

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

**FACULTY SENATE MEETING AGENDA
MATERIALS
for
5 March 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, 5 March 2018 - 3:30 p.m.
272 Bascom Hall

AG E N D A

1. Announcements/Information Items.
State of Diversity and Inclusion (Fac doc 2725)
2. Question Period.
3. Minutes of February 5 (automatic consent).
4. Ombuds Office Annual Report for 2017. (Fac doc 2726)
5. Employee Assistance Office Annual Report for 2016-2017. (Fac doc 2727)
6. Recommended changes to Campus Diversity and Climate Committee *Faculty Policies and Procedures* 6.27. (Fac doc 2728) (*first reading*)
7. Proposal to Create the Committee on Disability Access and Inclusion (CDAI). (Fac doc 2729) (*first reading*)
8. Report of the Nominations for Election for Divisional Executive Committees, and the Graduate Faculty Executive Committee. (Fac doc 2730)
9. Faculty Senate Districts and Apportionment for Academic Years 2018-2019, 2019-2020, and 2020-2021. (Fac doc 2731)
10. Proposal to Clarify *Faculty Policies and Procedures* 3.05.H. Regarding the Policy on Academic Staff as Advisors. (Fac doc 2700) (*first reading*)
11. Proposal to update Faculty Policies and Procedures Chapter 4 (“The Faculty Divisions”) (Fac doc 2723) (*vote*)
12. Proposal to Create Immigration and International Issues Committee. (Fac doc 2732) (*first reading*)
13. Proposed updates to *Faculty Policies and Procedures*: 6.01., 6.02., 6.03., 6.04., 6.07., 6.09., 6.10., 6.11., 6.12., and 6.49. (Fac doc 2733) (*first reading*)
14. Resolution calling on President Ray Cross to reaffirm commitment to shared governance (Fac doc 2734; available March 2)

Upcoming Faculty Senate Meetings - 3:30 p.m., 272 Bascom Hall
April 2, May 7, October 1, November 4, December 3, 2018

CAMPUS CLIMATE PROGRESS REPORT – SPRING 2018

UW–Madison is committed to providing a welcoming environment that enables all students, faculty, and staff to thrive. Individuals and groups from across campus have embraced this challenge and devoted significant time and energy to moving the campus forward. These efforts build on work begun through the campus Diversity Framework and its implementation plan, R.E.E.L. Change.

Here's some of what we've accomplished this past semester

- Results of UW–Madison's first-ever campuswide climate survey were released in November. Most students said they find UW–Madison to be a safe, welcoming, and respectful place. Most respondents also indicated they value diversity and that it's important to them that the university does, too. However, challenges remain. Students from historically underrepresented and marginalized groups, while reporting generally positive experiences on campus, consistently rated the climate less favorably than students from majority groups. Full results are available on the Creating Community website.
- The Our Wisconsin inclusion and community-building program, which aims to equip students with the skills to live and work effectively as part of a diverse campus, was offered to all first-year students. The expanded program held 134 workshops serving 4,300 students.
- The first cohort of 20 campus instructors completed The Discussion Project. The new initiative, designed by the School of Education, is a professional development opportunity to help faculty and academic staff members facilitate high-quality classroom discussions and create learning environments that are welcoming and inviting to all students. A second cohort of 24 instructors is participating in the training during the spring semester.
- UW–Madison adopted a new policy on sexual harassment and sexual violence that updates and combines previous policies into one easy to understand campuswide policy that applies to all employees, students, and visitors. The policy provides information on support resources and reporting offices and also makes clear the parties' rights and responsibilities in any investigation. It also includes the requirement that all students and employees must complete the campus-supported training on issues of sexual harassment and sexual violence.

