6-30-24
Christoph Mans [christoph.mans@wisc.edu]	265-9727	VET MED	6-30-25
Christopher Snyder [snyder@svm.vetmed.wisc.edu]	265-2671	VET MED	6-30-26
Rebecca Stepien [rebecca.stepien@wisc.edu]	263-7600	VET MED	6-30-25

Humanities/Social Sciences ARC

Committee Member	*Phone*	*Division*	*Term Ends*
Erlin Barnard [esbarnard@wisc.edu]	262-5764	L&S	6-30-25
Martha Gibson *(Chair)* [migibson@wisc.edu]	263-3747	L&S	6-30-24
Ron Kuka [rfkuka@wisc.edu]	263-3374	L&S	6-30-26
Scott Mellor [samellor@wisc.edu]	262-2192	L&S	6-30-25
Nancy Murray [nancy.murray@wisc.edu]		SoHE	6-30-25
Debra Pierce [debra.pierce@wisc.edu]	263-3416	L&S	6-30-26
Jeanne Schueller [jmschuel@wisc.edu]	262-2192	L&S	6-30-24
Alberto Vargas [avargasp@wisc.edu]	262-5622	INTL	6-30-24
Vacant			6-30-26

Physical Sciences/Engineering ARC

Committee Member	*Phone*	*Division*	*Term Ends*
Daniel Den Hartog [djdenhar@wisc.edu]	265-2743	L&S	6-30-25
Tracy Drier [todrier@wisc.edu]	262-9896	L&S	6-30-24
Mark Friesen [friesen@physics.wisc.edu]	265-2496	L&S	6-30-25
Charles Fry [fry@chem.wisc.edu]	262-3182	L&S	6-30-24
Ilia Guzei [iguzei@chem.wisc.edu]	263-4694	L&S	6-30-26
Brian Jicha [brian.jicha@wisc.edu]	265-1862	L&S	6-30-24
Noriko Kita [noriko@geology.wisc.edu]	262-7118	L&S	6-30-25
Seth McGee [seth.mcgee@wisc.edu]	262-6189	L&S	6-30-26
Vacant			6-30-23

Academic Staff Appeals Committee (ASAC)

The Academic Staff Appeals Committee shall review or hear all appeals of nonrenewals (ASPP 3), nonretentions of probationary employees (ASPP 4), layoffs (ASPP 5), discipline and dismissals (ASPP 6), and grievances (ASPP 7) nor resolved at a lower level and shall forward its findings of fact with a recommendation to the chancellor or designee.

The Academic Staff Appeals Committee shall consist of 12 members of the academic staff. The committee is appointed by the chancellor or designee upon the recommendations made by the Academic Staff Executive Committee. Members will serve three-year terms, with one-third of the Committee appointed annually. Terms are staggered. Committee members may be reappointed. The committee shall elect its chair annually from among its members.

The Committee's procedures for reviews and hearings are subject to the provisions of ASPP 3, 5, 6, and 7. Modifications shall be subject to the approval of the Personnel Policies and Procedures Committee of the Academic Staff Assembly. Modifications shall be part of the annual report specified in ASPP 9.06.2.

Committee Purpose

As provided for by *Academic Staff Policies and Procedures* (ASPP) Chapter 9.01, the Academic Staff Appeals Committee (ASAC) "... shall review or hear all appeals of nonrenewals (ASPP 3), nonretentions of probationary employees (ASPP 4), layoffs (ASPP 5), discipline and dismissals (ASPP 6), and grievances (ASPP 7)."

Address

ASAC, c/o Secretary of the Academic Staff
270 Bascom Hall
500 Lincoln Drive
Madison, WI 53706
soas@soas.wisc.edu

Notice of a matter for the ASAC and all correspondence and supporting materials should be sent through this address. Communication about matters before the ASAC should be made in writing via email, except in the case of logistical or administrative matters.

Submission of Matters for ASAC Consideration

Submission of a matter for ASAC consideration should be made in writing via email.

Files

The official records and files of the ASAC are maintained at the Secretary of the Academic Staff Office.

(For more information, go to https://acstaff.wisc.edu/resources/#appeals)

Academic Staff Appeals Committee Members

Committee Member	*Phone*	*Division*	*Term Ends*
Mariah Allen [mariah.allen@wisc.edu]	263-5258	NURSING	6-30-25
Kimbrin Cornelius [kimbrin.cornelius@wisc.edu]	890-3827	L&S	6-30-26
Joseph Halaas [joseph.halaas@wisc.edu]	262-9037	VCRGE	6-30-24
Jessica Hawkey [jessica.hawkey@wisc.edu]	263-8136	GEN SVCS	6-30-24
Mee Her [mee.her@wisc.edu]	890-1177	DCS	6-30-26
Sarah Kuba [sarah.kuba@wisc.edu]	890-0677	CALS	6-30-25
Nicholas Oleksy [nicholas.oleksy@wisc.edu]	263-5701	GEN SVCS	6-30-25
Deanna Schneider [deanna.schneider@wisc.edu]	265-7923	EXT	3-30-24
Alexis Steinbach [alexis.steinbach@wisc.edu]	262-8058	BUS	6-30-26
Sheila Stoeckel [sheila.stoeckel@wisc.edu]	265-2755	GLS	6-30-24
Tianlu Yuan [tianlu.yuan@wisc.edu]		VCRGE	6-30-25
Matt Zeller [matt.zeller@wisc.edu]	733-1072	GEN SVCS	6-30-26

Distinguished Status Review Committee

Membership: The Distinguished Status Review Committee shall consist of 12 members who have either served on an Area Review Committee for indefinite status or have been granted the Distinguished status. The committee shall be appointed by the chancellor or designee upon recommendations made by the Academic Staff Executive Committee with the advice of the Nominating Committee.

Terms: Each term shall be for three years. Appointments to complete the terms of members who resign shall be made by the chancellor or designee upon recommendation of the Academic Staff Executive Committee.

As originated in the December 2011 Academic Staff Assembly Document #473 (and most recently updated in ASA Document #770), UW System guidelines for Distinguished status interpretation, an academic staff member at the Distinguished level performs at a level of proficiency typically requiring extensive experience and advanced knowledge and skills. The expertise of an academic staff member at this level is commonly recognized by his or her peers and through a reputation which extends beyond his or her work unit. A Distinguished academic staff member is expected to develop new approaches, methods or techniques to resolve or prevent problems with little or no expert guidance and to cope independently with new, unexpected or complex situations. At this level, an academic staff member can be expected to guide or train other academic staff or to oversee their work. All academic staff titles at all levels are eligible for Distinguished status. For more information, including the most updated iteration of the guidelines, go to https://acstaff.wisc.edu/resources/#title-status.

Distinguished Status Review Committee Members

Committee Member	*Phone*	*Division*	*Term Ends*
Larry Ashmun [larry.ashmun@wisc.edu]	262-0344	GLS	6-30-24
Mary Ann Croft *(Chair)* [macroft@wisc.edu]	263-7738	SMPH	6-30-24
Pamela Doolittle [pam.doolittle@wisc.edu]	262-9679	L&S	6-30-25
James Drews [james.drews@wisc.edu]	265-3312	CoE	6-30-25
Jim Greco [jbgreco@wisc.edu]	263-3331	EDUC	6-30-26
Emily Hall [ebhall@wisc.edu]	263-3754	L&S	6-30-26
Jamie Henke [jaime.henke@wisc.edu]	263-6822	DCS	6-30-26
Betsy Lundgren [betsy.lundgren@wisc.edu]		BUS	6-30-25
Mark Matosian [mmatosian@bus.wisc.edu]	265-5078	BUS	6-30-25
Rebecca Ryan [rjryan@wisc.edu]	262-7520	NELS	6-30-26
Christine Sorenson [cmsorenson@pediatrics.wisc.edu]	263-5831	SMPH	6-30-24
Eric White [ejwhite1@wisc.edu]	265-4066	L&S	6-30-24

