SECTION 20: FACULTY, ACADEMIC STAFF, CLASSIFIED STAFF, AND TEACHING ASSISTANTS

20-20 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 (Wis. Stat. § 230.09); establishing compensation plans (Wis. Stat. §§ 230.10-12); and a myriad of related regulatory duties in areas such as classified employee recruitment, promotion, probation, evaluation, examinations, discipline, work hours, leave time, and holidays (Wis. Stat. §§ 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 [Wis. Stat. § 36.09(1)]. 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 Regent Policy Documents and University of Wisconsin System policies.

**Related Regent Policies and Applicable Laws**

Wis. Stat. Chapter 36
Wis. Stat. § 227.01(13)(Lm)

History: Res. 10525, adopted 09/06/2013.