A number of initiatives are moving forward over the academic year including:

- Chancellor Blank has called for a long-term solution on the issue of Deferred Action for Childhood Arrivals (DACA) participants and worked with national higher education organizations like the Association of American Universities and the Association of Public and Land-grant Universities to express her support for Dreamers. She has shared her views with congressional leadership on how this threatens a promising group of young people at UW–Madison and across the country. The Multicultural Student Center helps connect affected students with resources and support. The university will continue to be active on this issue.
- Campus leaders are working to implement a new UW Board of Regents policy on freedom of expression to meet the university's obligation to protect the First Amendment rights of all members of the campus community while recognizing concerns that underrepresented students could be particularly impacted. The university has published guidelines that state, "The university's commitment to free speech, teaching, research and safety will dictate its response to protests and demonstrations. Protests and demonstrations that do not diminish the university's ability to maintain these core values are a natural part of a vibrant campus community." Discussions with stakeholders, including shared governance, will continue this spring.
- An ad-hoc study group expects to finish its work this semester reviewing student organizations that operated on campus in and around the 1920s and that were named after or otherwise affiliated with the Ku Klux Klan. Chancellor Blank formed the group in October to evaluate the actions and legacies of those organizations and advise how the campus should acknowledge this history in light of the values the campus currently strives to maintain.

These actions build on steps UW–Madison has taken over the past several years that have improved recruitment and retention of students of color and expanded need-based aid. Among the outcomes that have improved:

- Over the last decade, we've gone from 11 percent students of color to 15 percent.
- We've gone from 15 percent faculty of color to nearly 20 percent.
- Our retention rate (freshmen returning for sophomore year) is now above 95 percent among both historically underrepresented students and all other students; we've closed the retention gap that used to exist.
- Graduation rates among all of our students have been increasing, but they are increasing faster among historically underrepresented students, which means we've made substantial progress on the graduation gap as well.

As Chancellor Blank has said, becoming a more welcoming and inclusive campus requires long-term engagement in a process of self-evaluation and change. This is not something that happens easily or quickly in some cases. Like many others, we have experienced setbacks. But the depth of commitment throughout the institution gives us the strength to continue moving forward.

For more information on these efforts, visit campusclimate.wisc.edu.



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**FACULTY SENATE
MINUTES
05 February 2018**

Chancellor Rebecca Blank called the meeting to order at 3:35 p.m. with 126 voting members present (109 needed for quorum). Memorial resolutions were offered for Professor Emeritus Burr Fontaine (Faculty Document [2717](#)), Professor Emeritus Stephen Nelsen (Faculty Document [2718](#)), Professor Emeritus Edwin Vedejs (Faculty Document [2719](#)), and Professor Emeritus Howard Whitlock, Jr. (Faculty Document [2720](#)). Chancellor Blank reported that student applications are up significantly this year. She also reported on what the university is doing [to address sexual misconduct](#) and she provided an update on the campus response to the [Senate resolution on sustainability](#), and concluded with updates on actions in the state legislature related to faculty and a preview of the upcoming Madison-hosted Board of Regents meeting. Chief Human Resources Officer Wayne Guthrie provided an update on the [Title and Total Compensation Study](#) and Professor Steve Ventura (University Committee, District 120) presented an update on the [return of UW-Extension](#) to the UW-Madison campus. Professor Anja Wanner (University Committee, District 120) updated the Senate on [University Committee activities](#). There were two questions for the chancellor, one relating to UW System's handling of the restructuring of Extension and Colleges and the other about consensual relationships. The minutes of the meeting of December 4, 2017, were [approved](#).

Professor Alberta Gloria (Counseling Psychology) [presented](#) the annual report of the Kemper K. Knapp Bequest Committee (Faculty Document [2721](#)). Associate Professor Noah Weeth Feinstein (Community & Environmental Sociology, District 18) [presented](#) the Committee on Committees Annual Report for 2018 (Faculty Document [2722](#)), which contains nominations for faculty-elected committees, as well as the slate of nominations for election to the Committee on Committees. There were no questions for either report.

