

The University Senate of Michigan Technological University

PROPOSAL 13-04

POSITION STATEMENT REGARDING THE VALUE OF PROFESSIONAL STAFF TO THE UNIVERSITY

Rationale

A visible statement from the University President and Provost recognizing the value of professional staff to the University will contribute to both professional staff morale and to the climate of support in the University. Such a statement is a necessary step toward redressing entrenched perceptions that professional staff are not valued and are not treated equitably. Task Force on Career Opportunities for Professional Staff discussions with professional staff indicate that such perceptions are widely held and as such, must be addressed.

Proposal

The following position statement should be approved, and posted prominently on the University's Web site and included in the Personnel Handbook.

Professional staff contribute significantly and diversely to the University's research, education, and service missions. The University is committed to recognizing and rewarding these contributions and to retaining and promoting professional staff based upon these contributions. To this end, the University provides and requires standard practices of evaluation, training, transfer, and promotion of professional staff to ensure fair and equitable opportunities for career development among professional staff.

Implementation

This statement should be included in the next printing of the Handbook. Putting this statement on the Web site should not incur any significant expense.

Adopted by Senate: 14 January 2004

Approved by President: 22 January 2004