

**Academic Staff Assemblyⁱ
20 January 2010 Agenda**

**12:00 – 1:30 p.m.
University Center 264**

- 1. *Approval 2 December 2009 Minutes***
- 2. Academic Staff Committee Reports**
 - a. Awards [Miolo]
 - b. Economic Issues [Ehlen]
 - 1. Academic Staff Salary Equity Adjustment Policy and Procedures*
 - c. Elections/Balloting [Clokey]
 - d. Government [Fragola]
 - e. Organization [Miolo]
 1. Term Updates
 2. Standardizing Timeline/Deadlines
 - f. Professional Development [Ehlen]
 - g. Instructional Promotions [Farmer]
 - h. Review [Ogunsola]
 - i. Title Appeals [Ehlen]
 - j. Titling [Naff]
 - k. Rewards and Recognition [Flanagan]
- 3. 2009-2010 Academic Staff Professional Development Seminars**
- 4. Updates/Announcements**
 - a. University Committees [Miolo/Ehlen]
 - b. Council of Academic Staff Representatives [Ehlen/Miolo]
 - c. Strategic Planning and Budget Committee [Ehlen]
- 5. Other Business**
 - a. Collective Bargaining [Clokey/Ehlen]
 - b. Unit Clarification [Clokey/Ehlen]
 - c. Assembly Email/Governance Associate [Ehlen]
 - d. Retirement Resolutions [Ehlen]*
 - e. Emeritus Status for Non-Instructional Academic Staff [Ehlen]
 - f. Affirmative Action/EEO/Diversity Committee Meeting [Ehlen]
 - g. LGBTQ Taskforce Meeting [Ehlen]
 - h. Miscellaneous/Round Robin [Assembly Staff]

ⁱ *Italicized items include attachments for review/discussion.*

**Academic Staff Assembly
2 December 2009 Minutes**

**12:00 – 1:30 p.m.
University Center 261**

PRESENT: Freda Briscoe, George Clokey, Denise Ehlen [Chair], Nancy Farmer, Mike Flanagan, Patricia Fragola, Nadine Kriska, Giuliana Miolo [Vice Chair], Kyle Naff, Elizabeth Ogunsola, and Kim Simes

ABSENT: Gene Toboyek and Curt Weber [Due to schedule conflict]

1. **Approval 11 November 2009 Minutes:** Flanagan/Kriska moved to approve minutes. The Assembly discussed/reviewed minutes. Approved by unanimous vote.
2. **Academic Staff Committee Reports**
 - a. Awards [Miolo]: No report
 - b. Economic Issues [Ehlen]: Ehlen requested feedback on the Academic Staff Salary Equity Adjustment Policy and Procedures draft by Tuesday 22 December 2009.
 - c. Elections/Balloting [Clokey]: No updates
 - d. Government [Fragola]: No report
 - e. Organization [Miolo]: Defer until next meeting
 - f. Professional Development [Ehlen]: Ehlen reported one application by 1 December 2009. The Committee will review the application and request ratifications of the recommendation via email.
 - g. Instructional Promotions [Farmer]: Farmer reported that she is trying to identify a date and time when all members of the Committee are able to meet. Ehlen will send a reminder to the Deans.
 - h. Review [Ogunsola]: No updates
 - i. Title Appeals [Ehlen]: No report
 - j. Titling [Naff]: Naff reported that the Committee had two meetings in November and will have two more meetings in the upcoming weeks.
 - k. Rewards and Recognition [Flanagan]: Flanagan reported that the Committee met on Monday 30 November 2009 to review nominations. Nelson Edmonds, Patricia Fragola, Ronald Gayhart, and members of the 2009 Academic Staff Leadership Conference Executive Committee—Ron Buchholz, Tracey Chynoweth, Mike Cohen, Eric Field, Therese Kennedy, and Carrie Lencho—were recommended to receive awards. Miolo/Ogunsola moved to approve recommendations. Ehlen, Fragola, and Naff abstained. All others voted to approve the recommendations. Letters will be sent to the nominators and awardees.
3. **2009-2010 Academic Staff Professional Development Seminars:** Ehlen reviewed the draft seminar agenda. Ogunsola/Simes moved to approve the agenda. Approved by unanimous vote. Lemmon will send the draft agenda to the Assembly for review and request feedback by 9:00 am on Friday 4 December 2009. Lemmon will publicize the seminar series on the announcement board by the close of business on Friday 4 December 2009.
4. **Updates/Announcements**
 - a. University Committees [Miolo/Ehlen]: No updates

