

University of Wisconsin-Madison
Secretary of the Faculty
133 Bascom Hall

**FACULTY SENATE MEETING AGENDA
MATERIALS
for**

1 October 2018

*The University Committee encourages senators to discuss
the agenda with their departmental faculty prior to meeting.*



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

**FACULTY SENATE AGENDAS, MINUTES, RECORDINGS,
TRANSCRIPTIONS AND FACULTY DOCUMENTS, INCLUDING FACULTY
POLICIES AND PROCEDURES, ARE AVAILABLE:**

secfac.wisc.edu/governance/faculty-senate/

FACULTY SENATE MEETING
Monday, October 1 2018 - 3:30 p.m.
272 Bascom Hall

AG E N D A

1. Memorial Resolutions for:
Professor Emerita Margo Melli (Faculty Document 2757)
Professor Emeritus John Moskwa (Faculty Document 2758)
Professor Emeritus Fritz Mueller (Faculty Document 2759)
Professor Emeritus Wayne Otto (Faculty Document 2760)
2. Announcements/Information Items.
State of the University.
3. Question Period.
4. Minutes of May 7. (*consent*)
5. Highlights of Faculty Legislation 2017-2018. (Faculty Document 2761)
6. Faculty Committees General Election Spring 2018 Results. (Faculty Document 2762)
7. Confirmation of committee appointment: Associate Professor Kurt Paulsen (Planning and Landscape Architecture) to serve on the Campus Planning Committee for a 4-year term to represent environmental concerns (*vote*)
8. Resolution on Extension faculty tenure. (Faculty Document 2763) (*first reading*)
9. Consensual Relationship Policy. (Faculty Document 2764) (*first reading*)

Upcoming Faculty Senate Meetings - 3:30 p.m., 272 Bascom Hall
November 4, December 3, 2018
February 4, March 4, April 1, May 6, 2019

**FACULTY SENATE
MINUTES
07 May 2018**

Chancellor Rebecca Blank called the meeting to order at 3:30 p.m. with 142 voting members present (110 needed for quorum). Memorial resolutions were offered for Professor Emeritus Roswell Boutwell ([Faculty Document 2743](#)), Professor Emerita Joan Hazel Carter ([Faculty Document 2744](#)), Professor Emeritus Matthew Davis ([Faculty Document 2745](#)), Professor Emeritus Frank Groves ([Faculty Document 2746](#)), Professor Patricia Keely ([Faculty Document 2747](#)), Professor Emeritus Daniel Kunene ([Faculty Document 2748](#)), and Professor Emeritus Alexander Skinner ([Faculty Document 2749](#)).

Chancellor Blank reported on several administrative searches, announced the launch of [Bucky on Parade](#), and offered her year-end thanks to several people. She also pointed to the report and recommendations of a group [reviewing the history of student organizations using](#) operating under the name Ku Klux Klan in the 1920s. Outgoing University Committee chair Anja Wanner outlined key activities of the past year and also offered her own year-end thanks. There were questions and comments about the [Thompson Center](#), the public history project growing out of the aforementioned study, alternative UW Foundation investment options, and support and resources for faculty and staff experiencing harassment. The minutes of the meeting of [April 2, 2018](#), were [approved](#).

Associate Professor Nick Hillman (Educational Leadership & Policy Analysis) [presented](#) the annual report of the Committee on Undergraduate Recruitment, Admissions, and Financial Aid ([Faculty Document 2750](#)). Professor Doug Reindl (Engineering Professional Development, District 42) [presented](#) the annual report of the Recreational Sports Board ([Faculty Document 2751](#)). Associate Professor Steph Tai (Law School, District 44), accompanied by committee co-chair Kelly Krein, [presented](#) the annual report of the Committee for Gay, Lesbian, Bisexual, Transgender, and Queer People in the University (GLBTQPiU) ([Faculty Document 2752](#)). Professor Bret Larget (Botany, District 47) [presented](#) the annual report of the Committee on Women in the University ([Faculty Document 2753](#)). Associate Dean of the College of Letters and Science Sue Zaeske [presented](#) a proposal to restructure the UW-Madison Linguistics Department into the Language Sciences Program ([Faculty Document 2754](#)). There were no comments or questions on any of the foregoing reports.

Professor Steve Ventura (University Committee, District 120) [presented](#) for discussion the report of the tenure working group of the Madison-Extension Governance Integration Committee ([Faculty Document 2755](#)), which includes the recommendation that UW-Extension faculty retain the tenure that they have earned and be subject to post-tenure review under the UW-Madison policy. There were two comments, one about the nature of tenure as a right to due process rather than a guarantee and the other underscoring the need to appropriately accommodate Extension faculty who have not yet achieved tenure.

Professor Anja Wanner (University Committee, District 120) [moved adoption](#) of [Faculty Document 2700](#), which clarifies the language of *Faculty Policies and Procedures* (FPP) 3.05.H. regarding eligibility of academic staff to serve as major advisors to graduate students. A discussion about whether the Graduate School has to approve departmental policies resulted in a consensus that it does not, as this is a departmental decision. Thus, Chancellor Blank asked for [consent](#) to change “Exceptions may be granted by the dean of the Graduate School...” to “Exceptions will be granted by the dean of the Graduate School...” There was no objection. Following one other comment, the motion [passed](#) by voice vote without dissent.

Professor Wanner [moved adoption](#) of [Faculty Document 2732](#), which creates a new FPP Chapter 6 shared governance committee focused on immigration and international issues. There was no discussion and the motion [passed](#) without dissenting votes. Professor Wanner, noting substantial changes based on the first reading, [moved adoption](#) of [Faculty Document 2741](#), which recommends changes to FPP to clarify that all reviews for promotion must commence before the end of the 6th clock year. Professor Eric Sandgren (Pathobiological Sciences, District 113) [moved to amend](#) the document by deleting the sentence “It is generally expected that, except under extraordinary circumstances, completely new information will not be considered as part of any divisional committee reconsideration.” The motion was seconded. Following ample

discussion, the motion failed by a show of hands. Professor Lauren Trepanier (Medical Sciences) moved to amend the sentence above to “It is generally expected that, except under extraordinary circumstances, accomplishments that were generated after the date of first consideration will not be allowed.” The motion was not seconded and therefore not considered. The motion as amended passed by voice vote. Associate Professor Kurt Paulsen (Planning & Landscape Architecture, District 22) moved adoption of [Faculty Document 2756](#), a resolution on payment of mandatory fees by graduate assistants. The motion was seconded. Professor Terry Warfield (School of Business) moved to postpone this resolution to the October meeting. The motion was seconded. Following substantial discussion, Professor Noah Weeth Feinstein (Community & Environmental Sociology, District 18) called the question. The motion to call the question was seconded and passed by voice vote. The motion to postpone failed by a voice vote. Assistant Professor Kathryn McGarr (Journalism & Mass Communication, District 61) moved to amend to remove items 3 and 4 from the second “resolved” clause of the resolution. Following some discussion, a voice vote on the amendment was indeterminate and a hand count revealed that quorum had been lost. As this was the last meeting of the current Senate, the motion fell to the ground.

Chancellor Blank adjourned the meeting at 5:29 p.m.



Steven K. Smith
Secretary of the Faculty

Memorial Resolution of the Faculty of the University of Wisconsin-Madison On the Death of Professor Emerita Marygold Shire Melli

Marygold Shire Melli helped break down barriers to women being lawyers. When she entered law school in 1947, she was one of the few women to attempt this career. It helped that she was very smart. Despite graduating from law school with honors, Melli could not find work with any law firm. Undeterred, for ten years she used her exceptional legal and negotiating skills to draft major legislative reforms to Wisconsin's criminal and juvenile codes. This led to changes in Wisconsin law that far exceeded what she could have accomplished representing private clients. In 1959, Margo became a professor at the University of Wisconsin Law School. She was the first woman to serve there and one of the first to be a law professor anywhere.