Academic Staff Members on Campus-wide Committees

Committee	*Member*	*Term Expires*
Advisory Committee to *the Office of the Dean of Students*	Michele Smith Nikki Wiessinger	2025 2026
Athletic Board *(4-yr. Term)*	LaVar Charleston Andrew Turner	2024 2026
Budget Committee *(4-yr. Term)*	Shelley Calhoun Zach Smith	2027 2024
Campus Diversity and Climate Committee	Elise Ahn Claudia Guzman Virginia Lee Tetyana Schneider	2026 2024 2026 2024
Campus Planning Committee *(1-yr. Term – Appointed by ASEC)*	Lindsey Stoddard Cameron	2024
Campus Transportation Committee	Shane Burgess Alex Frank Diane Mayerfeld	2024 2026 2025
Disability Access and Inclusion Committee	Tim Markle Todd Michelson-Ambelang Sara Scott	2025 2024 2026
LGBTQ+ Committee	Nic Bresnick Cas Gutierrez-Chavez	2024 2026
Health Care Advisory Committee	Roberta Pawlak Bil Schneider	2024 2025
Immigration and International Issues Committee	Christina Eddington Felix Savino	2025 2026
Information Technology Committee *(4-yr. Term)*	Lisa Johnston Sara Nagreen Jay Ray	2025 2027 2024
Labor Codes and Licensing Advisory Committee	Craig Meyer Kelly Moran Keri Robbins	2026 2025 2024
Lectures Committee	Alyson Pohlman	2024
Libraries Committee *(4-yr. Term)*	Colleen Baldwin	2027

Committee	_Member_	_Term Expires_
	Carren Martin	2025
Recreational and Wellbeing Board	Katie Effertz	2025
	Vacant	2026
Retirement Issues Committee	Sherry Holcomb	2025
	Carol Hulland	2026
	Mario Pennella	2024
Student Panels (Academic Misconduct, Non-Academic Misconduct, & Hearing Examiners)	Vera Abing	2024
	Meghan Chua	2025
	Jessica Coburn	2025
	Becky Duffy	2026
	Kaley Grunwald	2025
	Nicholas Hill	2025
	Andrew Hinz	2026
	Audra Koscik	2026
	Brittany Magrady	2026
	Todd Reck	2024
	T.J. Sargent	2024
	Emily Tarter	2024
	Thomas Tegart	2026
	Amy Zwaska	2025
	Vacant	2024
Undergraduate Recruitment, Admissions, and Financial Aid, Committee on *(4-yr. Term)*	J.J. Andrews	2026
	Mary Condon	2025
University Academic Planning Council *(1-yr. Term – Appointed by ASEC)*	Stephanie Jones	2024
University Bookstore Board of Trustees *(4-yr. Term)*	Todd Courtenay	2026
University Curriculum Committee	Edward Boswell	2026
	Scott Hartman	2025
	Carol Mitchell	2024
	Joanna Wangerin	2025
University Research Council	Alfonso Del Rio	2025
	Rama Maganti	2026
Wisconsin Union Council *(2-yr. Term)*	TJ Sargent	2024
Women in the University, Committee for	Jenna Alsteen	2024
	Carrie Backman	2025
	Chariti Gent	2025
	Hannah Silber	2024

<u>**Committee**</u>	<u>**Member**</u>	<u>**Term Expires**</u>
	Sara Tate-Pederson	2026
	Kao Yong Thao	2026

Committee appointments are made by ASEC each spring. Anyone interested in being considered for a vacancy should contact the chair(s) of the Nominating Committee by early March.

*Committee terms are three years unless noted

Secretary of the Academic Staff Office

Office:	270 Bascom Hall	Secretary of the Academic Staff
Address:	500 Lincoln Drive	*soas@soas.wisc.edu*
	Madison, WI 53706	

The Secretary is charged with providing coordination, continuity, and support for all governance activities of the UW-Madison academic staff and helping to assure that shared governance on the Madison campus functions effectively. The Secretary has the overall duty of assisting the Assembly and ASEC in maintaining and enhancing the role of academic staff in shared governance.

General Areas of Responsibility

- Coordinate shared governance activities with the chancellor, provost, vice chancellors, the Office of Human Resources, Budget, Planning & Analysis office, Secretary of the Faculty Office, Faculty Senate, University Committee, Secretary of the University Staff Office, University Staff Congress, University Staff Central Committee, and the elected student governance body.

- Provide support and information and serve as a consultant regarding university policies for Assembly standing committee chairs, other committees, academic staff, and administrators.

- Serve as liaison between ASEC, the Assembly, and the administration.

- Provide assistance with any other matters touching upon shared governance (including special projects assigned by the chancellor, provost, or ASEC).

Responsibility to ASEC and Standing Committees of the Assembly

- Provide staff support for the chair and vice-chair of ASEC on such matters as consultation, correspondence, documentation on current issues, assessment of materials from other bodies such as UW-Madison Administration, UW System Administration, the University Committee, the Faculty Senate, the University Staff Central Committee, the University Staff Congress, and the UW-Madison student governance body, Associated Students of Madison (ASM).

- Identify and advise ASEC regarding events, statements or procedures, precedents, continuity, etc.

- Advise ASEC on applications, interpretations, and necessary revisions in their rules in *Academic Staff Policies and Procedures (ASPP).*

- Serve as Secretary of the Assembly and ASEC: organize meetings, prepare agendas, record minutes, distribute documents, and maintain records for meetings of the Assembly, ASEC, and the standing committees.

- Maintain legislative history and files of documents of the UW-Madison, Assembly, and ASEC. This includes archiving meeting agendas, minutes, position papers, etc.

- Work with the Districting and Representation Committee in notifying academic staff of assignment to appropriate districts. Prepare accompanying welcome packets for new academic staff with various campus and academic staff related materials.

- Maintain current membership rosters of the Assembly representatives, alternates, and their districts. Representatives should therefore keep in touch with the Secretary about changes in their districts.

- Participate as an ex officio member of the University Archives Committee.

- Conduct and monitor elections for the Assembly, its standing committees, and ASEC.
- Coordinate with the Nominating Committee the appointments of academic staff to appropriate university joint governance (faculty/academic staff/student) committees and ASEC.
- Other duties as needed or requested by the provost.

The Secretary's office is an excellent resource for information on finding a meeting room, referring you to the appropriate office on campus responsible for something you are investigating, and providing background information on a particular issue.

Administrative

- Support for the Academic Staff Appeals Committee
- Support in administering the following grants and awards
  - Professional Development Grants
  - Executive Education Grants
  - UW-Madison Excellence Awards
  - UW System Excellence Awards
  - Alliant Energy Underkofler Award for Excellence in Teaching
- Support for Distinguished Prefix Review Committee
- Support for Area Review Committees

Academic Staff Professionals Representation Organization (ASPRO)

Office:	*10 East Doty Street – Suite 403, Madison, Wisconsin 53703*
Telephone:	(608) 286-9599
Fax:	(608) 286-0766
Email:	aspro@aspro.net

Origins

In 1989, ASPRO was created by the Academic Staff Assembly in response to the need for the academic staff to become involved in the legislative process. Since 1994, ASPRO has reached out to academic staff on other UW System campuses in order to create a more effective statewide lobbying presence. In 2005, ASPRO revised its bylaws to allow for a voting ASPRO Board representative from each of the 4-year campuses, the UW-Colleges (as one unit), UW Extension, and the UW System Administration.

ASPRO is the sole lobbying organization by and for the academic staff System-wide. ASPRO is financed through individual voluntary payroll deductions (0.25 of 1 percent of the monthly salary).

Leadership is provided by the ASPRO System and campus boards. ASPRO employs a contract lobbyist to represent the academic staff issues before the legislature.

Functions and Responsibilities

- Communicate to the Board of Regents, the Legislature, state and local government officials, their agencies when appropriate, and the public, the views of the UW System (UWS) academic staff on matters of concern to the UW System.

- Aid the Board of Regents, the Legislature, state and local government officials, and their agencies when appropriate, by facilitating access to the expertise available within the UW System academic staff.

- Recommend to the UW System academic staff governance bodies and to the UW System Administration procedures for improving academic staff communication with the Board of Regents, the Legislature, state and local government officials, their agencies when appropriate, and the public.

- Keep the UW System academic staff governance bodies fully informed on relevant issues under consideration by the Legislature and other agencies of state and local government.

- Maintain contact and coordinate activities with the UW System campus faculties, UW System Administration, alumni associations, student organizations, professional groups, and other organizations concerned with legislative issues crucial to the UW System.

