

Who are university staff?

University staff positions focus primarily on supporting education, research, and the campus infrastructure. If a position entails performing functions that are similar in nature to other positions in Wisconsin state government, the position is university staff. (<http://jobs.wisc.edu/jobs-classified.htm>) We are members of the university workforce who contribute in a broad array of positions in support of the UW System's and each institution'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]

Positions Held

We hold the largest variety of positions (573) in 17 job categories which directly and indirectly effect the overall quality of education received by all students, both on and off-campus. Examples of position titles include medical assistants, financial specialists, risk management, payroll and benefit specialists, engineering specialists, electricians, custodians, welders, food service assistants, library services supervisors, cytotechnologists, nursing assistants, chemistry laboratory technicians, veterinary technicians, microbiologists, conference coordinators, business specialists, legal support staff, program associates, animal research technicians, horticultural technicians, budget and policy analysts, research analysts, environmental health specialists, police officers, security supervisors, student status examiners, IS network technicians, human resources assistants, engineers, and academic department associates.

(<https://www.wisconsin.edu/ohrwd/policies/title-comp/>)

Shared Governance

On December 12, 2012, the Board of Regents adopted [Regent Policy Document 20-20](#), under which effective July 1, 2013, university staff may participate in institutional governance.

The Board policy states:

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.

The Board policy also provides that University Staff shall have the right to structure themselves in a manner that they determine, have primary responsibility for the formulation, review, and representation in the development of policies concerning university staff, and to select their representatives to participate in institutional governance.

The University of Wisconsin System has a longstanding tradition of shared decision making with the faculty, academic staff, and students. The adoption of [Regent Policy Document 20-20](#) is consistent with the principle that classified staff should have a voice in the development of the policies and procedures that directly affect their work lives.

(<https://www.wisconsin.edu/governance-representatives/university-staff/>)

The Numbers

University staff is the second largest employment category in the UW System, employing 10,208 individuals across all (26) four-year, two-year, Colleges and Extension campuses in 2014. This number is only slightly higher than a 14 year average of 10,049

(<https://www.wisconsin.edu/accountability/faculty-and-staff/>) UW-Madison employees the largest contingent of university staff with over 5,000 employed yearly since 2001.

It is expected these numbers will decrease dramatically starting with fiscal 2015. On July 1, 2015, the State of Wisconsin required the implementation of two separate and distinct personnel systems with one geared towards UW-Madison employees, and second for all other UW System employees. Part of this personnel change included a change of classification due to Fair Labor Standards Act classifications. Prior to July 1, 2015, classified (university) staff encompassed both exempt and non-exempt positions. As of July 1, only non-exempt employees will be considered university staff. Any incumbent employees as of July 1 had the option to remain university staff, or to voluntarily reassign to academic staff.

Our Philosophy

The commitment to shared governance has historically been practiced since the establishment of the University of Wisconsin System. For faculty and students since 1973, and later academic staff in 1985 and university staff in 2012, shared governance is a way to actively work in partnership with campus and System administration with regard to campus decision-making.

Shared governance partners and stakeholders should be actively encouraged to be involved in decisions concerning academics, research, campus climate, diversity, search and screen committees, human resources, campus health and life (including student life), and other matters of campus-wide import. This requires transparency and open, equitable, and timely access to access to all information pertinent to issues and decisions under consideration.

Shared governance involvement creates a transparent, collaborative, and inclusive process which leads to enduring policies, procedures, ownership, and implementation. Every effort will be made to include open dialogues before decision-making with constituencies and administration being held accountable for empowering diverse interests, shared responsibility

(UW-Madison Values Statement on Shared Governance)

(UW-Whitewater ASAR 1516.4 Shared Governance Principles)