She also was a model of the ideal University of Wisconsin Law Professor. As new demands on the legal system appeared in American society, she helped the legal system cope with them. Traditionally, law schools emphasized business and economic problems. Melli said that she wanted to expand the subject of legal study to "the people handling parts of the law." She created courses that looked at marriage and divorce, children's rights, law and the elderly and juvenile justice. Her research informed her students, but also the courts and legal officials who have to cope with difficult social problems in these areas.

She was a role model for many women, a mentor, a fine classroom teacher, a researcher, a member of many committees charged with such tasks as running the law school, the university, various legal agencies, her community and causes such as the arts in her city, county, state and nation.

She did so many important things during her career that all we can do is offer a few examples. During the first years of her career, there were many major changes in family law. Professor Melli conducted research and wrote articles about such things as child custody after divorce, developing mathematical standards for child support, bargaining under no-fault divorce and exploring new family forms. She wrote "friend of the court" briefs that were submitted to appellate courts. She was active in many associations of professors, judges, court officials and lawyers who specialized in family law, and she started journals and wrote columns that focused on reported decisions by appellate courts dealing with family law issues.

The Wisconsin Law Foundation gave Melli the Belle Case LaFollette Award for outstanding service to the legal profession. The State Bar of Wisconsin recognized her lifelong contributions to the advancement of women in the legal profession. The Family Law Section the State Bar gave her an award for outstanding service to that section. Melli's scholarship in the field of family law also earned her recognition both nationally and internationally. She was appointed to leadership roles with the American Law Institute, the American Academy of Matrimonial Lawyers and the International Society of Family Law.

Melli was a good citizen and did more than her share of the committee work necessary to run the law school and the university. She was the Associate Dean of the Law School during the troubled time of protests against the war in Vietnam. She chaired the executive committee of the University Faculty. No tribute to Melli would be complete without acknowledging her tireless work to ensure the hiring of women faculty at the University of Wisconsin Law School and in steering countless numbers of her women students into important teaching positions throughout the country. Capitalizing on this work, she became the Chair of the Chancellor's Task Force on Gender Equity and Co-Chair of a Regents' Task Force on the Status of Women. The Regents also gave her an award for Outstanding Contributions to the Advancement of Women in Higher Education.

Submitted by
Professors Macaulay, Claus and Weisberger

Memorial Resolution of the Faculty of the University of Wisconsin-Madison On the Death of Professor Emeritus John J. Moskwa

John J. Moskwa — January 20, 1950 – June 3, 2017

On the lips of a master, a trumpet calls out notes of magnificent clarity and brilliance. In John Moskwa's hands, the brilliance of his trumpet call brought forth exhilarating sounds that thrilled the senses and brightened the soul. The dedication and discipline that he brought to developing his trumpet playing skill at a young age placed him well along the path to a career as a professional musician amongst the world's finest.

While he maintained his life-long love of music, John's life veered off in a decidedly different professional course, leading to an outstanding career in Engineering, in which he scaled even greater heights.

Professor John J. Moskwa died on June 3rd, 2017 after battling cancer. He was born on January 20, 1950 in Harrisville, Michigan and raised on a farm until age eight, when his family moved to Detroit. As a child he loved music, and he studied and performed music seriously throughout high school and his twenties. Meanwhile, a job as a diesel mechanic developed his interest in engineering, ultimately leading to study at Henry Ford Community College, the University of Michigan, and MIT and then on to a professorship at the UW-Madison. He lived in Madison for the rest of his life, retiring from the UW in January 2016. He is survived by his two children - in whom he took great pride - Joe and Susan Moskwa, and his wife - who he loved deeply - Arlinda Michael.

Musician

Professor Moskwa was an accomplished professional musician who studied and performed at Tanglewood, and then at the Cleveland Institute of Music, where he was Principal Trumpet under conductor James Levine and played a number of operas with the Cleveland Orchestra.

After a position teaching trumpet at the University of Guadalajara and playing Principal Trumpet with the Symphony Orchestra of the Northwest Professor Moskwa returned to the US the following year, playing briefly with the Detroit Symphony and then with the Bloomington, MN Symphony. Even after his professional interests turned toward engineering, he continued to play music throughout his life, regularly performing trumpet with organ, choir, or chamber ensembles in Madison at Bethel Lutheran Church, Luther Memorial Church, and other venues.

Mechanic & Engineer

Professor Moskwa started his professional mechanical career as a diesel mechanic and proceeded to work as an engineer at Cummins Engine, at GM Research Labs, and at the US Army Tank Automotive Command where he installed dynamic powertrain models on their Cray supercomputer and analyzed components of advanced tank designs. While on sabbatical in England, he was a Senior Technical Specialist in the Advanced Powertrain Group for Ford's R&E Centre. He was also a Visiting Scholar at Cambridge University and worked with students there on transient test systems.

Prof. Moskwa was founder and President of Powertrain Consultation & Research, LLC, an engineering consulting company. He consulted with many of the largest domestic and international manufacturers of engines and powertrain systems, and provided expert testimony in civil litigations, US Patent Office proceedings, International Trade Commission actions, and in criminal litigations on behalf of the US Department of Justice.

Professor – Department of Mechanical Engineering, UW College of Engineering (COE)

During his 28-year career at UW-Madison he developed and taught courses in linear and nonlinear automatic control, vehicle dynamics and design, powertrain systems, dynamic systems, thermodynamics, and hybrid vehicles. He collaborated with colleagues in the ME, Ch & BE, and ECE Depts. He established and directed the Powertrain Control Research Laboratory (PCRL) to bring powertrain transient and systems research into the ME Dept. He established and led the COE's Hybrid Electric Vehicle program—the largest student project program in the College's history, and still active today. He helped develop both the innovative *Introduction to Engineering* course and the *Teaching Improvement Program* in the COE. He was awarded 5 patents, published over 80 peer-reviewed publications and over 30 internal technical reports for various companies, mentored over 45 Master's and/or Ph.D. students who performed research in PCRL, and supported numerous other students and international visiting scholars who worked on research projects in PCRL. His research and teaching garnered numerous awards, among them the prestigious ASME Draper Innovative Practice Award and the SAE Cole Award for Automotive Engineering Innovation. Professor Moskwa was the only university professor in the world to have received this award in its 39-year history. MIT Technology Review called it “SAE's most prestigious award for automotive-engineering innovation.” He was a Senior Member of IEEE and a Fellow of both SAE and ASME.

Professor Moskwa's PCRL was a world-class laboratory that showcased the highest standards of engineering excellence reflecting the brilliance, ingenuity, and creativity of its founder and director as well as displaying the highest standards of quality workmanship characteristic of a man who had been a professional mechanic earlier in his life. John's lab drew visitors from around the world who came to discuss the details of, among other topics, a high-bandwidth hydrostatic dynamometer that could emulate the dynamics of vehicle powertrains with multi-cylinder engines, while itself having only a single-cylinder engine. During these laboratory tours, the visitors were often treated to a special thrill (and trill) that could have been created only by someone with John's special set of talents. Who else but John Moskwa could have developed an engine dynamometer utilizing real-time software and hardware-in-the-loop control with such dynamic range that it could not only play a vital role in developing advanced powertrain controls but it could also perform a virtuoso rendition of *Bach's Partita in E for Unaccompanied Violin* as well as a stirring performance of *On, Wisconsin!* ?

John truly loved his work and took great joy and justifiable pride in his PCRL. The happiness that John enjoyed in his laboratory is, of course, what you would expect from a man who had been an arranger and trumpeter in a band that played that happiest of all music – the Polish Polka.

