



State of Wisconsin  
2017 - 2018 LEGISLATURE

LRB-1218/P2  
MDK:klm

DOA:.....Krall, BB0160 - Faculty workload policy

**FOR 2017-2019 BUDGET -- NOT READY FOR INTRODUCTION**

**AN ACT** ...; **relating to:** the budget.

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*Analysis by the Legislative Reference Bureau*

**EDUCATION**

**HIGHER EDUCATION**

This bill requires the Board of Regents of the UW System to develop and implement a plan no later than January 1, 2018, that includes specified policies for each institution within the UW System, including UW-Madison. The plan must include policies for monitoring faculty and instructional academic staff teaching workloads, including requirements for individual faculty and instructional academic staff members to report the number of hours spent teaching to UW System administration. Also, the plan must include policies for rewarding faculty and instructional academic staff who teach more than a standard academic load. The bill also requires the Board of Regents and the chancellor of UW-Madison to revise their personnel systems and employment relation policies and practices as necessary to be consistent with the plan or revised plan. In addition, the bill requires the Board of Regents and UW-Madison chancellor to include aggregate data on faculty and instructional academic staff teaching hours in annual accountability reports submitted to the governor and legislature under current law. The Board of Regents must also publish the aggregate data on the accountability dashboard on the UW System's Internet site. Finally, the Board of Regents must provide links to individual faculty and academic staff member teaching hours on that dashboard.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

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***The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:***

**SECTION 1.** 36.115 (2) of the statutes is amended to read:

36.115 (2) The Except as provided in sub. (8), the board shall develop a personnel system that is separate and distinct from the personnel system under ch. 230 for all system employees except system employees assigned to the University of Wisconsin-Madison.

**SECTION 2.** 36.115 (3) of the statutes is amended to read:

36.115 (3) The Except as provided in sub. (8), the chancellor shall develop a personnel system that is separate and distinct from the personnel system under ch. 230 for all system employees assigned to the University of Wisconsin-Madison.

**SECTION 3.** 36.115 (5) (b) of the statutes is amended to read:

36.115 (5) (b) The board may not implement the personnel system developed under sub. (2) unless it has been approved by the joint committee on employment relations. This paragraph does not apply to revisions made under sub. (8) (b).

**SECTION 4.** 36.115 (5) (c) of the statutes is amended to read:

36.115 (5) (c) The chancellor may not implement the personnel system developed under sub. (3) unless it has been approved by the joint committee on employment relations. This paragraph does not apply to revisions made under sub. (8) (b).

**SECTION 5.** 36.115 (7) of the statutes is amended to read:

36.115 (7) The Except as provided in sub. (8), the board shall establish and maintain consistent employment relations policies and practices for all system

employees except system employees assigned to the University of Wisconsin-Madison.—The, and the chancellor shall establish and maintain consistent employment relations policies and practices for all system employees assigned to the University of Wisconsin-Madison.

**SECTION 6.** 36.115 (8) of the statutes is created to read:

36.115 (8) (a) No later than January 1, 2018, the board shall develop and implement a plan that includes all of the following for each institution within the system, including the University of Wisconsin-Madison:

1. Policies for monitoring teaching workloads of faculty and instructional academic staff, including requirements for individual faculty and instructional academic staff members to report the number of hours spent teaching to the system administration.

2. Policies for rewarding faculty and instructional academic staff who teach more than a standard academic load.

(b) The board and the chancellor shall revise the personnel systems developed under subs. (2) and (3) and the employment relations policies and practices established under sub. (7) as necessary to ensure that the systems, polices, and practices are consistent with the plan required under par. (a).

**SECTION 7.** 36.65 (2) (dm) of the statutes is created to read:

36.65 (2) (dm) *Teaching hours.* Aggregate data on teaching hours reported under s. 36.115 (8) (a) 1.

**SECTION 8.** 36.65 (6) of the statutes is created to read:

36.65 (6) ACCOUNTABILITY DASHBOARD. (a) In this subsection, “accountability dashboard” means the accountability dashboard that the board publishes on the system’s Internet site.

(b) The board shall publish aggregate data on teaching hours reported under s. 36.115 (8) (a) 1. on the accountability dashboard. The board shall make accessible via links on the accountability dashboard the teaching hours reported by individual faculty and academic staff members under s. 36.115 (8) (a) 1.

**(END)**