UW System ASPRO Board of Directors

The UW System ASPRO is fully controlled by the UW System ASPRO Board of Directors who are elected or appointed by UW System campus ASPRO chapters to ensure that the UWS ASPRO expresses the views of the academic staff for whose benefit the corporation is organized. Each campus in the UW System is represented on the UW System ASPRO Board of Directors by one voting board member. Campus ASPROs with more than 100 ASPRO members are granted an additional voting member for each 100 members. The UW Colleges combined are considered one campus.

The principal officers of ASPRO are president, vice president, and a secretary/treasurer, each of whom is elected by the UW System ASPRO Board of Directors. Other officers and assistant officers as deemed necessary may be elected or appointed by the Board of Directors.

Academic Staff Professionals Representation Organization (ASPRO)
2023-24 UW System ASPRO Board

Jenny Dahlberg
UW- Madison
608-890-2407
jenny.dahlberg@wisc.edu

Mallory Musolf
UW-Madison
608-262-4932
musolf@wisc.edu

Greg Iaccarino
UW-Whitewater
262-472-1514
iaccarig@uww.edu

Tyler Tollefson
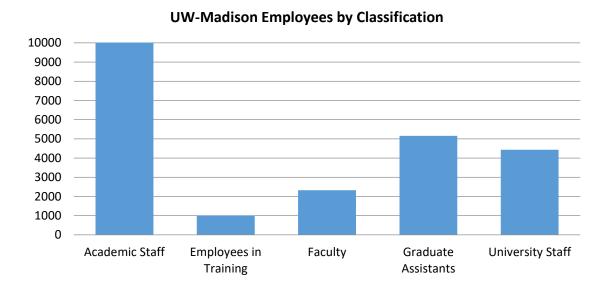UW-Platteville
tollefst@uwplatt.edu

APPENDIX

Who Are the UW-Madison Academic Staff, Anyway?

1. UW-Madison academic staff are researchers, scientists, physicians, laboratory managers, principal investigators and unit directors involved directly in and in charge of scientific research important to the State of Wisconsin and important around the world. UW-Madison academic staff are on the leading edge of scientific advancement that affects the quality of life of people in Wisconsin and around the world.

2. UW-Madison academic staff are clinical nurses, dietitians, social workers, audiologists, genetic counselors, optometrists, speech pathologists, psychologists, pharmacists, and rehabilitation specialists involved with student care and instruction.

3. UW-Madison academic staff are archivists, curators, librarians, artists, student advisors, counselors, deans, career planning and placement specialists, admissions personnel, outreach and continuing education specialists, clinical professors, computer experts, residence hall managers, instrumentation innovators, instructors, program managers, lecturers, and faculty associates. All of these professionals are directly and indirectly responsible for the overall quality of education received by undergraduate and graduate students at the UW-Madison.

4. UW-Madison academic staff are cartographers, geologists, medical illustrators, engineers, administrative specialists, policy and planning analysts, attorneys, budget officers, controllers, consultants, and directors of computing, affirmative action, personnel, athletics, theater, business services, media development, protective services, telecommunications, and publications.

These positions are either unique to higher education and/or provide direct support for academic programming and/or develop and implement policies at UW-Madison. UW-Madison academic staff are respected professionals who contribute daily to the quality and reputation of a University recognized and respected around the world.
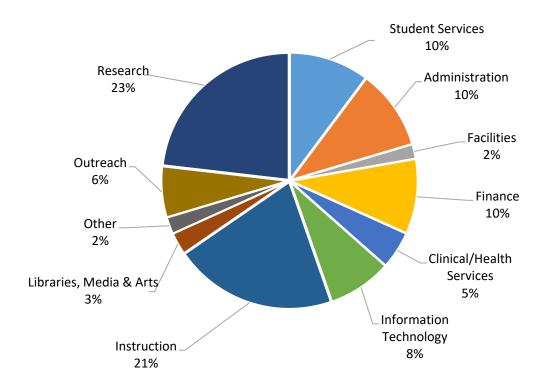
Fact Sheet about UW-Madison Academic Staff

- *Academic Staff*: There are over 10,000 academic staff members, and over half of them are involved in research or instruction. The majority of our academic staff hold advanced degrees. In addition to teaching and research, academic staff support our libraries, student services, administration, clinical health services, computer and information processing, communications, and facilities management.
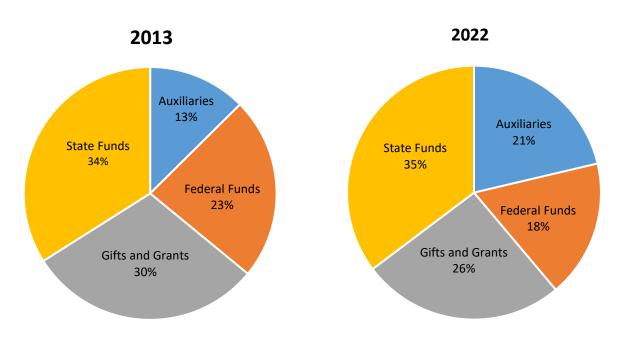
UW-Madison Employees by Classification

- Academic staff are *participants in university governance* through the Academic Staff Assembly created in 1987 under authority provided by state statute.

- A majority of academic staff hold *advanced degrees* (MD, PhD, JD, Masters)

- In 2022-23, academic staff Principal Investigators (PIs) brought in more than $178 million in extramural support to UW-Madison. For that same year, the total amount of extramural support to UW-Madison with awards that included academic staff PIs, Co-PIs or Co-Investigators was more than $296 million.

- Over *50 percent* of academic staff are involved in instruction or research.

- Academic staff also perform a *wide range of functions* in libraries, student services, administration, clinical health services, computer/information processing, communications and clinical/health services.

Functions Performed by Academic Staff at UW-Madison
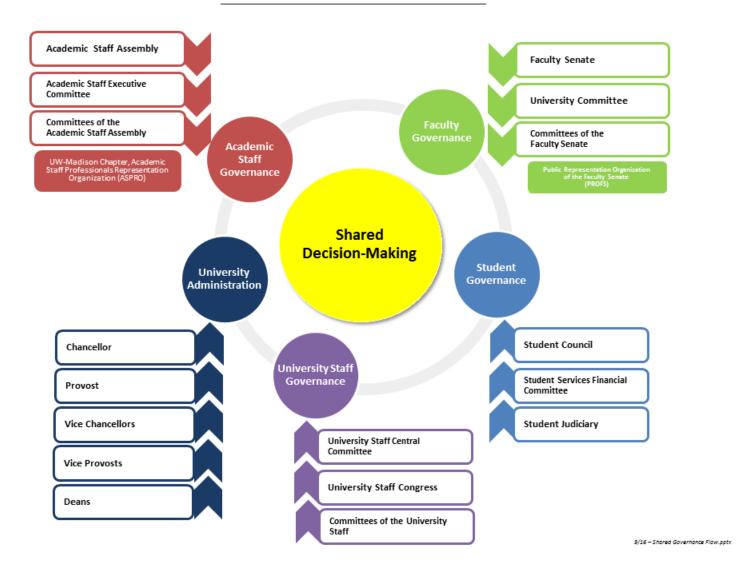

UW-Madison Academic Staff are ***funded from a variety of sources***. The majority of the academic staff payroll comes from program revenue, gifts, grants and federal funds.

Funding Sources of Academic Staff Payroll

2013

2022

Shared Governance Flow Chart

Academic Staff Shared Governance Flow Chart

Academic Staff Assembly (ASA)

Academic Staff Executive Committee (ASEC)

Standing Committees of the Academic Staff Assembly
(committee members are elected by the Assembly and serve 3-year terms of office)

Communications Committee

Compensation & Economic Benefits Committee

Districting & Representation Committee

Mentoring Committee

Nominating Committee

Personnel Policies & Procedures Committee

Professional Development & Recognition Committee

Committees on Academic Staff Issues (CASIs)

Joint Governance Committees

Academic Staff Professionals Representation Organization (ASPRO)

Wisconsin Open Meetings Law

"In recognition of the fact that a representative government of the American type is dependent upon an informed electorate, it is declared to be the policy of this state that the public is entitled to the fullest and most complete information regarding the affairs of government as is compatible with the conduct of governmental business." Wis. Stat. § 19.81(1).

It is important to note that a governmental body is defined primarily in terms of the manner in which it is created, rather than in terms of the type of authority it possesses.

Meetings

"'Meeting' means the convening of members of a governmental body for the purpose of exercising the responsibilities, power or duties delegated to or vested in the body." Wis. Stat. § 19.82(1).