In the Arena

While a recitation of his many and varied accomplishments give ample credit to a career well done, no memorial resolution for John Moskwa could be complete without mention of his strength of character and his integrity. As President Teddy Roosevelt noted, “It is not the critic who counts; not the man who points out how the strong man stumbles credit belongs to the man who is actually in the arena,”

John lived those words. He was a champion of shared faculty governance and had first-hand experience in dealing with the University's Committee on Faculty Rights and Responsibilities. As a mentor to students, graduate students and young faculty he consistently fought for the rights of other individual faculty and encouraged his colleagues to defend their rights and fulfill their responsibilities to their students and colleagues and the University. Late in his career, he was a member of the University Faculty Senate and he used this position to help his colleagues understand their role in addressing the broader issues facing the University. He understood the importance of not compromising your principles in carrying out your responsibilities as a member of the faculty.

John's understanding of the faculty's role in providing direction to the University also helped govern his approach to his teaching and his interactions with his students. He well-understood that the engineering

profession bears a great responsibility in providing for a safe, efficient, effective, and prosperous society. The profession requires rigor, without room for careless work. He recognized that engineers need to develop and hone their technical skills to a high level in order to avoid making mistakes that could end catastrophically. From his days as a professional musician, he had learned his oft repeated dictum “Amateurs practice to develop the skill to play the piece right – professionals practice to *never get it wrong*.” He carried this attitude over to his engineering; he was a demanding professor and taught his students that they were members of a great and proud profession, and that it was imperative that they recognize that the profession demands great effort and results from its practitioners.

Coda

While the brilliant notes of John’s last trumpet call have faded away, the brilliance of his engineering accomplishments still sound loud and clear in paving the way for even further advancements in the field of powertrain engineering and beyond, and the friendships that he inspired through his integrity, good will, and generosity will continue to reverberate as a memorial to his life well lived.

Memorial Committee: Professors Frank J. Fronczak (Chair), Christopher Rutland, Tim Osswald

Memorial Resolution of the Faculty of the University of Wisconsin-Madison On the Death of Professor Emeritus Willard F. Mueller

Fritz was born in 1925, the great grandson of German immigrants who settled in Lebanon, WI in 1846. His parents experienced some of the hardships of the early 20th century. Fighting in France in 1918, his father suffered shell shock and gassing from which he never recovered. Then in 1932, the Great Depression resulted in his parents losing their family farm.

In 1940, Fritz's mother, who was the sole supporter of her two sons, decided to move the family to Menominee, WI so that Fritz's older brother could attend Stout Institute, now UW-Stout. For Fritz, the move was transformative. In his book, *My Growing Up Years*, Fritz says: "I discovered for the first time the pure joy of learning and participating in scholarly matters." His debate coach, Robert Mills, had an enormous impact. With Fritz as the only freshman member, the debate team won the state championship in 1941. The "whiz kid" debater was elected president of his junior class. Heady stuff for a kid who had flunked 3rd grade.

After the entrance of the U.S. into WWII, both Mueller brothers enlisted in the Navy. After 3 years in the Pacific campaign, Fritz enrolled in UW-Madison under the GI Bill. While he thrived in the intellectual environment of UW, he also found time for girls and sporting events. He met his wife, Shirley, at a Badger basketball game in 1947. They married the following year and remained loyal Wisconsin basketball fans for nearly 70 years.

After his bachelors and masters degrees at UW-Madison, Fritz went on to receive his doctorate in economics and law from Vanderbilt University under the distinguished economist, George Stocking. His field of industrial organization deals with issues of competition and monopoly and the social control of industry, especially via the antitrust laws.

The brilliance that was first ignited on the Menominee High School debate team became fully evident as Fritz moved quickly from faculty positions at the U. of California-Davis and Berkeley to UW-Madison in 1957. Then in 1961, at the age of 36, Fritz moved his family to Washington to serve in the Kennedy and Johnson administrations. At the Federal Trade Commission, Fritz demonstrated that a capable and energetic economist, backed by a competent staff and with access to key policy makers, could play a central role in formulating economic-based legal rules for antitrust enforcement. Fritz's influence went far beyond the Federal Trade Commission to the White House Staff as well as members of Congress and their staffs. The 1960s is known as one of the most aggressive decades of antitrust enforcement in no small measure due to Fritz's initiatives.

Fritz's career blended the fields of applied economics and antitrust law to design policy prescriptions for limiting market power. Convinced of the central role that "market structure" plays in affecting competition, he devoted much of his career to studying empirically the forces influencing market structure and the competitive impact of market structure on market behavior. This focus was true for the last 30 years of his career at UW-Madison. During the 1970s and 1980s, Fritz led an 18 university consortium that produced several landmark studies of competition in the U.S. food system.

For his scholarly achievements, Fritz was named a Fellow of the American Agricultural Economics Association, which captured the essence of his economic philosophy when it said: "Friends and adversaries agree that Mueller is unintimidated by special interests, unafraid of controversial issues, and dedicated to making the American economic system perform justly as well as economically." The Association also honored Fritz (and several of his colleagues) with awards for Professional Excellence in "Policy Contribution" in 1980, "Quality of Communication" in 1985, and "Quality of Research Discovery" in 1988. In 2007, Fritz was honored as one of the major Pioneers of Industrial Organization in Europe and North America. Appropriately for a Wisconsin economist, his last major study was an

innovative analysis of price manipulation of the National Cheese Exchange in Green Bay, WI. It led to the replacement of that market by a new market at the Chicago Mercantile Exchange.

Throughout his career, Fritz was actively involved in the U.S. antitrust policy and enforcement. He was a frequent advisor to Congressional committees, members of Congress, and the executive branch. From 1960-1996, he testified 28 times before congressional committees.

Fritz most prized his role as a teacher, researcher and academic colleague. These resulted in his co-authoring over 20 books and monographs and a long list of journal articles. After his death, one of Fritz's students wrote: "Fritz was Wisconsin in its purest and most intellectual tradition. Robert M. LaFollette, Charles Van Hise, Richard T. Ely, Henry Taylor, and Willard F. Mueller fostered a love for the university, its role as a source of science and empirical insight into the operation of industries, and its duty to inform and lead public policies for the betterment of the common citizen." That was our colleague, Willard Fritz Mueller.

Fritz was also devoted to his family. His beloved wife of 62 years, Shirley, died December 8, 2010. Fritz is survived by three children, Keith of Madison, Scott (Ann Pfothauer-Mueller) of Middleton, and Kay (David Emerson) of Fall River, and two grandchildren, Nicole and Christopher Mueller of Denver, Colo.

**Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Wayne R. Otto**

Wayne R. Otto of Middleton, Wisconsin was born on October 22, 1931 and died at age 86 on November 8, 2017. He grew up in Fremont, Wisconsin above the Farmer's Store on the banks of the Wolf River. He is survived by his wife of 31 years, Diane Hammer, his daughter Eleni Otto (Greg Arnold), brother Roger (Joan), nephews Tim and Luke, stepdaughter Susan Eich, and former wife Shirley Bergen.

Professor Otto received his undergraduate degree from the University of Wisconsin-River Falls in 1953. He volunteered for the United States Marine Corps, serving two years and attaining the rank of Sergeant. He then taught high school English and served as school librarian for three years. Professor Otto then earned master's (1959) and doctoral degrees (1961) at the University of Wisconsin-Madison. He held faculty positions at the University of Oregon and University of Georgia before joining the UW-Madison faculty of the Department of Curriculum and Instruction for 30 years, in 1965.

Professor Otto consistently provided guidance and leadership to his colleagues on campus and throughout the nation regarding the development of reading research. He contributed to scholarship in reading education through his publications, his service, and through his mentorship of graduate students. He particularly contributed to reading scholarship through the authorship of 15 books, over 75 journal articles, over 30 monographs, and numerous book reviews. He also was the author of a witty, critically thoughtful, and provocative column for the *Journal of Reading* for 10 years.

Further, he was a prominent member of three significant reading organizations, the American Reading Forum (serving on its Board of Directors, Programs Committee, and Editorial Board); the National Reading Conference (also serving its Board of Directors); and the International Reading Association (serving in numerous leadership capacities). Professor Otto was elected to the national Reading Hall of Fame in 1992.

