May 8, 2018

To: Dean Van Galen, Chancellor  
116 North Hall  
University of Wisconsin – River Falls

From: Mialisa Moline, Chair  
Faculty Senate  
University of Wisconsin – River Falls

Re: UWRF Faculty Senate Resolution 8

The resolution below was approved by the Faculty Senate on May 2, 2018.

Resolution In Support of Improvements in Inclusivity and Belonging for Instructional Academic Staff

Whereas Instructional Academic Staff (IAS) are important and valuable contributing members to accomplishing the UWRF campus mission;

Whereas Instructional Academic Staff fill vital roles in helping UWRF meet its students’ educational needs;

Whereas many Instructional Academic Staff at UWRF are not, in practice, the temporary labor those job descriptions were designed to represent. In many cases, they are long-term employees having worked at UWRF for years, even decades.

Whereas UWRF clearly defines faculty to include Instructional Academic Staff, officially recognizing their importance in completing the campus mission;

Whereas the vast majority of Instructional Academic Staff at UWRF are employed through fixed-term, terminal contracts of one year in duration;

Whereas Instructional Academic Staff are one of the most exploited labor groups in higher education today due to current labor conditions that include but are not limited to a clear lack of job security, fair wage issues, and the absence of a clear feeling of others’ respect for the work IAS accomplish;
Whereas the Academic Staff Council at UWRF recently found a policy that had been unenforced in years past – a policy of exclusion for the vast majority of IAS on the UWRF campus;

Whereas the Academic Staff Council at UWRF states its intent to address this policy so it will be more inclusive of IAS in the near future;

Whereas Faculty Senate encourages IAS to run for a seat in either their respective college/division or in the junior at-large category;

Whereas Faculty Senate has had IAS senators in years past and hopes to have IAS senators in years to come;

Whereas Faculty Senate compensates Instructional Academic Staff for their service, in recognition of the fact that service is not expected of Instructional Academic Staff (not a part of the contractual agreement) but is a critical component of achieving improved employment conditions for IAS;

Whereas administration, faculty, and staff at UWRF are aware of the concerns of IAS (through recent campus climate survey results and anecdotal evidence) and seek to improve working conditions for this group of employees;

Be it therefore resolved that the Faculty Senate encourages the Academic Staff Council to continue their work to be more inclusive of IAS, hopefully achieving a fair distribution of representation;

Be it also resolved that the Faculty Senate of UWRF strongly encourages the Deans and Department Chairs across campus to employ the historical performance, current rank, and new merit system for IAS in granting longer employment contracts (three-year contractual agreements for terminal contracts) as soon as humanly possible, in a manner appropriate to recognizing the efforts of these valuable employees;

Be it further resolved that the Faculty Senate of UWRF encourages administration to continue to develop the means for IAS to improve their labor conditions at UWRF over time.