- b. Council of Academic Staff Representatives [Ehlen/Miolo]: Miolo will attend the Friday 4 December 2009 meeting.
- c. Strategic Planning and Budget Committee [Ehlen]: No updates
- d. Provost Search and Screen Committee [Ehlen]: Ehlen reported that the Search and Screen Committee made recommendations and forwarded them on to the Chancellor. A decision should be made by January.
- e. Campus Climate Survey and Diversity Leadership Committee [Ogunsola/Ehlen]: Ogunsola reported that the Committee met on Monday 16 November 2009. The Committee would like to host a Diversity Leadership forum tentatively scheduled for Friday 9 April 2010. The date may change Friday 23 April 2010 to accommodate the Early Childhood Conference on campus.

5. Other Business

- a. Collective Bargaining [Clokey/Ehlen]: Ehlen reviewed the memo sent from UW System regarding the consultant for collective bargaining training.
- b. Unit Clarification [Clokey/Ehlen]: Ehlen discussed unit clarification filings with WERC.
- c. Assembly Email/Governance Associate [Ehlen]: Discussion deferred until next meeting.
- d. Retirement Resolutions [Ehlen]: Ehlen reported that there are revised retirement resolutions that will be presented for ratification at the next meeting to include recommendations for emeritus status. Lemmon will draft the revised resolutions.
- e. Imputed Tax [Ehlen]: Ehlen reviewed the memo sent from UW System.
- f. Performance Reviews [Ehlen]: Ehlen reviewed the academic staff performance review policy. Ehlen will send the policy to the Assembly for their reference.
- g. LGBTQ Taskforce Committee [Ehlen/Miolo]: Ehlen reviewed highlights from the Thursday 12 November 2009 meeting. Kate Burrows will replace Chris Hollar as the Assembly representative to the Taskforce Committee.
- h. Policy on Non-medical Leaves of Absence for Unclassified Staff [Ehlen]: Ehlen reviewed the policy documents and draft.
- i. Miscellaneous/Round Robin [Assembly Staff]: Miolo announced that the department of Communication Sciences and Disorders has been nominated to represent Excellence in Teaching.

Consensus to adjourn at 1:30 pm

Respectfully submitted,
Casey Lemmon, Governance Associate



UNIVERSITY OF WISCONSIN-WHITEWATER
ACADEMIC STAFF ASSEMBLY

JANUARY 2010

**DRAFT ACADEMIC STAFF SALARY EQUITY
ADJUSTMENT POLICY AND PROCEDURES**

Authored/submitted by the Economic Issues Committee

PURPOSE

The Academic Staff Salary Equity Adjustment Policy and Procedures outlines a process designed to address internal salary inequities that have resulted from forces outside of performance and the merit process. Academic Staff members will be eligible for a remedy to a perceived inequity once every five years.

POLICY AND PROCEDURES

- I. Funding for the plan will come from a combination of sources including, but not limited to, any or all of the following: the academic staff salary pool; the colleges; and the university. Each year a memorandum of understanding will be written to determine sources of the funds.
- II. The memorandum of understanding will specify the total annual fund level/amount. The memorandum will be issued by the Chancellor's Office in consultation with Human Resources and Diversity and will also include reference to the policy, the names of staff members eligible for a salary equity adjustment, and other information as appropriate. The memorandum will be sent to all Deans/Division Directors, Department Chairs/Unit Directors, and all academic staff.
- III. The following individual factors may be considered to create equity issues:
 1. Staff whose position in the salary range does not reflect their contributions.
 2. Staff whose salaries are significantly below the market rate.
 3. Staff members whose performance increase does not bring the salary to the new fiscal year salary range minimum. (See the University of Wisconsin System Office of Human Resources and Workforce Diversity Unclassified Personnel Guidelines (UPG), including UPG #4 Unclassified Compensation, <http://www.uwsa.edu/hr/upgs/upg.htm>.)
 4. Staff in positions which have been difficult to recruit due to salary issues or that have a history of high turnover due to salary issues.
 5. Staff whose salaries are below others performing similar work in the department/unit or college/division with similar credentials (education, experience, results produced, and/or overall performance).