If one-half or more of the members of a governmental body are present (either in person or electronically via email or other methods), the meeting is rebuttably presumed to be for the purpose of exercising the responsibilities, authority, power or duties delegated to or vested in the body. The term does not include any social or chance gathering or conference which is not intended to avoid this law.

The Wisconsin Supreme Court has held that the above statutory definition of a "meeting" applies whenever a convening of members of a governmental body satisfies two requirements: (1) there is a purpose to engage in governmental business and (2) the number of members present is sufficient to determine the governmental body's course of action.

The two most basic requirements of the open meetings law are that a governmental body:
(1) give advance public notice of each of its meetings, and
(2) conduct all of its business in open session, unless an exemption to the open session requirement applies.

The provision in Wis. Stat. § 19.84(3) requires that every public notice of a meeting be given at least twenty-four hours in advance of the meeting, unless "for good cause" such notice is "impossible or impractical." If "good cause" exists, the notice should be given as soon as possible and must be given at least two hours in advance of the meeting. Wis. Stat. § 19.84(3).

Robert's Rules of Order 101

Both the Academic Staff Assembly (ASA) and the Academic Staff Executive Committee (ASEC) use *Robert's Rules of Order*, which is the oldest and most commonly used guide to parliamentary procedure. Parliamentary procedure is defined as a set of rules for conduct at meetings and gatherings, and its purpose is to allow everyone to be heard and to make decisions without confusion.

A key element of any meeting conducted according to parliamentary procedure is quorum, which must be present to conduct business. If a quorum is not present, an assembly can only fix the time to which to adjourn (set another meeting), adjourn, recess, or take measures to obtain a quorum. Quorum for ASA is 50% plus 1 of the representatives in the Assembly, and quorum for ASEC is set at 5.

For each meeting, an agenda is developed by the chair and the secretary of the organization.

Motions/Resolutions

Motions are formal proposals by assembly members, in meetings, that the assembly take certain action. Motions can bring business before an assembly for a vote, or they can involve procedural steps relating to a motion that is being considered.

For more important or complex questions, or when greater formality is desired, motions are presented in the form of a resolution. Resolutions have the same effect as a motion, and are drafted in advance of the meeting, phrased in a specific way. Reasons for (and/or background to) the resolution are preceded by the word "Whereas," and the resolution itself is preceded by the words, "Resolved, that," followed by a description of the action to be taken.

The main motion is the most basic type of motion, and the only motion that brings business before an assembly. A main motion cannot be made when any other motion is on the floor.

There are other types of motions as well, including subsidiary motions (e.g. amend, lay on the table, postpone definitely/indefinitely), privileged motions, and incidental motions. For more information on these, please refer *Robert's Rules of Order, Newly Revised (11th Ed.)*.

Example of Motion:

(After obtaining the floor—see page *lvi*) "I move that the resolution before the Assembly be adopted."

Example of Assembly Resolution:

<div align="center">

Resolution to Convene Ad-Hoc Committee on Bridge Funding
Presented by Jennifer Sheridan, District 155
Co-Sponsored by Christine McWilliams, District 335; Noel Radomski, District 377;
Nancy Wiegand, District 111; and Mark Zehner, District 352

</div>

Whereas 55% of academic staff are funded through sources that are not permanent such as federal grants or gift funds;

Whereas research project budgets are experiencing general constriction (e.g., sequester) leading to increased risk of job insecurity for academic staff regardless of PI status;

Whereas job security is an important condition of employment for academic staff;

Whereas, the UW-Madison risks losing vast swaths of institutional and research field knowledge and experience when Academic Staff lose their funding;

Be it resolved that ASEC will convene an ad hoc committee on Bridge Funding to explore the issue and recommend solutions that improve the job security of academic staff paid from non-permanent sources.

Procedure for Presenting a Motion/Resolution at ASA

Motions are presented by:

I.   Obtaining the floor
   A. A member rises when no one else has the floor and addresses the chair (ASEC meetings are run by the ASEC Chair; ASA meetings are typically chaired by the Provost)
      1. To address the chair during an ASA meeting, members should use one of the two stationary microphones on either side of the room, or the hand-held microphone as needed
   B. The member will wait until recognized by the chair
   C. The member gives both name and district number

II. Bringing the motion before the Assembly
   A. A member makes the motion by saying, "I move that/to…" and is seated.
   B. Another member, without rising, seconds the motion (e.g. "I second the motion," "I second it," or "Second")
      1. Note: Seconding a motion means only that the subject should be brought to the Assembly for discussion and does not necessarily indicate agreement with the motion itself
   C. If there is no second, the motion will not be considered and the chair will proceed to the next order of business
   D. If seconded, the chair will state the question on the motion by saying, "It is moved and seconded that/to…" and will then ask for discussion from the Assembly

III. Consideration of the motion
   A. Members of the Assembly debate the motion
      1. Before speaking in debate, members obtain the floor as stated in I. above
      2. The maker of the motion has the first right to the floor if claimed
      3. All remarks must be addressed to the chair
      4. Debate must be confined to the merits of the pending motion
      5. Debate can be closed only by the order of the Assembly (with a 2/3 vote) or by the chair if no one seeks the floor for further debate
   B. The chair puts the question (i.e. puts the motion to a vote)
      1. The chair asks if there is any further discussion
      2. If no one rises to claim the floor, the chair proceeds to take the vote and says, "The question is on the adoption of the motion that/to…(repeats motion)." Those in favor of the motion, say aye." (Pause for response). "Those opposed, say nay." (Pause for response)
   C. The chair announces the result of the vote
      1. Reports which side is more numerous ("The ayes/nays have it.")
      2. Declares the result ("The motion is adopted/lost.")
      3. States the effect of the vote or orders its execution
      4. Announces, "The next item of business is…"

Forms of Voting

A voice vote is the most commonly used form of voting in the Assembly. For situations where it is difficult for the chair to determine the result of a voice vote, the chair may call for a rising vote or a show of hands to determine the exact outcome.

Alphabet Soup Decoder Ring

AAUP *(American Association of University Professors)* – The UW-Madison chapter of this national organization was reconstituted on September 2, 2015.

APC (*Academic Planning Council*) – Each school/college has an Academic Planning Council. This committee oversees the school/college academic programs, long-range strategic planning as well as budgetary planning.

ARCs (*Area Review Committees*) – These divisional committees make recommendations to Deans/Directors regarding indefinite appointment applications.

ASA *(Academic Staff Assembly)* – Legislative branch of UW-Madison's academic staff governance, analogous to the Faculty Senate's role for faculty; approximately 100 representatives for districts grouped roughly by job duty and subject area; meets the second Monday of each month, September through May, 3:30-5:00, 272 Bascom Hall. All academic staff have a representative. Go to https://sharedgovdistricts.wisc.edu/ to determine your district and who your representative is.

ASAC *(Academic Staff Appeals Committee)* – Twelve-member committee appointed by the Chancellor to review or hear all appeals of nonrenewals, nonretentions, layoffs, discipline, dismissals, and grievances. The ASAC submits its recommendations to the Provost, who, as the Chancellor's designee, makes the final decision.

ASEC *(Academic Staff Executive Committee)* – Nine-member executive committee of UW-Madison academic staff governance; elected at large; meets almost weekly during the academic year and the summer.

ASM *(Associated Students of Madison)* – UW-Madison's student governance body.

ASPP *(Academic Staff Policies and Procedures)* – A publication describing procedures for academic staff on issues such as appointments, layoffs, discipline, and grievances. Proposed changes to this document are typically brought forward by the PPPC and voted on by the Assembly. This document is available at https://acstaff.wisc.edu/resources/#policies-procedures

ASPRO *(Academic Staff Professionals Representation Organization)* – A nonprofit group founded in 1989 that represents academic staff interests before the state legislature and executive branch, the Board of Regents, and UW System. ASPRO was started by a vote of the Academic Staff Assembly. It is an advocacy organization for academic staff in the UW System including UW-Madison. ASPRO works on issues that affect all academic staff. Membership is optional and is funded by a monthly payroll deduction of 0.25 of 1% of your gross monthly income. ASPRO is not a union. https://www.aspro.net

CASI *(Committee on Academic Staff Issues)* – College/school/division-level committees with elected and appointed members to advise the dean/director on issues pertaining to or affecting academic staff members. Established by legislation of the Academic Staff Assembly on January 12, 1998 (ASA #210).