Professor Otto served our campus through his leadership of the Department of Curriculum and Instruction for two terms. He also co-directed the Wisconsin Research and Development Center for Individualized Schooling, an organization that became the world's largest center for educational research. Further, he admirably served our state, founding the Wisconsin Symposium on Reading, a collaboration among UW campuses that continues to be a forum for significant political, research, and pedagogical issues.

Professor Otto was a gracious, kind, and thoughtful person who cared deeply about equity in American education and research.

Respectfully submitted by the Memorial Committee:

Mary Louise Gomez

Thomas Popkewitz

Dawnene Hassett

Highlights of Faculty Legislation, 2017-2018

Resolutions, Endorsements and Support

- Resolution Calling for the Creation and Implementation of a Campuswide Climate Action Plan (Fac doc 2699)
- Endorsement of the UW-Madison Policy on Sexual Harassment and Sexual Violence (Fac Doc 2709)
- Resolution calling on President Ray Cross to reaffirm a commitment to shared governance (Fac Doc 2734)

Academic department changes

- Arts Institute changed its name to the UW-Madison Division of the Arts (Fac Doc 2714)
- Linguistics Department restructured into the Language Sciences Program. (Fac Doc 2754)

Faculty Policies and Procedures (FPP), new sections and edits to committees

- Chapters 1 and 2 update language (Fac doc 2706)
- Chapter 11 Summer Sessions revised extensively (Fac doc 2707)
- New section establishing the Divisional Committee Review Council (DCRC) (Fac Doc 2715)
- Retirement of the Research, Safety, and Compliance Oversight Committee, rolling its functions into the University Research Council (Fac Doc 2716)
- Rename Legislation II-303 to Protected and Unprotected Expression in a Work-Related Setting (Fac Doc 2708)
- Chapter 4 to clarify and simplify divisional membership, bring in line with practice on some points, and modify practice on other points (Fac Doc 2723)
- Modifications to the charge of the Campus Diversity and Climate Committee (CDCC) (Fac Doc 2728)
- 3.05.H. regarding the role of academic staff on graduate student committees (Fac Doc 2700)
- Advisory Council on Immigration and International Student Issues turned into a standing shared governance committee (Fac Doc 2732)
- Chapter 6 updates and clarifications (Fac Doc 2733)
- A new committee was formed, Committee on Disability Access and Inclusion (CDAI), to address access and accommodation (Fac Doc 2729), and three committees whose charges were made redundant were eliminated (Fac Doc 2740)
- Language added to clarify that all promotion reviews must commence before the 6th year (Fac Doc 2741)

In addition to the legislative actions outlined above, the Faculty Senate heard 24 Memorial Resolutions in tribute to their deceased colleagues, and received 16 regular annual reports from standing committees, as well as the Final Report of the Ad Hoc Committee on 7th-year Reviews (Fac Doc 2741), and the Report of the Tenure Working Group of Madison-Extension Governance Integration Committee (Fac doc 2755). Vacancies were filled by senate confirmation on the Committee on Committees and the University Library Committee.

Faculty Committees General Election Spring 2018 Results
(see also CommitteeTracker.wisc.edu for more information)

University Committee

<u>Incoming members, 3 year terms, 2018-2021</u>	<u>Continuing members (term ends)</u>
Kirsten Wolf – German Nordic Slavic Paul Campagnola – Biomedical Engineering	Rick Amasino – Biochemistry (2019) (chair) Barbara Bowers – Nursing (2019) Steve Ventura – Soil Science (2020) Terry Warfield - Business (2020)

Committee on Faculty Rights and Responsibilities

<u>Incoming members, 3 year terms, 2018-2021</u>	<u>Continuing members (term ends)</u>
Irwin Goldman – Horticulture (2 nd term) John Mullahy, - Population Health Sciences Jennifer Reatner-Rosenhagen – History	Pilar Ossoria – Law (2019) Gloria Mari-Beffa – Mathematics (2019) Steven Nadler - Philosophy (2019) Susan Lederer – Medical History & Bioethics (2020) Mary Halloran – Integrated Biology (2020) Adam Nelson – Educational Policy Studies (2020)

Commission on Faculty Compensation and Economic Benefits

<u>Incoming members, 3 year terms, 2018-2021</u>	<u>Continuing members (term ends)</u>
Brigitte Fielder – Comparative Literature Nick Hillman – ELPA Lisa Cadmus-Bertram - Kinesiology	Bruce Thomadsen – Medical Physics (2019) Jason Yackee - Law (2019) Randolph Ashton – Biomedical Engineering (2020) Jessica Weeks – Political Science (2020)
<u>1 year term, 2018-2019</u> Jelena Todorovic – French & Italian	

University Library

<u>Incoming members, 4 year terms, 2018-2022</u>	<u>Continuing members (term ends)</u>
Richard Chappell - Statistics Amy Trentham Dietz – Pop Health Sciences	Sabine Gross – German (2019) Sarah Thal – History (2020) Yang Bai – Physics (2019) Catherine Smith – Information School (2020) Alessandro Senes – Biochemistry (2021) Lisa Bratzke – Nursing (2020)

Divisional Committee Arts & Humanities

Incoming members, 3 year terms, 2018-2021

Frederick Stonehouse – Art
Derek Johnson – Communication Arts
Jelena Todorovic – French & Italian
Andrea Harris – Dance

Continuing members (term ends)

Christopher Livanos – Comparative Literature and Folklore Studies (2019)
Venkat Mani – German Nordic Slavic (2019)
Les Thimmig – Mead Witter School of Music (2019)
Rania Huntington – Asian Lang & Cultures (2020)
Marcelo Pellegrini – Spanish & Portuguese (2020)
Mike Vandenheuvel – CANES (2020)

Divisional Committee Biological Sciences

Incoming members, 3 year terms, 2018-2021

James Stein – Medicine
Joseph Dillard – Medical Microbiology
Bermans Iskandar – Neurological Surgery
Suresh Marulasiddappa – Pathobiological Sciences

Continuing members (term ends)

David Baum – Botany (2019)
Susan Thibeault – Surgery (2019)
David Wassarman - Genetics (2019)
Jyoti Watters – Comparative Biosciences (2019)
Randy Jackson – Agronomy; Wisconsin Energy Institute (2020)
John Orrock – Integrative Biology (2020)
Caitlyn Allen – Plant Pathology (2020)
Richard Gourse – Bacteriology (2020)

Divisional Committee Physical Sciences

Incoming members, 3 year terms, 2018-2021

Paul Wilson – Engineering Physics
Larissa Back – Atmospheric & Oceanic Sciences
Tullia Dymarz – Mathematics
Alan Carroll – Geoscience

Continuing members (term ends)

Robert Anex – Biological Systems Eng (2019)
David Noyce – Civil & Environmental Eng (2019)
Krishnan Suresh – Mechanical Engineering (2020)
John Berry – Chemistry (2020)
David Lynn – Chemical & Biological Eng (2020)
Hongrui Jiang – Electrical & Computer Eng (2020)

Incoming members, 1 year term, 2018-2019

Carrie Laboski – Soil Science
John Lee – Industrial & Systems Engineering

Divisional Committee Social Sciences

Incoming members, 3 year terms, 2018-2021

Lesley Bartlett – Edu Pol Studies (2nd term)
David Canon – Political Sciences (2nd term)
Hill Goldsmith - Psychology (2nd term)
Melinda Leko – Rehabilitation Psychology & Special Education (2nd term)

Continuing members (term ends)

Marcy Carlson – Sociology (2019)
Jason Fletcher – La Follette Sch of Pub Aff (2019)
Kristine Kwekkeboom – Nursing (2019)
Lauren Papp – School of Human Ecology (2019)
Mark Rickenbach – Forest & Wildlife Ecol (2020)
Andrea Mason – Kinesiology (2020)
Bruce Hansen – Economics (2020)
Steven Deller – Agricultural & Applied Econ (2020)