6. Staff in positions that provide key administrative support to faculty and staff and require a comprehensive understanding of department programs and an increasing ability to effectively use technology.
7. Staff with base salaries which fall below 85% of the midpoint of the salary range. (See the University of Wisconsin System Office of Human Resources and Workforce Diversity Unclassified Personnel Guidelines (UPG), including UPG #4 Unclassified Compensation, <http://www.uwsa.edu/hr/upgs/upg.htm>.)
8. Staff in positions requiring skills and knowledge that are critical to the mission of the department/unit, college/division and/or University and would be difficult to replace.
9. Staff member has experienced a change in duties that does not warrant a title change.

The following institutional factors may be considered to create equity issues:

10. Significant inequities have been created by hiring new employees at rates higher than those of existing staff.
11. The adjustment reflects a salary increase necessary to retain a person who has received an outside offer of employment (with comparable duties and responsibilities) at a rate higher than his/her existing rate.
12. A salary increase is necessary to retain staff who have not received an outside offer, but significant evidence of the serious retention problem exists, such as a recent pattern of employees in the same discipline/unit leaving University of Wisconsin-Whitewater employment to take outside positions with comparable duties and responsibilities at higher levels of pay or others in the same unit have received outside offers.

IV. Distribution of Funds

1. The academic staff will be divided into five, randomly selected cohorts by the Office of Human Resources and Diversity.
2. Each year the members of one cohort, or 20 percent of the academic staff, will be eligible to receive an equity adjustment. The memorandum of understanding (see II) will list the eligible staff members.
3. All members of a cohort will be reviewed in the year their cohort is eligible. At a minimum, the review will include a face-to-face review between the eligible staff member and the supervisor.
4. Human Resources and Diversity staff may serve as consultants to the Deans/Division Directors and Chairs/Unit Directors in the following areas.

- a. To ensure compliance with academic salary and title structure and campus personnel policy and procedures
 - b. To provide market or peer comparative data
 - c. To provide data for comparison across Colleges and Divisions; and/or
 - d. To provide other information and advice as requested.
5. The Affirmative Action Officer will serve as consultant to the Deans/Division Directors on issues of gender or race equity and will, upon request, provide a written review.
6. The Department Chair/Unit Director prepares the Staff Salary Equity Adjustment Request Form following review. A Request Form must be completed for each academic staff member for whom an equity adjustment is requested. The academic staff member may append up to three pages of supporting documentation to the Request Form.
7. The Dean/Division Director will make a recommendation on the request based on available information. Positive recommendations, with supporting documentation as/if appropriate, will be forwarded through the respective reporting lines to the Provost, Vice Chancellor, or Chancellor. In situations where the recommendation cannot be supported by a Dean/Division Director this information will be communicated to the academic staff member through the supervisor. The final recommendation will be placed in the permanent employee personnel file.
8. Human Resources and Diversity will prepare and distribute, as appropriate, an annual summary of the equity requests and actions taken.
9. The Chancellor will make the final decision on all equity adjustment recommendations.
10. The equity plan will run for a full five-year cycle. Toward the end of that cycle a review will be conducted to determine if another five-year cycle is warranted.
11. Staff members wishing to appeal the decision of the Chancellor or the recommendation of the Dean or Division Officer will follow the existing grievance procedures under University of Wisconsin-Whitewater Chapter 4. Academic Staff Review Procedures, Complaints, and Grievances.

ACADEMIC STAFF SALARY EQUITY ADJUSTMENT REQUEST FORM

Name		Title	
Supervisor Name		Department/Unit	
College/Division			
Current Salary Range		Current Base Salary	
Proposed Salary Adjustment	\$ (%)	Proposed Base Salary	

FACTORS TO CONSIDER THAT MAY CREATE EQUITY ISSUES [CHECK ALL FACTORS THAT APPLY]

Staff whose position in the salary range does not reflect their contributions.	
Staff whose salaries are significantly below the market.	
Staff members whose performance increase does not bring the salary to the new fiscal year salary range minimum.	
Staff in positions which have been difficult to recruit due to salary issues or that have a history of high turnover due to salary issues.	
Staff whose salaries are below others performing similar work in the department/unit or college/division with similar credentials (education, experience, results produced, and/or overall performance).	
Positions that provide key administrative support to faculty and staff and require a comprehensive understanding of department programs and an increasing ability to effectively use technology.	
Salaries which fall below 85% of the midpoint of the salary range.	
Positions requiring skills and knowledge that are critical to the mission of the department/unit, college/division and/or University and would be difficult to replace.	
A change in the staff member's duties that does not warrant a title change.	
Significant inequities have been created by hiring new employees at rates higher than those of existing staff—provided the rate of the new employees are necessary in order to recruit well-qualified individuals.	
The adjustment reflects a salary increase necessary to retain a person who has received an outside offer of employment (with comparable duties and responsibilities) at a rate higher than his/her existing rate.	
A salary increase is necessary to retain staff who have not received an outside offer, but significant evidence of the serious retention problem exists, such as a recent pattern of employees in the same discipline/unit leaving UWW employment to take outside positions with comparable duties and responsibilities at higher levels of pay or others in the same unit have received outside offers.	