CC (*Communications Committee*) – Standing committee of the Assembly; coordinate communication about and relevant to academic staff to both internal and external audiences.

CEBC *(Compensation and Economic Benefits Committee)* – Standing committee of the Assembly; makes recommendations regarding compensation and fringe benefits issues. (Note: this is different than the Faculty Senate's Compensation and Economic Benefits Commission.)

Distinguished Prefix Committee - This committee makes recommendations to Deans/Directors regarding distinguished prefix applications.

DRC *(Districting and Representation Committee)* – Standing committee of the Assembly; maintains how districts are split up, who is in each district.

ETF *(Department of Employee Trust Funds)* – The state agency that manages various state employee insurance and benefits programs, such as the state group health insurance plan available to UW and other state employees.

Faculty Senate: Legislative shared governance body for UW-Madison faculty.

FPP (*Faculty Policies and Procedures)* – A publication describing procedures for faculty on issues such as appointments, layoffs, discipline, and grievances. Many campus-wide committees are also established in this document. Proposed changes to this document are voted on by the Faculty Senate. This document is available at https://www.secfac.wisc.edu/faculty-legislation.htm.http://acstaff.wisc.edu/resources/policies-and-procedures

JFC *(Joint Committee on Finance)* – Statutory, 16-member standing committee of the Wisconsin Legislature that approves the state budget.

JCOER *(Joint Committee on Employment Relations)* – Statutory committee of the Wisconsin Legislature that approves pay plans for all state employees.

MASN *(Madison Academic Staff Network)* – A professional organization to advocate the interest of UW-Madison academic staff; not a union; charges an annual membership fee ($15). Organizes a series of events during the academic year. https://madisonacademicstaffnetwork.org

Mentoring (*Mentoring Committee*) – Standing committee of the Assembly; provides information about ongoing opportunities for mentoring on campus and works with current university resources to provide mentors for incoming academic staff.

Nom Com *(Nominating Committee)* – Standing committee of the Assembly; prepares election slates and nominates academic staff for shared governance committees.

OED *(Office for Equity and Diversity)* – Provides campus-wide assistance, consultation and training to employees and units regarding disability accommodations and related matters; investigates and resolves formal and informal complaints alleging discrimination and harassment; conducts professional development and training for faculty, academic and university staff on AA/EEO and diversity issues; and ensures that UW-Madison is in compliance with federal and state AA/EEO laws and regulations and UW System requirements.

OHR *(Office of Human Resources)* – UW-Madison personnel, training, employee relations and employee visas; includes HR Operations, Talent Management, the Employee Assistance Office, Internal Operations, and Administrative Services. https://www.ohr.wisc.edu/

PDRC *(Professional Development and Recognition Committee)* – Standing committee of the Assembly; manages the academic staff excellence awards and professional development grants; organizes sessions on professional development for academic staff.

PPPC *(Personnel Policies and Procedures Committee)* – Standing committee of the Assembly; deals with personnel issues and contents and revision of ASPP.

PROFS *(Public Representation Organization of the Faculty Senate)* – The lobbying organization for UW-Madison faculty.

SPA *(Student Personnel Association)* – Professional association of UW-Madison personnel involved in student services. Membership is free, although there is a cost associated with some events. https://spamadison.org/

TAA *(Teaching Assistants' Association)* – Union for UW-Madison teaching and project assistants (graduate students who teach or do certain project work). Following Act 10, the TAA no longer represents these employees in collective bargaining.

UAPC (*University Academic Planning Council*) – Campus-wide shared governance committee; advises the chancellor and provost on major program decisions, long-term academic plans, and associated campus development and budgetary policies and provides review for new programs, centers or departments.

UC *(University Committee)* – Executive committee of the Faculty Senate.

UFAS *(United Faculty and Academic Staff)* – Union affiliated with the Wisconsin Federation of Teachers and American Federation of Teachers (AFT). UFAS mobilizes grass-roots campaigns to improve university employment policies, provides information and advocacy to individuals, and has as its long-term goal full collective-bargaining rights for faculty and academic staff. There is a membership fee. *(Note: faculty and academic staff do not have collective bargaining rights.)* https://www.ufas.wi.aft.org

University Staff Congress – Legislative shared governance body for the UW-Madison university staff.

University Staff Central Committee – Sets the agenda for Congress meetings and speaks for university staff on university policy issues.

WRS *(Wisconsin Retirement System)* - This system provides retirement benefits to UW employees and to most public employees across the State of Wisconsin.

WUU *(Wisconsin University Union)* – A union for UW-Madison faculty and staff that is local with no national affiliations. Membership is optional, and there is a fee. *(Note: faculty and academic staff do not have collective bargaining rights.)* https://wuu.info

Other Campus Organizations

Madison Academic Staff Network (MASN)

The Madison Academic Staff Network was formed in 1975 to improve communication among academic staff on the Madison campus, to respond to concerns expressed by academic staff regarding the development of the new UW System rules for academic staff and to establish a professional organization primarily to educate and further the interests and concerns of the UW-Madison academic staff. Currently, there are about 500 members, paying dues of $10 per year. Five officers serve as an executive committee and meet frequently with the president's advisory board. MASN is not a union nor is it affiliated with any larger organization. It is neutral toward enabling legislation/collective bargaining. MASN is free to set its own agenda regarding academic staff issues and is not constrained by the reality of working within the current administrative structure, as are governance bodies. This organization functions as an educational and communication channel, portraying the pros and cons of an issue through newsletters and brown bag programs. The annual membership meeting is held in the spring. For information, please visit https://www.madisonacademicstaffnetwork.org
President: Brady Minter, uwmasa@gmail.com

Faculty Senate

The Faculty Senate consists of more than 200 faculty members, elected within departmental districts by their colleagues who meet seven times a year during the academic year. Hundreds of faculty members serve on committees that gather information, consider alternative points of view, and make recommendations to the Faculty Senate. The Senate is empowered to act on behalf of the university's faculty on matters with a campus-wide impact. The Faculty Senate meets on the first Mondays of every October, November, December, February, March, April, and May.

University Committee

The University Committee (UC) is the executive committee for the Faculty Senate and a central clearinghouse for faculty governance. It is composed of six faculty members, two elected annually for three-year terms by the faculty at large. The University Committee speaks for the faculty on university policy issues and is a counterpart to ASEC.

Secretary of the Faculty: Heather Daniels, sof@secfac.wisc.edu

2023-2024 University Committee Members:
Li Chiao-Ping, chiao-ping@education.wisc.edu
Michael Bernard-Donals, michael.bernarddonals@wisc.edu
Annie Jones, annie.jones@wisc.edu
Fernando Tejedo-Herrero, lftejedo@wisc.edu
Susan Thibeault (Chair), thibeault@surgery.wisc.edu
Ellen Zweibel, zweibel@astro.wisc.edu

University Staff Congress

The University Staff Congress is an elected body, currently with 106 districts, elected within departmental districts by their colleagues who meet on a monthly basis. The Congress is empowered to act on behalf of the university staff on matters with a campus-wide impact. The University Staff Congress meets on the third Monday of every month.

University Staff Central Committee

The University Staff Central Committee (USCC) is composed of five university staff members, elected annually for one-year terms by the University Staff Congress. The Central Committee sets the agenda for Congress meetings and speaks for university staff on university policy issues.

Secretary of the University Staff: John Lease, john.lease@wisc.edu

2023-2024 Central Committee Members:
Karen Demick, karen.demick@wisc.edu
Rebecca Forbes Wank (Vice Chair), rebecca.forbes.wank@wisc.edu
Terry Fritter (Chair), tfritter@wisc.edu
Sara Frey, sjfrey2@wisc.edu
Kristine Runge, kristine.runge@wisc.edu

Public Representation Organization of the Faculty Senate (PROFS)

PROFS is a voluntary, nonprofit organization created by the Faculty Senate to give a voice to UW-Madison faculty, allowing them to communicate their concerns and reactions to matters, including legislation, which directly affect the university and its faculty. It is the counterpart to ASPRO. PROFS is funded by dues from its members.
Legislative Representative: Jack O'Meara
Administrator: Michelle Felber, mfelber@secfac.wisc.edu

Associated Students of Madison – ASM Council

This is the officially recognized governance body representing students. Its responsibility is to ensure active participation by students in shared governance, to lobby on behalf of students with the administration and the state legislature, to allocate most student fees, and to formulate rules governing student organizations. The Student Council meets biweekly and its members are elected to one-year terms.
Chair: Kevin Jacobson, chair@asm.wisc.edu

Student Personnel Association (SPA)

The Student Personnel Association (SPA), established in 1956, fosters cross-campus connections by bringing together people who work with students. The annual SPA Award Luncheon honors individuals who have made extraordinary contributions to enhancing students' learning experiences and contributing to social justice efforts on campus. Benefits also include a fall reception, book club, spring conference, newsletter, forums on issues of importance to the campus community, volunteer, career, and social events. For information, please visit https://www.spamadison.org.

