



Resolution to Establish an Academic Staff Hearing and Appeals Standing Committee

WHEREAS, the Academic Staff Personnel Rules contain several references to committees dealing in employee appeals, grievances, complaints, or reviews, including the Academic Assembly Rules Committee (19.01), the ASA Appeals, Grievances, and Disciplinary Hearings Committee (19.01), and the Academic Staff Review Committee (15.02); and

WHEREAS, the current Academic Staff Assembly By-Laws do not include any of these committees within the defined list of committees in Chapter II, Articles I and II; and

WHEREAS, the current By-Laws refer to an Appeals or Review committee convened by the Chairperson of the Academic Staff Assembly on an ad hoc basis as needed, in Chapter II, Article III; and

WHEREAS, UW System Administrative Policy 1233 refers to a grievance review committee established through shared governance, states that University of Wisconsin System academic staff are subject to Chapter UWS 11 of the Wisconsin Administrative Code and notes that academic staff governance bodies will need to make the necessary changes to incorporate the impartial hearing officer concept into their respective rules; and

WHEREAS, UW System Administrative Policy 1233 defines an impartial hearing officer in this instance as “a grievance review committee established through shared governance”.

THEREFORE, BE IT RESOLVED that the Academic Staff Assembly will establish the “**Academic Staff Hearing and Appeals Committee (ASHAC)**” to serve as the impartial hearing officer referenced; and

BE IT FURTHER RESOLVED that the current By-Laws be updated to add “7. Academic Staff Hearing and Appeals Committee” to the list of standing committees contained in Chapter II, Article II, Section 2; and

BE IT FURTHER RESOLVED that all references to an appeals or review committee in the Academic Staff Personnel Rules and By-Laws be updated to refer to the Academic Staff Hearing and Appeals Committee; and

BE IT FURTHER RESOLVED that Article II, Section 3 of the By-Laws will be updated to add the following language:

Section 7 - Academic Staff Hearing and Appeals Committee Function

- The primary function of the committee is to act as the hearing body for academic staff personnel matters including appeals of non-renewal, layoffs, and dismissal for cause as well as complaints and grievances.
- The secondary function of the committee is, upon completion of any appeals or reviews, to make recommendations to university leadership designed to address any current procedures, forms, or



methods of communication that may be updated or improved upon in order to prevent future occurrences of similar grievances, complaints, reviews, or appeals.

- The committee is convened as necessary throughout the calendar year.

Members:

- 3 academic staff appointed by the Chair, including at least one with instructional status
- Chaired by the Past Chair of the Academic Staff Assembly or designee of the Chair
- Each member must represent a separate constituency at the time of their appointment to the committee.
- A list of alternate members will be established by the Committee at its first meeting of the academic year to serve in the event of a conflict of interest preventing a member from completing a review or appeal.

Action Date	2/28/24			
Action	Approved	Rejected	Tabled	Other
Vote Detail	Ayes	Nays	Abstentions	Other