



**BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM  
EXECUTIVE COMMITTEE**

Thursday, April 16, 2020  
2:30 p.m.

To be held by video/telephone conference

AGENDA

1. Calling of the roll
2. Review and approval of amendments to Regent Policy Document 20-21, University Personnel Systems, related to employee furloughs
3. Adjourn

*The meeting will be webcast at <http://www.wisconsin.edu/regents/board-of-regents-live-streaming> on Thursday, April 16, 2020, from 2:30 p.m. to approximately 3:00 p.m.*

**AMENDMENTS TO  
REGENT POLICY DOCUMENT 20-21,  
UNIVERSITY PERSONNEL SYSTEMS  
RELATED TO EMPLOYEE FURLOUGH PROCEDURES**

**REQUESTED ACTION**

Adoption of Resolution 2., approving amendments to Regent Policy Document 20-21, "University Personnel Systems."

**Resolution 2.** That, upon the recommendation of the President of the University of Wisconsin System, the UW System Board of Regents approves amendments to Regent Policy Document 20-21, "University Personnel Systems" and authorizes the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison to formulate operating policies and procedures related to employee furloughs.

**SUMMARY**

The University of Wisconsin System is facing increased fiscal challenges as a result of the COVID-19 crisis. As a result, the Executive Committee of the Board of Regents, under the authority granted to the Board in [Wis. Stats. s. 36.115](#), is being asked to modify Regent Policy Document 20-21 to authorize the UW System President and the UW-Madison Chancellor to create furlough policies. The furlough policies will provide options in addition to the other workforce reduction and cost saving measures, to address these financial challenges in a way that minimizes layoffs and maximizes the UW System's ability to continue to perform its critical educational and outreach mission. The furlough process is not a substitute for layoff, non-renewal, or termination processes as outlined in the Wisconsin Administrative code, systemwide policies, and institutional policies. The proposed changes to Regent Policy Document 20-21 are included in Attachment A.

## **Presenter(s)**

- Ray Cross, UW System President
- Quinn Williams, UW System General Counsel

## **BACKGROUND**

Wis. Stat. § 36.115(2) directs the Board of Regents to develop a personnel system for all system employees except system employees assigned to the University of Wisconsin at Madison (UW- Madison), and Wis. Stat. § 36.115(3) directs the Chancellor of UW-Madison to develop a personnel system for all system employees assigned to UW-Madison. RPD 20-21 was created to implement the Board of Regents' statutory authority [§ 36.09(1)] to create and administer both university personnel systems. RPD 20-21 authorizes the UW System President and the UW-Madison Chancellor to formulate operating policies to administer the two personnel systems. Prior to initial implementation, any operating policies created pursuant to this amendment must be reviewed by the Board of Regents.

## **Previous Action or Discussion**

Regent Policy Document 20-21, "University Personnel Systems" was created by the Board on December 7, 2012, with the adoption of Resolution 10153.

## **Related Policies**

- Chapter 36, Wisconsin Statutes
- Wis. Stat. § 227.01(13)(Lm)
- Chapters UWS 1-13, Wis. Admin. Code
- RPD 6-3, Delegation of Authority to President for Personnel Actions
- RPD 6-4, Search and Screen Procedures for Chancellors, Senior Vice Presidents or Vice Presidents
- RPD 6-5, Executive Salary Structure
- RPD 6-6, Delegation to System President

## **ATTACHMENTS**

- A) Proposed Amendments to Regent Policy Document 20-21, University Personnel Systems

## **Proposed Amendments to Regent Policy Document 20-21, University Personnel Systems**

### **Scope**

This policy applies to all UW institutions and their employees subject to university personnel systems under Wis. Stat. § 36.115.

### **Purpose**

Wis. Stat. § 36.115(2) directs the Board of Regents to develop a personnel system for all system employees except system employees assigned to the University of Wisconsin at Madison (UW- Madison), and Wis. Stat. § 36.115(3) directs the Chancellor of UW-Madison to develop a personnel system for all system employees assigned to UW-Madison. The purpose of this policy is to implement the Board of Regents' statutory authority [§ 36.09(1)] to create and administer both university personnel systems.

Both personnel systems must include a civil service system, a grievance procedure that addresses employee terminations, and provisions that address employee discipline and workplace safety. These and other elements of the personnel systems will be administered through operational polices for each personnel system.

### **Policy Statement**

Under Wis. Stat. § 36.09(1), the Board of Regents is vested with the primary responsibility for the governance of the University of Wisconsin System. In discharging this responsibility, it is the Board's policy to promote the development of university personnel systems that allow UW institutions to attract, develop, and retain a diverse and highly qualified workforce that will effectively and efficiently pursue the missions of the UW System and each UW institution. The university personnel systems shall include:

1. merit-based recruitment and assessment policies, practices, and performance goals that promote the development of a productive, accountable, and trusted workforce;
2. equal employment opportunity by ensuring that all personnel actions, including hiring decisions, length of tenure or term, and condition or privilege of employment, are based on an individual's ability to perform the duties and responsibilities of the particular position without regard to race, sex, gender identity or expression, color, creed or religion, political affiliation, disability, sexual orientation, national origin, ancestry, age, or any other prohibited basis of consideration; and

3. compensation structures and tools that reflect the following factors: market, performance, internal equity, and cost of living.