ATTACH A ONE PAGE RATIONALE NARRATIVE TO SUPPORT YOUR RECOMMENDATION.

ACADEMIC STAFF MAY APPEND UP TO THREE PAGES OF SUPPORTING DOCUMENTATION.

RECOMMENDATION

<input type="checkbox"/> Approved <input type="checkbox"/> Cannot Support Request			
Department Chair/Unit Director	Date	College Dean/Division Director	Date
<input type="checkbox"/> Approved	<input type="checkbox"/> Cannot Support Request	<input type="checkbox"/> Approved	<input type="checkbox"/> Cannot Support Request
Unit/Division Business Representative (if appropriate)	Date	Budget Office / Administrative Affairs	Date
<input type="checkbox"/> Approved	<input type="checkbox"/> Cannot Support Request	<input type="checkbox"/> Approved	<input type="checkbox"/> Cannot Support Request
Provost	Date	Chancellor	Date

Academic Staff Salary Equity Adjustment Policy and Procedures Draft Feedback

Patty Fragola:

Section I:: Will there be a variation of funds available for this? If so will this create a situation in which staff is adjusted differently depending on the year? Would this not somehow impact the notion of an equity adjustment?

Section III, part 4:: It has been my experience that staff who are difficult to retain/recruit are often brought in at a higher rate precisely because of these difficulties. I think sometimes this is part of the problem.

Section III, part 5:: Should a comparison to the other comprehensives also be required?

Section III, part 9:: I guess in a perfect world there would be another way to address this issue.

Section IV, part 6:: What is the recourse if their Chair/Director doesn't take this step but the Staff member feels it is warranted?

Section IV, part 7:: What is the recourse if the staff member's supervisor is also the Dean/Division Director?

In terms of notification, I would be in favor of the list of those eligible being posted on an appropriate ASA web page. An email could go out to all Academic Staff telling them to check the site if they are interested.

I understand the reasoning for the five year random lots method, but I really wish there was a way to address the most egregious cases first.

The University of Wisconsin-Whitewater
Academic Staff Assembly
RECOGNIZES THE RETIREMENT OF
Mandy Fischer

WHEREAS, *Mandy Fischer has faithfully served the University of Wisconsin-Whitewater for 24.5 years; and*

WHEREAS, *Mandy Fischer has served as a graphic artist and design consultant in Photo/Graphics*

WHEREAS, *Mandy Fischer contributed significantly to the high graphic standards at UW-Whitewater*

WHEREAS, *Mandy Fischer created the UW-Whitewater "Wordmark" which was significant in the branding, identity, marketing, positive image, and recognition of the University*

WHEREAS, *Mandy Fischer was awarded Academic Staff Development grants for advancing her knowledge of computer graphics and design*

WHEREAS, *Mandy Fischer taught the "Introduction to University Life" class to incoming freshmen for several years*

WHEREAS, *Mandy Fischer earned the admiration and respect of colleagues and students for her positive attitude, dedication, collegiality, sense of humor, and high quality artwork,*

WHEREAS, *Mandy Fischer mentored and was a positive influence for students employed in Photo/Graphics and on campus.*

WHEREAS, *Mandy Fischer served on the Scholarship and Creative Achievement committee for more than 20 years; she has also served on the Library Social committee; Salary committee; and Search & Screen committees*

WHEREAS, *Mandy Fischer won the Alumni Center "Employee of the Year Award" in recognition for her outstanding graphic design work and service to UW-Whitewater.*

WHEREAS, *Mandy Fischer received a silver medal for "Excellence in Publication Design," awarded at the UW-System Communicators Conference*

WHEREAS, *Mandy Fischer served as a Charter Member of the Rock Trail Coalition*

WHEREAS, *Mandy Fischer achieved the title of "Master Gardener" through courses at UW-Extension and the Rotary Gardens*

WHEREAS, *Mandy Fischer served faithfully as a member of the Whitewater First United Methodist Church*