Academic Staff Excellence Awards History 1991-2023

ANN WALLACE CAREER ACHIEVEMENT AWARD
2003   Dennis Hill, Senior Academic Librarian, General Library Service
2005   Karen Schwarz, Senior Administrative Program Specialist, McArdle Lab for Cancer Research Lab
2006   Charlene Tortorice, Associate Director, Testing and Evaluation Services
2007   Kathleen Poi, Executive Director, University Health Services
2008   Bill Steffenhagen, Outreach Program Manager III, Dairy Science
2009   Sandra Guthrie, Associate Director for Administration for the General Library System
2010   Emuye Asfaw, Administrative Officer, Academic Personnel Office
     Carla Love, Distinguished Lecturer, College of Letters & Science, Department of German
2013   Miriam Simmons, Emeritus Assistant Dean, Graduate School
2014   Jane Terpstra, Emeritus Director, Distance Education, Division of Continuing Studies
2015   Steve Lund, Emeritus Director, Academic Personnel Office, Office of Human Resources
2016   Jeanne Hendricks, Emeritus Senior HR Manager, College of Engineering
2018   James Delehanty, Executive Director, Institute for Regional and International Studies, International Division
2019   Bruno Browning, Chief Information Officer, College of Letters & Science
2021   Kevin Niemi, Director of Outreach Programs, WISCIENCE
2022   Mo Bischof, Associate Vice Provost, Director of Academic Assessment, Office of the Provost
     Brenda Spychalla, Distinguished Information Processing Consultant, School of Education, MERIT

CHANCELLOR'S AWARD FOR EXCELLENCE IN LEADERSHIP (FORMERLY WAA AWARD)
1991   Bradley Hughes, Faculty Associate, English, Writing Laboratory
1992   Judith Craig, Associate Dean, College of Letters and Science
1993   Henry Lufler, Associate Dean, School of Education
     Kathy Zweifel, Senior Administrative Program Specialist, Laboratory of Genetics
1994   Read Gilgen, Director, Letters and Science Learning Support Services
     Judy Peterson, Researcher, Bacteriology
1995   Susan Hyland, Associate Dean, School of Veterinary Medicine
     Ann Burgess, Senior Lecturer, Biocore
1996   Catherine Middlecamp, Faculty Associate, Director, Chemistry Learning Center
     Joan Raducha, Associate Dean and Director, International Studies and Programs
1997   Russell Panczenko, Director, Elvehjem Museum of Art
     Mareda Weiss, Associate Dean, Graduate School
1998   Donna Lewis, Senior Administrative Program Specialist, Electrical and Computer Engineering
     Abigail Loomis, Coordinator, General Library System
1999   Jean Buehlman, Instructional Program Manager, Physics
     Richard Pierce, Student Services Program Manager, Wisconsin Union
2000   Sybil Better, Special Assistant, Medical School
     Ray Sommers, Associate Director, Veterinary Medicine Animal Resource Center
2001   Karen Johnson Mathews, Assistant Director, Wisconsin Union
     Nancy Westphal-Johnson, Assistant Dean, College of Letters and Science
2002   Ann Gordon-Walker, Researcher, Institute for Molecular Virology
     Esther Olson, Assistant Director, Physical Sciences Laboratory and Synchrotron Radiation Center
2003   Jeffrey Grossman, Senior Associate Dean, School of Medicine
     Mohammad Mehdi Fayyaz, Director, Gardens and Greenhouses, Botany
2004   Lynn Edlefson, Administrative Program Specialist, Child Care Services Housing
     Catherine Meschievitz, Associate Dean, Division of International Studies
2005   Robert Fessenden, Associate Director, Food Service, Division of Housing
     Lisa Steinkamp, Faculty Associate, Orthopedics and Rehabilitation, Medical School
2006   Rita Hohlstein, Clinical Associate Professor, Univ. Center for Excellence in Dev. Disabilities
     Meredith Ross, Clinical Professor, Law School
2007   Jo Ann Carr, Sr. Academic Librarian, School of Education
     Mary T. Marshall, Director, School of Medicine & Public Health
2008   Sandra Arnn, Assistant Dean and Director, College of Engineering
     Kathleen Henderson, Associate Researcher, Population Health Sciences

CHANCELLOR'S AWARD FOR EXCELLENCE IN LEADERSHIP (FORMERLY WAA AWARD), CONTINUED

2009   Michele Besant, Special Librarian & Director, School of Library & Info. Studies
              Jocelyn Milner, Director, Office of Planning & Analysis
2010   Faramarz Vakili, Associate Director of Physical Plant for Facilities Planning and Management
              Catherine "Terry" Jobsis, Research Program Manager II, Department of Animal Sciences
2011   Kay Reuter-Krohn, Associate Director, Division of University Housing
              Linda Sullivan, Clinical Instructor, School of Veterinary Medicine
2012   Nancy McDermott, Director, Social Science Computing Cooperative
              Sarah Pfatteicher, Interim Associate Dean, College of Agricultural and Life Sciences
2013   Cathy Trueba, Assistant Dean, Division of Student Life
              Ann Whitaker, Outreach Program Manager II, Division of Continuing Studies
2014   Paul Evans, Director, University Housing
              Matthew Sanders, Executive Director, Department of Chemistry
2015   Dave Black, General Manager, WSUM Radio
              Douglas Rose, Director, Space Management Office, Facilities, Planning and Management
2016   Margaret Birrenkott, Administrator and Director, Business Services, School of Medicine and Public Health
              Bethany Pluymers, Associate Dean for Administration, Law School
2017   Eve Fine, Associate Scientist, Women in Science and Engineering Leadership Institute
              John Street, Education Program Manager, School of Medicine and Public Health
2018   Mike Kinderman, Director of Residence Hall Facilities, Division of University Housing
              Binnu Palta Hill, Assistant Dean for Diversity and Inclusion, School of Business
2019   Susan M. Nossal, Senior Scientist and Faculty Associate, Director, Physics Learning Center
              Karen Mittelstadt, Assistant Dean for Academic Affairs, School of Nursing
2020   Laura J. Hammond, Administrative Director, South Asia Summer Language Institute
              Howard Veregin, State Cartographer, Department of Geography
2021   Kim Marie Beld, Director, Business Services, Department of Orthopedics and Rehabilitation
              Manuela Romero, Associate Dean for Undergraduate Affairs, College of Engineering
2022   Isa Dolski, Associate Director, Center for Healthy Minds
              Nancy Linh Karls, Co-Director, The Writing Center, Writing Across the Curriculum
2023   Alissa Ewer, Assistant Dean for Professional Development and Communication, Graduate School
              Dianna Murphy, Director, Language Institute

CHANCELLOR'S AWARD FOR EXCELLENCE IN RESEARCH

1991   John Kaminski, Senior Scientist, History
1992   Vinod Shah, Senior Scientist, Biochemistry
1993   Ei Terasawa, Senior Scientist, Wisconsin Regional Primate Center
1994   Mohamed Sawan, Senior Scientist, Fusion Technical Institute
              Jacquelyn Hank, Senior Scientist, Human Oncology
1995   Robert K. Bush, Professor (CHS), Medicine
              Scot Moss, Researcher, Ophthalmology
1996   Edwin Eloranta, Senior Scientist, Atmospheric and Oceanic Sciences
              William Russin, Researcher, Botany
1997   Robert Morse, Senior Scientist, Physics
              Kendra Tutsch, Instrumentation Innovator, Comprehensive Cancer Center
1998   Onno Brouwer, Director, Cartography Laboratory
              Nellie Laughlin, Associate Scientist, Psychology
1999   Sandra Austin-Phillips, Associate Scientist, Biotechnology Center
              Christine Preston, Researcher, Genetics
2000   Debra Hullett, Scientist, Surgery
              Larry Hubbard, Researcher, Ophthalmology
2001   James Burton, Senior Scientist, Anthropology
              Steven Shelton, Researcher, Psychiatric Institute
2002   Sandra Bertics, Laboratory Manager II, Dairy Science
              Mark Johnson, Senior Scientist, Dairy Research
2003   Norman Webb, Senior Scientist, Wisconsin Center for Education Research
              Michael Neider, Associate Director, Photography, Medical School

