Welcome back to the Spring Semester of 2013. It is hard to believe that we have already began a new semester here at Stout. Time has a way of passing us by and as we age it seems to speed up. Regardless of time, we have a lot on our plates for the Spring Semester.

Of all the normal things we do, as Senators we will continue to ask questions and provide answers to those questions. Some of our concerns will be of greater importance than others. Of course the new Personnel System lands on the top of this, with policy frameworks being developed behind the scenes, we need to remain vigilant in reviewing and commenting on these as they come forward. The first of these policies for our new UPS system is to be in place the 1st of July, so there is little time available to propose any changes. After July 1st, the rest of the UPS will be worked on including a titling restructure for us. This will be a long and drawn out process, one that will need all the Academic Staff involved in. As more information on this subject becomes available we will make it readily available to all.

As Academic Staff we have certain rights under Wisconsin Statutes, as with any right there are times when we need to exercise those rights. Our recent Supplemental Compensation Plan is one of the things. Everyone who took part in the Qualtrics vote on this Supplemental Pay Plan can be proud that you had a part in this. Our collective voices have been heard.

I have stated numerous times that I believe in shared governance. Our voice can and is heard, we can make differences. Coming soon are the Spring Elections for Chair and Senate positions whose term expire this year. We will make a call for nominees and request support to vote for those who are nominated. So if you have a desire in shared governance please step forward.

- Jerry Addie
Fun Trivia: Do you know how many at large senators are serving on the Academic Staff senate? See the back of the newsletter for the answer!

Senate of Academic Staff Meeting Schedule

- February 6
- February 20
- March 6

HELD 3 PM in the Oakwood Room, Memorial Student Center

To check out a link to our current senators, click here!

To check out the Senate of Academic Staff website, click here!

Along with our Academic staff governance, ASPRO is the statewide organization that represents us.

MEMORANDUM

TO: All Chancellors of the University of Wisconsin System

FROM: Heather Daniels, ASPRO President

RE: Personnel Policies and Academic Staff Governance Authority

As UW System campuses continue to work on implementation of the new University Personnel Systems and Human Resource Design, the ASPRO Board of Directors would like to remind you about the statutory rights afforded to academic staff to participate in the formulation and implementation of their personnel policies. This reminder is prompted not only by the implementation of the new personnel systems that will be the most sweeping changes to human resources since Hayes/Hill in the 1980s, but also because of concerns we have heard from academic staff from several different campuses regarding changes to academic staff job security.

ASPRO’s mission is to represent the interests of the academic staff across all institutions of the UW System. For more than 20 years, ASPRO has been a professional organization dedicated to advocating on behalf of the academic staff. ASPRO is the only statewide organization representing the academic staff – and only the academic staff.

Here is the state statute that pertains to academic staff governance. Wisconsin State Statute 36.09 (4m) states:

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 the 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.

Thank you for your attention to this concern of the academic staff. Please feel free to contact me at 608.263.7274 or the ASPRO office at 608.286.9599 if you have questions or concerns.

Cc: All Human Resources Directors of the UW System
    President Kevin Reilly
    Al Cret
    ASPRO Board Members

ASPRO

January 22, 2013
Letter from student in support of education:

Letter: University salary burden falls on students

I want to thank Paul Van Auken for adding some necessary context to the data on UW salaries provided by the Northwestern. It is important to keep in mind that UW students pay a far greater percentage of salary at the institution than the Wisconsin taxpayer.

I would add one more thing that the public may not know. Nearly 50 percent of UW Oshkosh classes are taught by short term contract hires. These instructional academic staff are paid far below the average professor’s salary quoted in the Northwestern’s article. The median salary for a full time teacher with a doctoral degree who is on the academic staff is about $34,000 a year. If we apply Mr. Van Auken’s point that the state contributes only a fraction of support to the UW, we find that taxpayers chip in only about $6,000 for a full time teacher on the academic staff. These are people whose job it is to help hundreds of Wisconsinites improve themselves through education. $6,000 per year is an incredibly small price to pay for a better educated workforce. I would argue that the state is being way too stingy and that we should pay significantly more for their work. At any rate, it is misleading to offer data on average professor salaries without also educating the public about the salaries of UW’s academic staff.

David Siemers

Oshkosh
What Is New!!

During Winter Break 2013, UW-Stout transitioned to a new universal recycling, composting, and trash program. Single collection containers were removed from general assignment classrooms and meeting rooms. And container sets for NO SORT RECYCLING, ORGANICS FOR COMPOST, and TRASH FOR LANDFILL are now located throughout hallways and entrances of all campus buildings. For more information about this new campus-wide program, check out the recycling webpage maintained by the Sustainability Office: http://www.uwstout.edu/sustainability/recycling.cfm

Elections Committee Representatives

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We have elections coming up this spring for academic staff

Answer: There are 6 at large senators serving on the Academic staff senate.