WHEREAS, *Mandy Fischer has demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater*

THEREFORE BE IT RESOLVED *that the Academic Staff Assembly acknowledges Mandy Fischer's years of distinguished service with appreciation and gratitude; and*

BE IT FURTHER RESOLVED *that the Academic Staff Assembly recommends emeritus status for our honored colleague and extends to Mandy Fisher our best wishes for a long, fulfilling, and well-deserved retirement.*

The University of Wisconsin-Whitewater
Academic Staff Assembly
RECOGNIZES THE RETIREMENT OF
Dr. Allan W. Davis

WHEREAS, *Dr. Davis has faithfully served the University of Wisconsin-Whitewater for 21 years; and*

WHEREAS, *Dr. Davis demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater; and*

THEREFORE BE IT RESOLVED *that the Academic Staff Assembly acknowledges Dr. Allan Davis's years of distinguished service with appreciation and gratitude; and*

BE IT FURTHER RESOLVED *that the Academic Staff Assembly recommends emeritus status for our honored colleague and extends to Dr. Davis our best wishes for a long, fulfilling, and well-deserved retirement.*

The University of Wisconsin-Whitewater
Academic Staff Assembly
RECOGNIZES THE RETIREMENT OF
Dr. Allen R. Einerson

WHEREAS, *Dr. Einerson has faithfully served the University of Wisconsin-Whitewater for 25 years; and*

WHEREAS, *Dr. Einerson has served as Senior Developmental Skills Specialist in Academic Support Services; and*

WHEREAS, *Dr. Einerson demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater; and*

THEREFORE BE IT RESOLVED *that the Academic Staff Assembly acknowledges Dr. Allen Einerson's years of distinguished service with appreciation and gratitude; and*

BE IT FURTHER RESOLVED *that the Academic Staff Assembly recommends emeritus status for our honored colleague and extends to Dr. Einerson our best wishes for a long, fulfilling, and well-deserved retirement.*

The University of Wisconsin-Whitewater
Academic Staff Assembly
RECOGNIZES THE RETIREMENT OF
Allan P. Haberman

WHEREAS, *Allan Haberman has faithfully served the University of Wisconsin-Whitewater for 32 years;*
and

WHEREAS, *Allan Haberman has served as Director of Student Financial Services; and*

WHEREAS, *Allan Haberman demonstrated professional commitment, dedication and loyalty to the*
University of Wisconsin-Whitewater; and

THEREFORE BE IT RESOLVED *that the Academic Staff Assembly acknowledges Allan Haberman's*
years of distinguished service with appreciation and gratitude; and

BE IT FURTHER RESOLVED *that the Academic Staff Assembly recommends emeritus status for our*
honored colleague and extends to Allan Haberman our best wishes for a long, fulfilling, and
well-deserved retirement.

The University of Wisconsin-Whitewater
Academic Staff Assembly
RECOGNIZES THE RETIREMENT OF
John D. Peterson

WHEREAS, *John Peterson has faithfully served the University of Wisconsin-Whitewater for 26 years; and*

WHEREAS, *John Peterson has served as University Center Assistant Director of Operations; and*

WHEREAS, *John Peterson was instrumental in initiating and collaborating in the development of new and improved services, programs and facilities for use by the University community; and*

WHEREAS, *John Peterson has worked diligently to make the University Center a preferred location for student, staff, faculty and other UW-Whitewater stakeholder events; and*

WHEREAS, *John Peterson played a major role in the design of both the 1988 and 2006 University Center additions and remodeling projects; and*

WHEREAS, *John Peterson contributed to student experiential learning by significantly enhancing the University Center and Academic Student Building Manager programs on campus; and*

WHEREAS, *John Peterson served as a mentor, friend and role model to many students throughout his career at the University Center; and*

WHEREAS, *John Peterson played a major role in the development of new processes and policies to operate the new University Center opened in January, 2008; and*

WHEREAS, *John Peterson demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater; and*

THEREFORE BE IT RESOLVED *that the Academic Staff Assembly acknowledges John Peterson's years of distinguished service with appreciation and gratitude; and*

BE IT FURTHER RESOLVED *that the Academic Staff Assembly recommends emeritus status for our honored colleague and extends to John Peterson our best wishes for a long, fulfilling, and well-deserved retirement.*

The University of Wisconsin-Whitewater
Academic Staff Assembly
RECOGNIZES THE RETIREMENT OF
Dr. Roger L. Pulliam