Graduate Faculty Executive Committee

Incoming members, 4 year terms, 2018-2022

Arts and Humanities

Alex Dressler – CANES
Chris Walker – Dance (2021 term ends)

Partial term:

Fernando Tejedo-Herrero – Spanish & Portuguese (7/2018-12/2018)
Pamela Potter – German Nordic Slavic (7/2018-12/2018)

Biological Sciences

Gail Robertson – Neuroscience

Partial term:

Caroline Alexander (1/2019-6/2019)

Physical Sciences

Shannon Stahl – Chemistry

Social Sciences

Bret Shaw – Life Sciences Communication

Partial term:

John Sharpless - History (7/2018-12/2018)

Continuing members (term ends)

Leslie Smith – Art (2019)
Christa Olson – English (2020)

Nicole Perna - Genetics (2019)
Monica Turner – Integrative Biology (2020)
Lara Collier - Pharmacy (2021)

John Pfothenhauer – Mechanical Engineering (2019)
Yu Hu – Electrical & Computer Engineering (2020)
Steffen Lempp - Mathematics (2021)

Tracy Schroepfer – Social Work (2019)
Steph Tai - Law (2020)
Earlise Ward – Nursing (2021)

**Resolution to Transfer Tenure of University of Wisconsin-Extension Faculty to
University of Wisconsin-Madison**

WHEREAS, University of Wisconsin Board of Regents Resolution 10956 mandates that University of Wisconsin-Extension (UWEX) “be joined with UW-Madison;”

WHEREAS, the aforementioned resolution indicates that “employees ... shall continue to enjoy job security rights and shared governance consistent with their current appointment;”

WHEREAS, a joint committee of tenured faculty from UWEX and UW-Madison evaluated options and recommended that current UWEX faculty “should retain the tenure and rank they have earned” (report of the Tenure Working Group of Madison-Extension Governance Integration Committee, 5/1/2018);

THEREFORE, the Faculty Senate of the University of Wisconsin-Madison recommends to our Chancellor and to the University of Wisconsin Board of Regents that when UWEX tenured faculty are joined with the faculty of the UW-Madison on or about July 1, 2019, they will retain the full rights and responsibilities accorded to tenured UW-Madison faculty and will observe existing policies and procedures of the UW-Madison faculty including those specified for faculty hiring, promotion, and post-tenure review.

**Approval of Restructuring of UW Colleges and UW-Extension
Board of Regents Resolution 10956**

WHEREAS since 2005, UW Colleges and UW-Extension have functioned as separate UW System institutions led by a single chancellor with consolidated administrative services; and

WHEREAS demographic trends across Wisconsin indicate the decline in the number of high school graduates currently presents and will continue to pose considerable enrollment challenges for the UW Colleges; and

WHEREAS full-time student equivalent enrollment at UW Colleges campuses has declined 32% in the past seven years, and several UW Colleges campuses currently enroll only 200 FTE students; and

WHEREAS the UW Colleges' administrative and faculty leadership has worked diligently to address financial challenges, including establishing an effective regional and consolidated shared services model; and

WHEREAS the UW Colleges provide educational opportunities for an important and valued segment of the Wisconsin population through their distinct mission of open access and transfer; and

WHEREAS the UW System has long-standing partnerships with counties and municipalities that financially invest in and support the UW Colleges campuses in their communities; and

WHEREAS UW System institutions provide an important economic, civic, and cultural presence in the communities in which UW Colleges campuses are located; and

WHEREAS UW-Extension's Cooperative Extension Division has a visible presence in all seventy-two counties in Wisconsin and close ties to UW-Madison; and

WHEREAS the State benefits when faculty research expertise is tightly linked with county extension agents around the State; and

WHEREAS UW-Extension was previously part of the State's land-grant university at Madison, and integrating the extension service as a component of the state's land-grant university is consistent with other states; and

WHEREAS the other three divisions of UW-Extension – the Division of Business and Entrepreneurship, the Division of Broadcasting and Media Innovation, and the Division of Continuing Education, Outreach, and ELearning – and UW Colleges Online can all serve statewide audiences without being connected to a single institution, and can continue providing existing programs and services under UW System Administration; and

WHEREAS the affiliated foundations of the UW Colleges and UW Extension have contributed significantly to the students, faculty, communities and participants served by these institutions, and the restructuring process should strive to maintain and expand these important relationships; and

WHEREAS, restructuring the UW Colleges and UW-Extension would allow the UW System to maintain affordability for students and families by continuing to provide courses currently taught at UW Colleges institutions, while expanding access to upper-level college courses; and

WHEREAS, students will continue to be able to transfer credits to all institutions within the UW System, and the UW System will continue to identify and reduce barriers to credit transfer; and

WHEREAS, the UW System will further standardize and regionalize administrative operations and services to more efficiently use resources; and

WHEREAS, the UW System aims to leverage resources at UW institutions to move more students through the educational pipeline to better meet Wisconsin's current and projected workforce needs, which is in the economic interest of Wisconsin's citizens; and

WHEREAS, UW Colleges and UW-Extension exemplify the Wisconsin Idea and the UW System's commitment of providing affordable, quality higher education and programs for all Wisconsin residents who seek it, and it is crucial to take action to maintain and strengthen the UW System's connection to citizens, communities, and businesses across the state; and

WHEREAS based on the foregoing, President Cross recommends restructuring the UW Colleges and UW-Extension;

BE IT THEREFORE RESOLVED that, effective July 1, 2018, the UW Colleges campuses be joined with UW System universities and operate as units of those universities while maintaining the open access and transfer mission of the UW Colleges campuses and the strong partnerships with counties and municipalities in which the campuses are located; it is expected that these two-year programs will continue to allow open access recruiting and transfer to all UW four-year institutions;

BE IT FURTHER RESOLVED that, effective July 1, 2018, UW-Barron County will be joined with UW-Eau Claire; UW-Manitowoc, UWMarinette and UW-Sheboygan will be joined with UW-Green Bay; UWWashington County and UW-Waukesha will be joined with UWMilwaukee; UW-Fond du Lac and UW-Fox Valley will be joined with UW-Oshkosh; UW-Baraboo/Sauk County and UW-Richland will be joined with UW-Platteville; UW-Marathon County and UWMarshfield/Wood County will be joined with UW-Stevens Point; and UW-Rock County will be joined with UW-Whitewater; and

BE IT FURTHER RESOLVED that, effective July 1, 2018, UW-Eau Claire, UW-Green Bay, UW-Milwaukee UW-Oshkosh, UW-Platteville, UW-Stevens Point, and UW-Whitewater are authorized to grant those degrees granted by the UW Colleges and are directed to amend their mission statements accordingly if necessary; and

BE IT FURTHER RESOLVED that, effective July 1, 2018, the UWExtension Cooperative Extension Division and the UW-Extension Conference Centers be joined with UW-Madison and operate as a component part of that institution, and that the Division of Business and Entrepreneurship, the Division of Broadcasting and Media Innovation, the Division of Continuing Education, Outreach, and E-Learning, and UW Colleges Online be moved within UW System Administration as an entity that can maintain separate accreditation; and

BE IT FURTHER RESOLVED the Board of Regents anticipates that UW Colleges and UW-Extension employees who become employees of a UW System campus or UW System Administration shall continue to enjoy job security rights and shared governance rights consistent with their current appointment at UW Colleges and UW-Extension, the particulars of which will be developed by campus administration and UW System Administration in consultation with relevant governance bodies, and

BE IT FURTHER RESOLVED that President Cross is authorized to conduct any necessary planning and implementation to effectuate this resolution; and

BE IT FURTHER RESOLVED that President Cross shall provide regular updates to the Board of Regents on the progress of the planning and implementation of this restructuring; and

BE IT FURTHER RESOLVED that, to the extent they are inconsistent with this resolution, Regent Policy Documents 18-1, 18-2, and 19-7 are superseded.