CHANCELLOR'S AWARD FOR EXCELLENCE IN RESEARCH, CONTINUED

2004 Joan Houston Hall, Senior Scientist, Dictionary of American Regional English
    Kathleen Schell, Associate Instrument Innovator, Comprehensive Cancer Center
2005 B'Ann True Gabelt, Associate Scientist, Ophthalmology and Visual Sciences
    M. Isabel Tejedor-Anderson, Senior Scientist, Environmental Chemistry and Technology Program
2006 Mary Rabaglia, Researcher, Department of Biochemistry
    Curtis Smith, Research Professor, Department of Population Health Sciences
2007 Lawrence Sromovsky, Senior Scientist, Graduate School
    Fiona McTavish, Researcher, College of Engineering Research
2008 Kevin Eliceiri, Sr Info Processing Consultant, Lab for Optical & Computational Instrumentation
    Martha McGregor, Researcher, School of Veterinary Medicine
2009 Jin Woo Bok, Associate Scientist, Department of Bacteriology
    Thomas Wise, Researcher, Physics Department
2010 Robert Meyer, Scientist and Research Professor, Wisconsin Center for Education Research
    Linda Clipson, Associate Researcher, Department of Oncology
2011 Charles G. Fry, Director, Magnetic Resonance Facility, College of Letters & Science, Dept. of Chemistry
    Paul Hanson, Scientist and Research Professor, College of Letters & Science, Center for Limnology
2012 Christopher Velden, Senior Scientist, Space Science and Engineering Center
    Xio-Lin (Nick) Wu, Computational Geneticist & Associate Researcher, Department of Dairy Science
2013 Ilia Guzei, Senior Scientist, College of Letters & Science
    Kumar Sridharan, Distinguished Scientist, College of Engineering
2014 Lynn Haynes, Distinguished Researcher, School of Medicine and Public Health
    Marcel Wuethrich, Senior Scientist, School of Medicine and Public Health
2015 Thomas Cook, Senior Scientist, School of Medicine and Public Health
    Jun Li, Senior Scientist, Space Science and Engineering Center
2016 Mary Ann Croft, Distinguished Researcher, Department of Opthamology and Visual Sciences
    Tracy Drier, Senior Instrumentation Specialist, Department of Chemistry
2017 Roger Brown, Professor (CHS), School of Nursing
    David Tobin, Senior Scientist, Space Science and Engineering Center and the Cooperative Institute for Meteorological Satellite Studies
2018 Michael Shortreed, Senior Scientist, Department of Chemistry
    Gay Thomas, Director of Stakeholder Engagement, Wisconsin Network for Research Support, School of Nursing
2019 Michael Westphall, Distinguished Instrumentation Innovator—Research, Biotechnology Center
    Paul McGuire, High-Performance Computing Systems Administrator, Department of Chemistry
2020 Jerrold Odilon Robaidek, Project Manager, Satellite Data Services, Space Science and Engineering Center
    Sarah Swanson, Director, Newcomb Imaging Center, Associate Scientist, Department of Botany
2021 Pelin Cengiz, Associate Professor (CHS), Pediatric Critical Care Medicine, Department of Pediatrics
    Steven Cook, Researcher, Institute for Research on Poverty
2022 Christine Sorenson, Distinguished Scientist, Department of Pediatrics
    Changjiu Zhao, Associate Scientist, Department of Integrative Biology
2023 Aaron Dingle, Senior Scientist/Scientist III, Department of Surgery
    Carol Roan, Study Director, Wisconsin Longitudinal Study, Social Science Research Services

CHANCELLOR'S AWARD FOR EXCELLENCE IN RESEARCH IN THE ARTS, HUMANITIES, OR SOCIAL SCIENCES

2013 Danielle Benden, Senior Academic Curator, College of Letters & Science

CHANCELLOR'S AWARD FOR EXCELLENCE IN SERVICE TO THE UNIVERSITY

1997 Joe Corry, Associate Vice Chancellor
1998 Janice Wheaton, Assistant Dean of Students
1999 Char Tortorice, Associate Director, Testing and Evaluation Services
2000 Ann Wallace, Administrative Officer, School of Education
2001 Bill Steffenhagen, Assistant Dean, College of Agricultural and Life Sciences
2002 Wilton Sanders, Senior Scientist, Physics
2003 Barry Robinson, Senior Administrative Program Specialist, Theatre and Drama
2004 Connie Wilson, Assistant Dean, Dean of Students' Office

CHANCELLOR'S AWARD FOR EXCELLENCE IN SERVICE TO THE UNIVERSITY, CONTINUED

2005	Henry Huang, Senior Information Processing Consultant, Division of Information Technology
2006	Jean Phillips, Senior Special Librarian, Space Science and Engineering Center
2007	Heather Daniels, Senior Student Services Coordinator, Graduate School
2008	Yolanda Garza, Assistant Dean, Dean of Students Office
2009	Don Woolston, Assistant Dean & Director, College of Engineering
2010	Verónica Egan, Associate Faculty Associate, Department of Spanish and Portuguese
2011	Maureen Noonan Bischof, Assistant Vice Provost, Office of the Provost
2012	Erlin Barnard, Faculty Associate, College of Letters & Sciences
2013	Rosa Garner, Assistant Dean, School of Medicine and Public Health
2014	Frances Breit, Outreach Program Manager II, School of Education
2015	Aaron Bird Bear, Senior Student Services Coordinator, School of Education
2016	Martin Rouse, Assistant Dean, Division of Continuing Studies
2017	Mo Fayyaz, Distinguished Director, Botany Department Greenhouses and Botanical Garden
2018	James Maynard, Senior Instructional Specialist and Lecture Demonstrator, Department of Chemistry
2019	Abbey K. Thompson, Associate Director, Science and Medicine Graduate Research Scholars
2020	Eliot Finkelstein, Senior Academic Librarian, Coordinator of Instruction, College Library
2021	Alberto Vargas, Associate Director, Latin American, Caribbean, and Iberian Studies Program
2022	George Arndt, Professor (CHS), Department of Anesthesiology
2023	Desiree Bates, Computational Chemistry Leader, Department of Chemistry

CHANCELLOR'S HILLDALE AWARD FOR EXCELLENCE IN TEACHING

1991	Lucia Garner, Senior Lecturer, Spanish and Portuguese
1992	Cora Lee Nollendorfs, Senior Lecturer, German
1993	Bennett Vogelman, Associate Professor (CHS), Medicine
1994	David McCarthy, Lecturer, Hebrew and Semitic Studies
1995	Martha "Meg" Gaines, Clinical Associate Professor, Law School
1996	Paul Schatz, Faculty Associate, Director of Organic Laboratories, Chemistry
1997	Laurel Yourke, Faculty Associate, Continuing Studies/Liberal Studies
1998	Laurey Martin-Berg, Senior Lecturer, French and Italian
1999	Marilyn "Mimi" Orner, Lecturer, Women's Studies
2000	Ronald Kuka, Associate Faculty Associate, English
2001	James Ferris, Associate Faculty Associate, Communication Arts
2002	Janet Fishbain, Faculty Associate, English, Writing Laboratory
2003	Melinda Certain, Faculty Associate, Mathematics
2004	Ronald Troxel, Senior Lecturer, Religious Studies
2005	Karen Young, Clinical Professor, School of Veterinary Medicine
2006	Jamie Henke, Faculty Associate, Dept of Liberal Studies and the Arts
2007	Suzanne Scott, Faculty Associate, School of Human Ecology
2008	Ieva Reich, Senior Lecturer, Department of Chemistry
2009	Julia McGivern, Clinical Professor, Department of Educational Psychology
2010	Timothy Paustian, Faculty Associate, College of Agricultural & Life Sciences
2011	Nete Schmidt, Senior Lecturer, College of Letters and Science, Department of Scandinavian Studies
2012	Andrew Lokuta, Associate Faculty Associate, School of Medicine and Public Health
2013	Mary Prosser, Clinical Associate Professor, Law School
2014	Christine Seibert, Professor (CHS), School of Medicine and Public Health
2015	Ronald Russell, Senior Lecturer, College of Agriculture and Life Sciences
2016	Sharon Thoma, Faculty Associate, Department of Zoology
2017	Karen Solheim, Clinical Professor, School of Nursing
2018	Araceli Alonso, Senior Lecturer, Department of Gender and Women's Studies
2019	Kim Lord Plummer, Senior Lecturer, Department of Comparative Biosciences
2020	Barbara J. Lewis, Urology Simulation Education Program Director, Department of Urology, SMPH
2021	Janet McCray Batzli, Interim Director, Distinguished Faculty Associate, Biology Core Curriculum Program
2022	Stacy Forster, Teaching Faculty III, School of Journalism and Mass Communication
2023	Johanna Oosterwyk, Teaching, Learning, and Technology Manager, Department of Horticulture