WHEREAS, *Dr. Pulliam has faithfully served the University of Wisconsin-Whitewater for 20 years; and*

WHEREAS, *Dr. Pulliam served as Assistant Vice Chancellor with distinction; and*

WHEREAS, *Dr. Pulliam previously served as Director of the Educational Opportunity Program; and*

WHEREAS, *Dr. Pulliam prepared successful grants applications to initiate and support the McNair Program and four different TRIO programs; and*

WHEREAS, *Dr. Pulliam effectively led programs for the recruitment and support of minority and disadvantaged students, all resulting in an increase in the number of multicultural students on campus, and developed a welcoming and nurturing environment for these students; and*

WHEREAS, *Dr. Pulliam coordinated all activities in close liaison with other University offices involved in the Academic Support Services programs; and*

WHEREAS, *Dr. Pulliam, as a people-oriented administrator and an advocate for students, ensured that all students were served efficiently and effectively by assisting and communicating with parents, administrators, faculty, and staff supporting these students; and*

WHEREAS, *Dr. Pulliam maintained strong relationships with all academic departments, faculty, staff, and Student Financial Services with whom he worked; and*

WHEREAS, *Dr. Pulliam served as a Fellow in the Academic Leadership Academy of the American Association of State Colleges and Universities and an intern at Indiana University Purdue University in Indianapolis; and*

WHEREAS, *Dr. Pulliam was effective member of the University's Plan 2008 and Equity Scorecard Committees; and*

WHEREAS, *Dr. Pulliam directed the Undergraduate Research and University Honors Programs; and*

WHEREAS, *Dr. Pulliam continuously pursued new programs to enhance student recruitment, retention, and*

graduation; and

WHEREAS, *Dr. Pulliam provided vital leadership for study abroad programs for minority and disadvantaged students; and*

WHEREAS, *Dr. Pulliam was Assistant Professor in the department of Curriculum and Instruction and taught classes in Race and Ethnic Cultures; and*

WHEREAS, *Dr. Pulliam, as an advancement officer, raised private support for the University; and*

WHEREAS, *Dr. Pulliam demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater; and*

WHEREAS, *Dr. Pulliam was nominated for the rank of Assistant Vice Chancellor Emeritus; and*

WHEREAS, *Dr. Pulliam demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater; and*

THEREFORE BE IT RESOLVED *that the Academic Staff Assembly acknowledges Dr. Roger Pulliam's years of distinguished service with appreciation and gratitude; and*

BE IT FURTHER RESOLVED *that the Academic Staff Assembly recommends emeritus status for our honored colleague and extends to Dr. Pulliam our best wishes for a long, fulfilling, and well-deserved retirement.*

The University of Wisconsin-Whitewater
Academic Staff Assembly
RECOGNIZES THE RETIREMENT OF
Michael C. Spellman

WHEREAS, *Michael Spellman has faithfully served the University of Wisconsin-Whitewater for 38 years; and*

WHEREAS, *Michael Spellman served in the University Center from 1969 to 1972 and in the University Advancement Division from 1989 to 2007; and*

WHEREAS, *Michael Spellman oversaw the successful completion of the fundraising campaign to construct the Irvin L. Young Auditorium; and*

WHEREAS, *Michael Spellman oversaw the planning, execution and success of the Excellence for the 21st Century Campaign, an effort which raised \$12 million for endowment and physical improvements on campus; and*

WHEREAS, *Michael Spellman oversaw the campaign to raise \$5.7 million toward the construction of Timothy J. Hyland Hall; and*

WHEREAS, *Michael Spellman's tenure as assistant chancellor, the market value of the UW-Whitewater Foundation's endowment increased by a factor of ten; and*

WHEREAS, *Michael Spellman helped to develop a full array of alumni relations programs at the University; and*

WHEREAS, *Michael Spellman has worked tirelessly and travelled all over the world to raise money for the benefit of the students, faculty and staff of UW-Whitewater; and*

WHEREAS, *Michael Spellman demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater; and*

THEREFORE BE IT RESOLVED *that the Academic Staff Assembly acknowledges Michael Spellman's years of distinguished service with appreciation and gratitude; and*

BE IT FURTHER RESOLVED *that the Academic Staff Assembly recommends emeritus status for our honored colleague and extends to Michael Spellman our best wishes for a long, fulfilling, and well-deserved retirement.*