Tenure at University of Wisconsin-Madison and University of Wisconsin Extension
Concepts and Pathways for Integration
(Tenure Working Group of Madison-Extension Governance Integration Committee, 5/1/2018)

Preamble

Last fall, without significant consultation of the faculty at UW-Madison, the UW Colleges and other UW Campuses, and University of Wisconsin Extension (UWEX), UW System President Ray Cross proposed sweeping institutional restructuring affecting all of these UW institutions. The proposal was quickly approved by the UW System Board of Regents, and among other features called for the movement of over 120 tenured and tenure track faculty from UWEX to UW-Madison, officially effective July 1, 2018. This document summarizes the work of the *tenure working group*, four faculty from each institution charged by the Madison-Extension Governance Integration Committee to: review Board of Regent resolution 10956, generate background information to aid in subsequent deliberations, identify key tenure-related issues in integration of UWEX faculty, generate potential methods to reconcile differences and provide entry pathways, and communicate with governance bodies.

Recommendation

For the singular event of UWEX joining UW-Madison, the consensus recommendation of the tenure working group is that UWEX faculty should retain the tenure and rank they have earned. These faculty will then follow UW-Madison policies and procedures for post tenure review and promotion to full professor. After this one time institutional transfer of tenure, UWEX tenure track faculty will have to earn tenure following UW-Madison policies and procedures and meet standards expected of all other UW-Madison faculty.

Background

A brief introduction to extension faculty and their roles and responsibilities

UWEX has about 120 tenured faculty and a few tenure-track faculty, who hold M.S. or Ph.D degrees. UWEX has had faculty since it was proposed in 1891, hired the first county faculty in 1912, expanded beyond agriculture in 1957, and became a separate institution in 1965. Since February of 2017, all new UWEX hires have been academic staff positions. Some faculty have connections to four-year campuses, work in units with research functions such as Wisconsin Geological and Natural History Survey, or function similar to academic departments such as the School for Workers. County-based positions throughout the state are a mixture of faculty and academic staff, with some overlap in activities and roles. Tenured and tenure track county faculty may be called 'agents' or 'educators' depending on the audience they are teaching. Agent and Educator is the historic brand identifying a trusted local person from the county UW-Extension Office providing instruction, conducting locally relevant research, and extending research-based information from UW campuses, as opposed to someone from a K-12 school district, a technical college, or a college campus.

UW-Madison has about 63 faculty (tenured and tenure-track) whose positions are partially supported with UWEX funds (10 to 80%, with the majority being 60% or more). These faculty are considered 'extension specialists' or 'state specialists'. They conduct applied research relevant to the needs of

Wisconsin, develop educational materials explaining how to use this new information to make more informed decisions (e.g., agricultural practices to improve farm profitability and environmental sustainability), deliver educational seminars and training throughout the state, and provide specialized consultation to individuals, businesses, and government. Extension specialists work with county agents/educators to fulfill the Wisconsin Idea. In addition, UW-Madison employs about 50 academic staff, who comprise about 26 FTE on UWEX funds, with roles as regional or state extension specialists.

Tenure Concepts – What is tenure?

In a legal sense, it is a guarantee of a continued academic position. Following a change in 2016 which removed state statute provisions for tenure, the guarantor is the Board of Regents (BoR) of the UW System,¹ using essentially the same language as previously embodied in statute.

What are the rights and values associated with tenure?

- Job security: In general, tenured faculty operate on the assumption of permanent retention. UW System language includes provisions for abrogating tenure in the cases of declared financial exigencies, program discontinuance, significant malfeasance or failure to carry out obligations.
- Academic freedom: A conceptual and historic basis for tenure is the notion that scholars need to be free to express (say, publish, teach, etc.) ideas, beliefs, and truths they consider important. In contemporary academic institutions, this concept is not limited to tenured faculty. All members of academic communities should feel that the institution respects and protects this right. UWEX county faculty (funded in part through agreements with county governments) note that they are vulnerable to withdrawal of county support for controversial expressions but their positions and associated academic freedom are protected by University of Wisconsin tenure.
- Titles: The title of professor is considered prestigious, conveying a notion of someone with advanced education and deep knowledge of a field. At UW-Madison and UWEX, the titles Associate Professor and Professor² are used exclusively by tenured faculty, and Assistant Professor is used for tenure-track faculty. These are the only category of employees that comprise faculty of the university. Two other titles – *research professor* and *teaching professor* are currently under consideration at UW-Madison; however, these would be academic staff positions, not faculty.
- Faculty rights: The authorities and responsibilities of UWEX and UW-Madison faculty are described in [State Statute 36.09\(4\)](#). Additional rights are itemized in UW-Madison Faculty Policies and Procedures [section 1.20 \(C\)](#) and UWEX Articles of Faculty Governance. Rights for UW-Madison faculty that would be different than most Extension faculty are related to student interactions such as establishing requirements for admission and graduation, student misconduct and discipline, developing academic programs and associated curricula, and mentoring and advising. Rights shared

¹ [Regent Policy 20-23](#) specifies that a “tenure appointment” means an appointment for an unlimited period granted to a ranked faculty member by the board [of Regents].” The board “may grant a tenure appointment only upon the affirmative recommendation of the appropriate chancellor and academic department or its functional equivalent” (with a provision for bypassing departments when tenure denial was based on impermissible factors).

² The School of Medicine and Public Health has a system of tenure for Clinical Health Science Professors, though these are technically academic staff positions.

between Madison and Extension faculty include participation in shared governance, procedures for recruitment, appointment, review of faculty colleagues, establishing independent research and/or programming, and automatic principal investigator status, though details of how these rights are executed by each organization differs.

Similarities and Differences Between UW-Madison and UWEX Faculty

Most UW-Madison faculty have obligations in research, instruction, and service. In some units, outreach is considered a component of service; in others, it is a separate activity area. Specific duties are spelled out at the department level, and broad expectations are described and enforced through tenure evaluation at a campus-wide level (Divisional Committees). Post-tenure review is conducted primarily at the department level, with review by deans. The provost is responsible for oversight of the overall process and resolving differences between those two levels of review. Some faculty are *state specialists* partially supported with UWEX funds; they may teach on the campus of their appointment and some of the academic staff state and regional specialists lead applied research activities.

Most UWEX faculty have outreach as a primary activity and have applied or locally relevant research projects that may be conducted in conjunction with extension specialists or other campus-based faculty. Specific duties are spelled out at the department level, and broad expectations are described and enforced through tenure evaluation at the division level. In general, they do not participate in university credit-bearing instruction, though they may conduct training and teach classes with other forms of credit such as CEUs. Some faculty teach or co-teach existing courses on the Madison campus. As specified in UWEX Articles of Faculty Governance [Appendix I.C](#), assessment of scholarship is based on four themes: “creative, intellectual work; reviewed by the scholar’s peers who affirm its value; added to our intellectual history through its communication; and valued by those for whom it was intended.”

Tenure evaluation

The processes for evaluating probationary faculty are substantially similar for UW-Madison and UWEX. In both cases, a recommendation is made at the department level. This decision is reviewed by an institution-wide committee (Divisional Committee for UW-Madison, Faculty Tenure Advisory Committee for UWEX), then by a dean, the Provost and Chancellor, all advisory to the BoR which confers tenure. As might be expected given different roles and expectations between UW-Madison and UWEX faculty, the nature of evidence included in a tenure dossier and the criteria used to evaluate it are similar, but not identical. Some notable differences include:

- The type of external letters in the dossier: UW-Madison Divisional Committee guidelines specify at least five “arms-length” letters from knowledgeable professionals that have not collaborated with a candidate. UWEX letters are from people familiar with the candidate’s work, including collaborators and Extension colleagues, though details of required letters vary by department.
- The role of deans in the tenure process: At UW-Madison, deans generally accept the recommendation of departments and Divisional Committees; they tend to be actively involved only in unusual circumstances or during an appeal. Deans at UWEX make tenure recommendations to the Provost, who then makes recommendations to the Chancellor. Recent reorganization of Cooperative Extension (referred to as the nEXT Generation Model) made substantial changes in county-based

faculty positions, which included requesting that recent county-based tenure-track hires convert to an academic staff position or receive a termination of employment letter.