The Board's authority over the personnel systems of the UW System includes but is not limited to the following:

1. designation of positions to appointment types, to include faculty appointments, academic staff appointments, limited appointments, university staff appointments, and other appointments such as employees-in-training and students;
2. position titling systems;
3. recruitment and appointment of employees;
4. pay plans;
5. workplace safety programs;
6. a leave system (i.e., sick leave, vacation, personal holiday, and other leaves of absence);
7. employer and employee paid benefits;
8. a standard work week and legal holidays;
9. support for ongoing education of supervisors and for employee education and career development;
10. a program for employee performance evaluation;
11. just cause and due process protection as applicable;
12. workplace expectations;
13. employee discipline and grievance procedures; ~~and~~
- [14. layoff procedures; and](#)
- [15. furlough procedures.](#)

### **Oversight, Roles & Responsibilities**

The Board of Regents delegates to the President of the UW System or his or her designees the authority to implement and maintain a personnel system for all UW System employees except employees assigned to UW-Madison. The Board of Regents authorizes the President or his or her designees to formulate operating policies to administer this personnel system. The Board of Regents delegates to the Chancellor of UW-Madison or his or her designees the authority to implement and maintain a personnel system for all System employees assigned to UW-Madison. The Board of Regents authorizes the UW-Madison Chancellor or his or her designees to formulate operating policies to administer the personnel system for all System employees assigned to UW-Madison. Prior to initial implementation, the policies related to the [4415](#) areas enumerated above are subject to review by the Board of Regents. The Board further authorizes the President to delegate to individual Chancellors of institutions other than UW-Madison the administration and oversight of the personnel system for all system employees except system employees assigned to UW-Madison.

### **Related Regent Policies and Applicable Laws**

Chapter 36, Wisconsin Statutes

Wis. Stat. § 227.01(13)(Lm)

Chapters UWS 1-13, Wis. Admin. Code

RPD 6-3, Delegation of Authority to President for Personnel Actions

RPD 6-4, Search and Screen Procedures for Chancellors, Senior Vice Presidents or Vice Presidents

RPD 6-5, Executive Salary Structure

RPD 6-6, Delegation to System President

History: Res. 10153, adopted 12/07/2012, created Regent Policy Document 20-21 and replaced the following:

- RPD 6-1 (formerly 72-1) created by Res. 58, adopted 01/07/1972.
- RPD 6-2 (formerly 78-5) created by Res. 1678, adopted 06/09/1978.
- RPD 20-1 (formerly 73-10) created by Res. 506, adopted 06/08/1973; amended by Res 1092, adopted 10/24/1975.
- RPD 20-3 (formerly 75-3) created by Res. 984, adopted 04/11/1975.
- RPD 20-4 (formerly 77-2) created by Res. 1386, adopted 02/11/1977.
- RPD 20-6 (formerly 89-8) created by Res. 5364, adopted 11/10/1989, and replaced Regent Policy Documents 74-9 and 78-3; amended by Res. 8457, adopted 10/05/2001; repealed and recreated by Res. 9704, adopted 12/11/2009; amended by Res. 9938, adopted 06/10/2011.
- RPD 20-8 (formerly 91-14) created by Res. 5980, adopted 12/06/1991; portions delegated by Res. 9910, adopted 04/08/2011.
- RPD 20-10 (formerly 94-6) created by Res. 6698, adopted 06/19/1994; amended by Res. 7802, adopted 11/06/1998; amended by Res. 8745, adopted 10/10/2003.
- RPD 20-11 (formerly 96-2) created by Res. 7178, adopted 04/12/1996); amended by Res. 7803, adopted 11/06/1998; amended by Res. 8817, adopted 04/02/2004.
- RPD 20-12 (formerly 98-1) created by Res. 7651, adopted 03/06/1998.
- RPD 20-13 (formerly 98-6) created by Res. 7802, adopted 11/06/1998; amended by Res. 8745, adopted 10/10/2003.
- RPD 20-15 (formerly 00-6) created by Res. 8227, adopted 10/06/2000.
- RPD 20-17 (formerly 91-13) created by Res. 5977, adopted 12/06/1991.
- RPD 20-18 (formerly 05-1) created by Res. 9091, adopted 11/11/2005; amended by Res. 9908, adopted 04/08/2011.

SEE ALSO:

SYS 1200 Series: University Personnel System Operational Policies