University of Wisconsin-Milwaukee

ACADEMIC STAFF DOCUMENT NO. 36

Academic Staff Senate Resolution on Budget Planning Principles

The Academic Staff Senate, recognizing the unprecedented nature of the current fiscal crisis, seeks to ensure that budget planning is conducted in a manner that is inclusive, transparent, in accordance with established policy, and concerned with the long-term interests of the University as a whole.

Be it resolved that the Academic Staff Senate endorses the following budget planning principles to guide the University’s efforts to reduce spending:

1. That budget planning will be strategic and will consider programs, enrollments, staffing levels, workload disparities, institutional and programmatic priorities, long-term goals and consequences;

2. That strategic planning for budget reductions is inherently about the University’s future direction; it will take time and require the participation of University stakeholders, including governance groups, faculty and academic staff;

3. That short-term strategies to reduce spending for the FY 2010/11 biennium must not be confused with planning for long-term operational efficiencies, and that temporary vs. long-term budget reduction measures must be clearly identified as such;

4. That the campus community at large shall be engaged in budget planning discussions through the establishment of public listening sessions inviting constructive dialogue;

5. That department-level budget planning discussions will involve academic staff;

6. That school/college-level budget planning discussions will include academic staff participation;

7. That any budget reductions resulting in the non-retention or lay-off of any probationary or any fixed term academic staff who have been employed for three or more years on a 50% or greater basis will be undertaken only after consultation with the Academic Staff Committee and will follow established policy;

8. That budget plans involving academic staff workload increases will be reviewed by the Academic Staff Committee prior to implementation;

9. That departments increasing academic staff workload as a result of budget planning shall also increase faculty workload;
10. That some measure of salary compensation in the form of temporary overload or base adjustment be provided to academic staff and faculty expected to assume workload increases; this is essential if we are to avoid severe morale problems among the faculty and academic staff on whom the University will depend to move beyond the current crisis;

11. That budget reduction measures which undermine the job security of career academic staff (such as replacement of probationary academic staff lines with fixed term appointments or increased reliance on student and limited term employees) will ultimately result in inferior quality of services; and

12. That care will be taken in communicating information about pending budget reductions so that the campus community has full and accurate information about measures under consideration.