Post Tenure Review

Post tenure review (PTR) is required by UW System; each institution develops and implements a policy that meets sixteen requirements described in the Regent Policy Document 20-9. Since the BoR adopted this policy in December 2016, both institutions have revised existing PTR procedures. In both, the review is done by the executive committee of a department or department-equivalent, based on departmental criteria. At UW-Madison the outcome of the evaluation is reviewed by the appropriate dean, and in most cases concludes at this level. At UWEX, the post-tenure review materials are reviewed by the dean, Provost and Chancellor.

While the mechanism for aligning PTR procedures is beyond the immediate charge of the Tenure Work Group, it is described above because UWEX faculty will be governed by UW-Madison procedures in the future. It is clear that “such review shall not infringe on existing faculty rights and protections” (BoR, 20-9) and “post-tenure review is not a re-evaluation of tenure” (UW-Madison Faculty Policies and Procedures, 7.17). However, after joining UW-Madison, former UWEX faculty will go through UW-Madison’s existing PTR procedures and structure, with department-level criteria appropriate to their unit, just as all other Madison faculty.

Options and Recommendation

The following describes options members of the Tenure Working Group considered for the incorporation of tenured UWEX faculty into UW-Madison after the institutions are joined. These options are based on the BoR resolutions and amendments that Cooperative Extension will be incorporated “as a component part” of UW-Madison, in a new school, and that the School for Workers will be incorporated into Division of Continuing Studies. The recommended option is the only one that does not lead to a tenured employee of the UW-System losing tenure while remaining in their position. We have agreed by consensus that this is important to the protection of faculty tenure rights at UW-Madison, and throughout the UW System.

Recommended Option

- Recognition of UW-Extension Tenure: All UWEX faculty retain their current rank and tenure in transition to UW-Madison. This is based on the observation that tenure was granted to them by the BoR, as well as language in the restructuring resolution (BoR, Resolution 7, 11/07/17): “...Extension employees who become employees of a UW System campus or UW System Administration shall continue to enjoy job security rights and shared governance rights consistent with their current appointment.” This approach would require compliance with UW-Madison policies and procedures in all aspects of faculty rights and responsibilities including post tenure review and promotion to full professor. This option preserves tenure commitments made to Extension faculty who are already UW employees, and who have been reviewed by faculty peers in their current departments and granted tenure on that basis. It also preserves the concept that once tenure is granted it may not be revoked or reconsidered without dismissal for cause. This option is considered to provide an equitable transition process that builds on the strengths of both institutions.

Options Considered But Not Recommended

- Title conversion: All UWEX faculty could be converted to academic staff with long-term horizons, with the exception of a small subset that seek to earn tenure based on standard UW-Madison criteria and procedures. This option is based on Regents' Policy 20-23 that BoR grants tenure "only upon the affirmative recommendation of the appropriate chancellor and the appropriate academic department..." UW-Madison expects that all new faculty from outside the institution, including senior administrators such as deans, undergo a rigorous evaluation of their academic record through a full tenure case. This option maintains the sanctity of UW-Madison tenure processes but is highly inequitable to UWEX faculty who earned tenure based on different criteria and are now faced with *de-tenuring* due to circumstances over which they had no control or even input. In addition, the UWEX Faculty are not new faculty who have chosen to apply for a faculty position at UW-Madison. UWEX faculty will be continuing with the same job they had as an associate professor or professor.
- Immediate option pathway: Upon transition, UWEX faculty would be given a choice of 1) conversion to job-secure academic staff, 2) assemble a tenure case for appointment as associate or full professor (within a reasonable period such as a year), or 3) receive an appointment as an assistant professor with a two to six year tenure clock. An additional consideration to recognize professional achievement of faculty that opt to convert to academic staff could be creating a title series such as *Extension Professor*. It would also be important for UW-Madison governance to work with departments and divisional committees to develop reasonable criteria for evaluating extension faculty. Unfortunately, this approach is essentially a removal of tenure and requires faculty to assemble tenure dossiers and return to tenure track positions for a second time, which would be highly inequitable. There are currently no policies on either campus for creating criteria to re-evaluate faculty tenured by the BoR in one institution that are transferred by the BoR to another institution.
- Deferred option pathway: UWEX faculty are granted provisional tenure upon transition with UW-Madison. When they are next due for a post-tenure review, UW-Madison procedures are followed, though with a hybridized set of criteria consistent with expectations of UWEX faculty applied. (It seems appropriate to apply this 1 – 6 years out from the transition rather than 0 – 5, so activities and criteria have time to be adjusted to new circumstances). For UWEX faculty integrated into existing UW-Madison departments, this would require departmental level adjustments of post tenure evaluation criteria. If UWEX faculty remain in a separate extension division, it could require additional procedures outside of the division to assure that "each faculty member's activities and performance [is] in accordance with the mission of the department, college, and institution, and the responsibilities of the faculty (FP&P 7.17)." This option would, to an extent be determined by changes in PTR specifications, subject UWEX faculty to evaluation based on criteria and activities different than those in place when hired and tenured. It could also have provisions for conversion to academic staff for faculty who don't want to go through a faculty-level PTR or who have reviews indicating "does not meet expectations." This type of conversion is currently contrary to UW-Madison policies and is a form of *de-tenuring*, which again would be highly inequitable.

Endorsement of UW-Madison Policy on Consensual Relationships

WHEREAS, the Faculty Senate has passed [Faculty Legislation II-307](#), “Statement on Consensual Relationships” which outlines the professional risks associated with voluntary romantic and/or sexual relationships between members of the university community where a conflict of interest and/or a power differential between the parties exists;

WHEREAS, the [University of Wisconsin System Task Force on Sexual Violence and Harassment](#) recommended the adoption of revisions to the Regent Policy Document on Consensual Relationships;

WHEREAS, UW System has provided a [policy template](#) on consensual relationships that each campus must use as a guide for their campus policy on consensual relationships;

WHEREAS, the Provost’s Advisory Committee on Sexual Misconduct (PAGSAM) reviewed the template and provided the policy below to the Provost, who in turn approved it;

WHEREAS, the Office of Compliance and the Office of Workforce Relations previewed the policy with shared governance groups and others and incorporated their comments into the final document;

WHEREAS, UW-Madison has incorporated policy elements into the “Preventing Sexual Harassment and Sexual Violence” custom training module regarding consensual relationships;

WHEREAS, this single overarching campus policy serves as an expression of the commitment of the UW-Madison campus community to a safe and inclusive workplace;

THEREFORE BE IT RESOLVED, the UW-Madison Faculty Senate endorses the UW-Madison Policy on Consensual Relationships.

UW Madison Policy on Consensual Relationships

Functional Owner	Office of Human Resources
Executive Sponsors	Provost, VCFA, VCLA
Policy Contact	Office of Human Resources; Office of Compliance, Title IX Coordinator

I. Purpose of Policy

The purpose of this policy is to ensure that the employment and academic environment is free from real or perceived conflicts of interest when UW employees, students, and affiliated individuals, in positions of unequal power, are involved in consensual romantic or sexual relationships.

II. Scope of Policy

This policy describes UW-Madison’s expectations with respect to consensual romantic or sexual relationships where a power differential exists and is consistent with the [Regent Policy Document 14-8](#). This policy covers all UW-Madison employees, students, and affiliated individuals.

