

University Staff Governance

Scope

This policy authorizes the University Staff of each University of Wisconsin System institution to structure themselves in a manner they determine and to select representatives to participate in institutional governance.

Definitions

“University Staff” are members of the university workforce who contribute in a broad array of positions in support of the University’s mission and are not exempt (hourly¹) from the overtime provisions of the Fair Labor Standards Act.

[¹Note: All FLSA exempt employees holding positions in the State of Wisconsin “classified” service as of July 1, 2015 are given the choice to remain in the University Staff for as long as they retain their existing positions, or to voluntarily be reassigned to a position that the institution has designated as either an Academic Staff or Limited Appointment position]

Purpose

The purpose of this policy is to provide to University Staff the opportunity to participate in institutional governance. Students, faculty and academic staff have governance rights granted by Wis. Stat. Chapter 36. This policy enables active participation in the immediate decision-making and policy development of the institution. Active participation in governance for University Staff under this policy is not collective bargaining and will not result in a labor agreement or contract. University Staff may make recommendations, consider proposals, and raise concerns to institutional leadership.

Policy Statement

The Board of Regents is vested with the primary responsibility for governance of the University of Wisconsin System [sec. 36.09(1), Wis. Stats.]. In discharging this responsibility, the Board has an interest in providing University Staff the opportunity to participate in institutional decision-making. Each UW System institution shall:

1. Provide its University Staff members, subject to the responsibilities and powers of the board, the president, and the chancellor and faculty of the institution, the opportunity to be active participants in the immediate governance of and policy development for the institution;

2. Provide its University Staff members the primary responsibility for the formulation and review, and representation in the development, of all policies and procedures concerning University Staff members, including University Staff personnel matters; and
3. Provide its University Staff members the right to structure themselves in a manner University Staff members determine, and to select their representatives to participate in institutional governance.

Oversight, Roles and Responsibilities

The Board of Regents delegates to the President of the UW System or his or her designee the authority to issue operational policies to implement and administer this policy. The Board further authorizes the President to delegate to individual Chancellors the authority to implement this policy at their respective institutions within the parameters established by RPDs and University of Wisconsin System policies.

Chapter 36 of the Wisconsin Statutes

Sec. 227.01(13)(Lm), Wisconsin Statutes

History:

Res. 10150, adopted 12/07/2012, created a Regent Policy Document on University Staff Governance, effective 07/01/2013 contingent upon the implementation of university personnel systems authorized by s. 36.115, Wis. Stats.; 2013 Wisconsin Act 20 delayed to 07/01/2015 the implementation of s. 36.115, Wis. Stats., and the creation of “university staff” as an employment category in the UW System.

Res. 10250, adopted 09/06/2013, created Regent Policy Document 20-20 Classified Staff Governance, to serve as a transitional policy providing governance rights to UW System Classified Staff until implementation of s. 36.115, Wis. Stats. Effective 07/01/2015, Regent Policy Document 20-20 University Staff Governance replaces Regent Policy Document 20-20 Classified Staff Governance.