MARTHA CASEY AWARD FOR DEDICATION TO EXCELLENCE

2006	Eileen Hanneman, Assistant Director, Gaylord Nelson Institute for Environmental Studies
2007	Sharon Pero, Assistant Registrar, Registrar's Office
2008	Linda McDonald, Senior Administrative Program Specialist, SMPH
2009	Donna Jahnke, Assistant Dean, Office of Research Services
2010	Roland Weeden, Assistant Director in the Office of Student Financial Aid
2011	Bette Sheehan, Sr. Administrative Program Specialist, School of Medicine and Public Health
2012	Seth McGee, Laboratory Manager, Biocore
2013	Darren Berger, Senior Administrative Program Specialist, Facilities Planning and Management
2014	Jean Petersen, Senior Student Services Coordinator, College of Agriculture and Life Sciences
2015	Julie Graf, Senior Administrative Program Specialist, School of Veterinary Medicine
2016	Ronald Harris, Instructional Coordinator, Department of English
2017	Susan Carpenter, Outreach Specialist, Arboretum
2018	John Heim, Senior Information Processing Consultant, Department of Mathematics
2019	Jeff Stevens, Senior Broadcast Specialist, College of Engineering
2020	Lisa Marie Carilli-McCord, Teacher, Administrative Assistant, Waisman Early Childhood Program
2021	Jason Scholz, IT Manager, Science Hall
2022	John Koger, Research Technology Manager, Center for Healthy Minds
	Dale Wilson, Research Services Manager, Sonderegger Research Center, Teaching, Learning, Technology Specialist, School of Pharmacy
2023	Bill Kreamer, Facilities and Equipment Specialist, Waisman Biomanufacturing, Waisman Center

ROBERT AND CARROLL HEIDEMAN AWARD FOR EXCELLENCE IN PUBLIC SERVICE AND OUTREACH

1991	Phillip Pellitteri, Senior Outreach Specialist, Entomology
1992	Margaret Geisler, Director, Continuing Education
1993	Donald Schramm, Faculty Associate, Engineering Professional Development
1994	Virginia Kline, Research Program Manager, Arboretum McKay Center
1995	James Leary, Faculty Associate, Folklore Program
1996	Robert Nellis, Clinical Instructor, Communicative Disorders
1997	Murray Katcher, Director, Community Health Programs, Medical School
1998	Mariellen Kuehn, Associate Director, Waisman Center
1999	Paula Panczenko, Development Program Manager, Tandem Press, Art
2000	Richard Daluge, Assistant Dean, College of Agricultural and Life Sciences
2001	George Stevenson, Associate Scientist, Center for Integrated Agricultural Systems
2002	Patricia Mitchell, Senior University Relations Specialist, Waisman Center
2003	Timothy Gattenby, Assistant Faculty Associate, Kinesiology
2004	Martha "Meg" Gaines, Clinical Associate Professor, Law School
2005	Anne Lambert, Administrative Program Specialist, Elvehjem Museum of Art
2006	Richard Brooks, Outreach Program Manager, Division of Continuing Studies Health Promotion Project
2007	Evelyn Malkus, Administrative Program Specialist, Graduate School
2008	Ruth Olson, Senior Administrative Program Specialist, School of Medicine and Public Health
2009	John Ferrick, Assistant Dean & Director, College of Engineering
2010	Katherine Loving, Civic Engagement Coordinator for University Health Services
2011	Linda Tuchman-Ginsberg, Outreach Program Manager III, Graduate School
2012	Susan Knight, Assistant Faculty Associate, College of Letters & Science, Center for Limnology
2013	John Pray, Clinical Professor, Law School
2014	Christine DeSmet, Faculty Associate, Division of Continuing Studies
2015	Karen McShane-Hellenbrand, Faculty Associate, School of Education
2016	Wendy Johnson, Assistant Director, Language Institute, College of Letters & Science
2017	Steve Pomplun, Director of External Relations, Nelson Institute for Environmental Studies
2018	Margaret Mooney, Director of Education and Public Engagement, Cooperative Institute for Meteorological Satellite Studies, Space Science and Engineering Center
2019	Rick A. Strickland, Director, Cancer Health Disparities Initiative, UW Carbone Cancer Center
2020	Mary Huser, Distinguished Lecturer, State Program Specialist, Division of Extension
2021	Tom Zinnen, Biotechnology Policy and Outreach Specialist, UW Biotechnology Center
2022	Joy Schelble, Youth Development Educator, Division of Extension

ROBERT AND CARROLL HEIDEMAN AWARD FOR EXCELLENCE IN PUBLIC SERVICE AND OUTREACH, CONTINUED

2023	Amy Williamson, Associate Director, UW Collaborative for Reproductive Equity

ACADEMIC STAFF REGENTS AWARD FOR EXCELLENCE (UW SYSTEM AWARD)

2002	Trey Duffy, Director, McBurney Center
2003	John Gugerty, Researcher, Center for Education and Work
2008	Kathleen Kelly Shanovich, School of Medicine and Public Health
2009	Lezli Redmond, Director of Statewide Intervention Programs at the Center for Tobacco Research and Intervention
2011	Alfonso Gutierrez, Director of UW Radio Frequency Lab and Director of Research and Education for the UW E-Business Consortium Dictionary of American Regional English (DARE)
2015	Gene Clark, Coastal Engineering Specialist, Sea Grant Institute
2016	Linnea Burk, Academic Department Manager, Department of Psychology
2018	Karen Mittelstadt, Assistant Dean for Academic Affairs, School of Nursing
2021	Malia Jones, Associate Scientist, Applied Population Laboratory
2023	Laura Monahan, Museum Associate Director and Curator of Osteology, University of Wisconsin Zoological Museum, Department of Integrative Biology

ALLIANT ENERGY UNDERKOFLER AWARD (UW SYSTEM AWARD)

1993	Kenneth Todar, Senior Lecturer, Bacteriology Jaafar Al-Abdulla, Adjunct Professor, Engineering
1995	Judith Thompson, Clinical Assistant Professor, Pharmacy
1999	Ann Burgess, Senior Lecturer, Biology Core Curriculum
2001	Kevin Strang, Lecturer, Physiology
2002	James Ferris, Associate Faculty Associate, Communication Arts
2003	Catherine Middlecamp, Distinguished Faculty Associate, Chemistry George Mejicano, Associate Professor (CHS), Medicine
2005	Larry Edgerton, Faculty Associate, Letters and Science Student Academic Affairs
2008	Ieva Reich, Senior Lecturer, Department of Chemistry
2009	Irene Katele, Associate Faculty Associate, Law School
2011	Janet Branchaw, Faculty Associate, Institute for Cross-College Biology Education Kathleen Culver, Faculty Associate, Journalism & Mass Communication
2014	Jeffrey Henriques, Senior Lecturer, Department of Psychology
2016	Jennifer Smilowitz, Clinical Associate Professor, Departments of Human Oncology and Medical Physics
2018	Paul Hooker, Senior Lecturer, Department of Chemistry
2019	Jamie Henke, Distinguished Faculty Associate, Division of Continuing Studies
2020	Sharon Thoma, Distinguished Faculty Associate, Department of Integrative Biology
2021	Mary Fiorenza, Faculty Associate, English Department Daniel Thurs, Assistant Faculty Associate, Department of Physics
2022	Catherine Woodward, Teaching Faculty III, Department of Botany
2023	Kristy Burkholder, Teaching Professor, Department of Human Development and Family Studies