III. Definitions

1. **Consensual Relationship:** A consensual relationship refers to any voluntary relationship, either past or present, which is romantic, physically intimate, or sexual in nature, and to which the parties consent or consented¹. This includes marriage.
2. **Conflict of Interest:** A conflict of interest exists when there is incompatibility between private/personal interests and official/professional responsibilities.
3. **Instructor:** An instructor is an employee (as defined Section III.5 below) who serves in instructional roles in relation to students. The instructional context includes: academic instruction, advising, direct or indirect evaluation of a student’s work, research collaboration or assistantships, and athletic coaching.
4. **Power Differential:** A power differential exists when individuals possess different degrees of power or influence due to their professional or student standing or role or status in a particular activity.
5. **Employees:** Employees include, but are not limited to, administrators, faculty, academic staff, university staff, post-doctoral trainees, student staff, graduate assistants (including, but not limited to, research and teaching assistants), and interns or externs working on campus for credit or practical experience. This definition includes anyone holding a University appointment, either paid or unpaid. An employee who is also a student must abide by the employee obligations set forth in this policy.
6. **Students:** Students are individuals enrolled in or auditing courses at the university, including online. This includes students who are also employees of the University, including but not limited to, graduate assistants.
7. **Affiliated Individuals:** Affiliated individuals include, but are not limited to, volunteers, vendors, and contractors of UW-Madison. In this policy, all references to employees should be considered to include affiliated individuals.

¹ Involuntary relationships and other unwelcome conduct might constitute a violation of the [UW-Madison Policy on Sexual Harassment and Sexual Violence](#).

IV. Policy Statement

It is the policy of the University of Wisconsin- Madison that consensual relationships that might be appropriate in other circumstances are not appropriate when they occur between:

- (1) an employee of the university and a student over whom the employee has or potentially will have supervisory, advisory, evaluative, or other authority or influence, or
- (2) an employee of the university and another employee over whom the employee has or potentially will have supervisory, advisory, evaluative, or other authority or influence.

Even where negative consequences to the participants do not result, such relationships create an environment charged with potential or perceived conflicts of interest and possible use of academic or supervisory leverage to maintain or promote the relationship.

Romantic or sexual relationships that the parties view as consensual may still raise questions of favoritism, as well as of a potential abuse of trust and power.

The following two types of consensual relationships are addressed in this policy: (1) employee with a student; and (2) employee with another employee.

A. Employee with a student:

1. It is a violation of this policy for an instructor to commence a consensual relationship with a student currently under their instruction or whom the instructor reasonably believes in the future may be under the instructor's instruction. If an instructor and a student are already in a consensual relationship when the student comes under the instructor's instruction, then the provisions of A.2. apply.
2. A consensual relationship between (1) an employee, who is not an instructor as defined by this policy, and a student over whom the employee has supervisory, advisory, evaluative, or other authority or influence, or (2) an instructor and a student where the instructor has supervisory, advisory, evaluative, or other authority or influence over the student, and where the instructor and student were already in a consensual relationship prior to the student coming under the instructor's instruction, is a violation of this policy unless:
 - a. The employee immediately reports the relationship to their supervisor or department chair; and
 - b. The employee cooperates in actions taken to eliminate any actual or potential conflicts of interest and to mitigate adverse effects on the other party to the relationship.
3. The supervisor or department chair who receives the report shall treat the information sensitively and with discretion, and shall promptly:
 - a. Consult with the human resources office within the College, School, or Division;
 - b. In cooperation with the human resources office within the College, School or Division, eliminate conflicts of interest and mitigate adverse effects on the other party to the relationship, by means appropriate to the situation and, where feasible, including but not limited to:
 - i. Move one of the individuals to another position of comparable title and without any involuntary decrease in pay; and/or
 - ii. Transfer the student into a different class or section; and/or
 - iii. Transfer supervisory, evaluative, academic, or advisory responsibilities; and/or
 - iv. Work with the College or Graduate School to secure a source of funding for the student that is not dependent upon the employee with whom the student is in a consensual relationship, if applicable; and
 - v. Document the steps taken, provide a copy to each party in the relationship, and provide a copy to the human resources office within the College, School, or Division.
 - c. Efforts made to eliminate conflicts of interest and to mitigate the potential adverse effects a consensual relationship are not considered discipline and should be made in

manner that minimizes negative impact on the parties to the relationship to the extent feasible.

4. A consensual relationship between an instructor or other employee and a student, where the student is outside of any current or reasonably foreseeable authority or influence of the instructor/employee is not prohibited by this policy; however, such relationships must be fully consensual, without the instructor/employee using their position or authority to pressure the student into a relationship.

In general, limited appointees, faculty, academic and university staff, and post-doctoral trainees who serve in an instructional role are strongly discouraged from engaging in such relationships with undergraduate students.

Students alleging that a relationship with an employee/instructor is non-consensual or coerced, or a former relationship has resulted in a hostile or intimidating environment for the student, will be investigated under the appropriate policy (i.e., [UW Madison Policy on Sexual Harassment or Sexual Violence](#) or [UW Madison Policies on Hostile and Intimidating Behavior](#)).

Instructors/employees who are found in violation of one or both policies will be subject to disciplinary sanctions up to and including dismissal.

B. Employee with another employee:

1. A consensual relationship between an employee and another employee where one employee has supervisory, advisory, evaluative, or other authority or influence over the other employee or where the employee reasonably believes the employee will have supervisory, advisory, evaluative, or other authority or influence over the other employee, is a violation of this policy, unless:
 - a. The employee with the supervisory, advisory, evaluative, or other authority or influence immediately reports the relationship to their supervisor or department chair; and
 - b. The employee with the supervisory, advisory, evaluative, or other authority or influence cooperates in actions taken to eliminate any actual or potential conflicts of interest and to mitigate adverse effects on the other employee.
2. The supervisor or department chair who receives the report shall treat the information sensitively and with discretion, and shall promptly:
 - a. Consult with the human resources office within the College, School, or Division; and
 - b. In cooperation with the human resources office within the College, School, or Division, eliminate conflicts of interest and mitigate adverse effects on the other party to the relationship, by means appropriate to the situation and, where feasible, including but not limited to:
 - i. Transfer supervisory, evaluative, academic, or advisory responsibilities; and/or
 - ii. Move one of the individuals to another position of comparable title and without any involuntary decrease in pay; and/or
 - iii. Work with the College or Graduate School to secure a source of funding for the employee that is not dependent upon the employee with supervisory, advisory, or evaluative responsibility with whom the employee is in a consensual relationship, if applicable; and
 - iv. Document the steps taken, provide a copy to each party in the relationship, and provide a copy to the human resources office within the College, School, or Division.
 - c. Efforts made to eliminate conflicts of interest and to mitigate the potential adverse effects a consensual relationship are not considered discipline and should be made in manner that minimizes negative impact on the parties to the relationship to the

extent feasible.

V. Consequences for Violations

Pursuant to Section A.1 above, it is a violation of this policy for an instructor to commence a consensual relationship with a student currently under their instruction or whom the instructor reasonably believes in the future may be under the instructor's instruction, and such conduct may result in disciplinary action against that employee. If an instructor or other employee fails to meet the requirements for disclosing the relationship with a student or another employee pursuant to Sections A.2 or B.1, or fails to cooperate in the mitigation actions described above, such a failure constitutes a violation of this policy and may result in disciplinary action taken against that employee per the appropriate employee disciplinary or dismissal policy. If the employee is also a student, it may also result in disciplinary actions under Chapter UWS 14 and/or 17, Wis. Admin. Code.

To report potential violations of this policy, individuals should contact the Office of Human Resources.

VI. Retaliation Prohibited

Although the obligation to report and seek mitigation falls to the instructor or employee with supervisory, advisory, evaluative, or other authority or influence, the other party to the relationship may choose to report a consensual relationship and seek mitigation actions. Retaliation against an individual for making such a report is prohibited.

Retaliation against persons for reporting concerns about potential violations of this policy is prohibited.

Related Regent Policies and Applicable Laws

[UPS Operational Policy GEN 8](#), "Consensual Relationships"

[UPS Operational Policy GEN 28](#), "Sexual Misconduct"

[RPD 14-2](#), "Sexual Violence and Sexual Harassment"

[RPD 14-6](#), "Discrimination, Harassment, and Retaliation"

[RPD 14-8](#), "Consensual Relationships"