

**UNIVERSITY OF WISCONSIN SYSTEM
CLASSIFIED STAFF GOVERNANCE
EXECUTIVE SUMMARY**

BACKGROUND

The 2013-15 biennial budget delayed by two years, Wis. Stat. § 36.115 which authorizes and directs the development of university personnel systems separate and distinct from the personnel system for the rest of state government under Chapter 230 of the Wisconsin Statutes. This delay means that classified staff will remain under the auspices of the Office State Employment Relations for the next two years, delaying the creation of “university staff” as an employment category in the UW System. In anticipation of “university staff” becoming a new employment category under our new personnel systems, the Board, in December 2012, authorized “university staff” governance rights which, by definition, will also now be delayed for two years.

REQUESTED ACTION

Approval of resolutions I.2.c.

DISCUSSION

Notwithstanding the delay in the implementation of our two new personnel systems, classified staff are valued members of the university workforce who contribute in a broad array of positions in support of the University’s mission. The statutes currently provide governance rights to UW System faculty and academic staff, giving them primary responsibility for the formulation and review of policies and procedures that concern them. No such statutory provision exists for classified staff employed in the UW System. The newly created draft Regent Policy Document furthers the principle that all university employees should have a voice in the policies and procedures that directly affect their work lives. Adherence to this principle suggests that the ability to participate in this dialogue, and help find solutions that meet both staff and university needs, should not be limited based on employee category.

Governance is different from union representation, because the governance relationship with the university does not result in a labor contract or agreement. Instead, governance provides a formal way for employees to participate in developing university policy, including personnel policy. Through governance, it is recommended that classified staff be able to make recommendations, consider proposals, and raise concerns to UW System institutional leadership, primarily related to personnel matters, similar to current faculty and academic staff involvement.

The policy being proposed parallels the current language for academic staff in Wis. Stat. Chapter 36 and would require each UW System institution to:

1. Provide its classified 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 classified staff members full participation in the formulation and review, and representation in the development, of all policies and procedures concerning classified staff members, including classified staff personnel matters, except where State law preempts UW System policy; and
3. Provide its classified staff members the right to structure themselves in a manner classified staff members determine, and to select their representatives to participate in institutional governance.

RELATED REGENT POLICIES AND APPLICABLE LAWS

Chapter 36 of the Wisconsin Statutes

BUSINESS AND FINANCE COMMITTEE

Resolution I.2.c.:

WHEREAS the 2013-15 biennial budget delayed by two years Wis. Stat. § 36.115, authorizing the Board of Regents and the Chancellor of UW-Madison to establish and implement two personnel systems, separate and distinct from the State personnel system under Chapter 230; and

WHEREAS this delay means that classified staff will remain under the auspices of the Office State Employment Relations for the next two years delaying the creation of “University Staff” as an employment category in the UW System; and

WHEREAS notwithstanding this delay, classified staff are valued members of the university workforce who contribute in a broad array of positions in support of the University’s mission; and

WHEREAS faculty and academic staff have established governance rights; and

WHEREAS most of the UW System institutions have for years provided classified staff with an active voice in institutional decision making over matters which impact them; and

WHEREAS pursuant to Wis. Stat. § 36.09(1), the Board of Regents is vested with the primary responsibility for the governance of the University of Wisconsin System,

NOW, THEREFORE, BE IT RESOLVED:

That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves, effective September 6, 2013, the attached Regent Policy Document on Classified Staff Governance, which authorizes the classified staff of each UW System institution to structure themselves in such manner as they determine and to select representatives to participate in institutional governance.

Regent Policy Document

Classified Staff Governance

Scope

Subject to the authority of the Board, the System President, and the Chancellors, this policy authorizes the classified 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

The civil service system for the State of Wisconsin and its agencies, including the University of Wisconsin System, is divided into the unclassified and classified service. Wis. Stat. § 230.08(1). The UW unclassified service includes all of the administrative positions that serve at the pleasure of the Board (President, Chancellors, etc.) plus the faculty and academic staff. Wis. Stat. § 230.08(2)(cm) and (d).

The classified service is comprised of all positions not in the unclassified service. Wis. Stat. § 230.08(3). The Director of the Office of State Employment Relations (OSER) is charged with administration of the civil service system. Wis. Stat. § 230.04. As part of that administration, OSER is responsible for the classification of positions in the classified service, § 230.09, establishing compensation plans, §§ 230.10-12, and a myriad of related regulatory duties in the areas such as classified employee recruitment, promotion, probation, evaluation, examinations, discipline, work hours, leave time, and holidays. Wis. Stats. §§ 230.14-40. Administrative requirements for these items are further delineated in the applicable provisions of the Wisconsin Administrative Code.

Purpose

The purpose of this policy is to provide to classified 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 classified staff under this policy is not collective bargaining and will not result in a labor agreement or contract. Classified 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 classified staff the opportunity to participate in institutional decision-making. Each UW System institution shall:

1. Provide its classified 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 classified staff members full participation in the formulation and review, and representation in the development, of all policies and procedures concerning classified staff members, including classified staff personnel matters, except where State law preempts UW System policy and
3. Provide its classified staff members the right to structure themselves in a manner classified 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.

Related RPDs and Applicable Laws

Chapter 36 of the Wisconsin Statutes
Sec. 227.01(13)(Lm), Wisconsin Statutes