Professor Wanner [moved adoption](#) of Faculty Document [2715](#), creating a new *Faculty Policies & Procedures* section about the Divisional Committee Review Council (DCRC). Assistant Professor Betsy Stovall (Mathematics, District 63) [moved to amend](#) the functions of the committee from "The DCRC serves as a consultative resource to the provost on matters relating to tenure, including promotion review and post-tenure review (under section 7.17.C.7)." to "The DCRC serves as a consultative resource to the provost on post-tenure review cases under section 7.17.C.7." The motion was [seconded](#). Several people spoke to the amendment. The motion [failed](#) by hand count. Following additional discussion, the motion [passed](#) by voice vote.

Prof. Wanner [moved adoption](#) of Faculty Document [2716](#), which retires the Research, Safety, and Compliance Oversight Committee and merges its functions into the University Research Council (URC). To reflect the fact that the Office of Research Policy named in the document no longer exists, Prof. Wanner's motion included the following modification to the second of the new URC charges: "Advises and consults with the Office of Research Compliance, the Office of Research Policy and Integrity, the Office of Research and Sponsored Programs, and other safety and compliance units." Following some discussion, the motion [passed](#) by voice vote.

Prof. Wanner [presented](#) Faculty Document [2723](#), which proposes several changes to *Faculty Policies & Procedures* Chapter 4 intended to clarify and simplify divisional membership, bring *FPP* in line with practice on some points, and modify practice on other points, for a first reading. There was some discussion. With no objection, Chancellor Blank removed the final agenda item regarding the academic calendar for future discussion and adjourned the meeting at 4:52 p.m.



Steven K. Smith
Secretary of the Faculty

Ombuds Office Annual Report for 2017

August 30, 2017

Sarah C. Mangelsdorf, Provost
150 Bascom Hall
University of Wisconsin-Madison

Dear Provost Mangelsdorf,

We are pleased to present our Annual Report for Academic Year 2017. This report concludes the 15th anniversary year of the founding of the Ombuds Office as an alternative informal, impartial, independent, confidential resource for all employees.

Visitor numbers remained steady in our second year after merger with SMPH to serve all of the campus community. The Ombuds Office had 187 visitor contacts with a resulting 171 case consultations.

Faculty and Academic Staff continue to use our services at a rate higher than their proportion in the university's workforce. Graduate Assistant visitor numbers were consistent. Although we conducted outreach to University Staff during the year, visitor numbers decreased slightly from last year.

Challenges with "Evaluative Relationships" (41%) remained the highest concern of our visitors. Second is "Peer and Colleague Relationships" (23%) and third, "Career Progression and Development" (12%).

In the second year of reporting when hostile and intimidating behaviors are among the concerns of our visitors, 25% of cases reflected these issues. This is an increase from the 16% of cases reported last year. To help address this important climate issue, Ombuds participated in ongoing development of procedural and educational opportunities, as well as outreach to local units and employee groups.

We look forward to meeting with you on Wednesday, September 13, 2017 to discuss the work of the Ombuds Office and future opportunities to serve the campus community.

Respectively,

The Ombuds Team

Rosa Garner
Dale Burke
John Dowling
Charles Snowdon
Jean Petersen

cc:

Eden Inoway-Ronnie
Michael Bernard-Donals

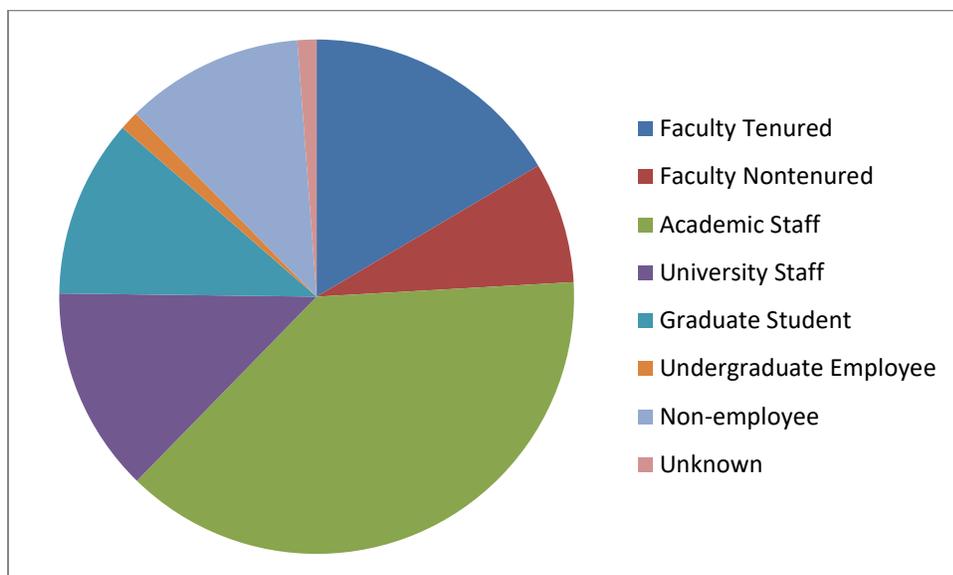
Ombuds Office

University of Wisconsin-Madison 223-225 Lowell Hall 610Langdon Street Madison, Wisconsin 53703
608/265-9992 Email: uwombuds@mailplus.wisc.edu <https://ombuds.wisc.edu>

UW-Madison OMBUDS OFFICE Visitor Report July 1, 2016 to June 30, 2017

Who was served?

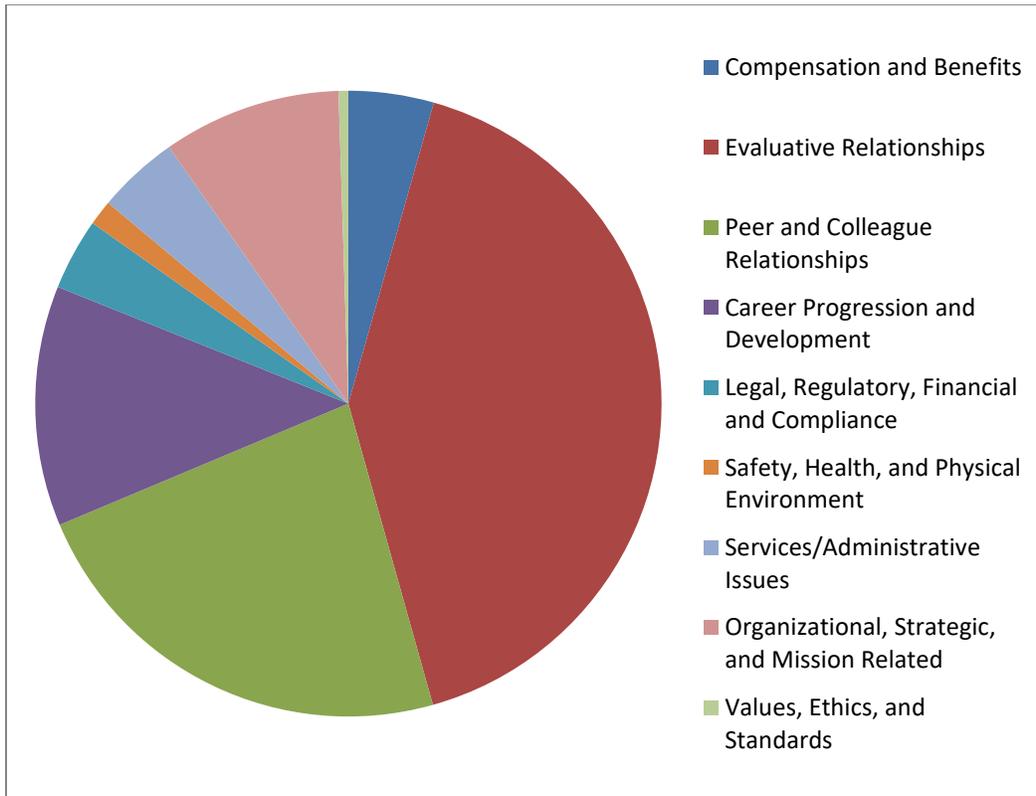
	Number	Percentage	Percent Employees
Faculty Tenured	28	16.5	10.6
Faculty Non-tenured	13	7.6	
Academic Staff	65	38.2	41
University Staff	22	12.9	23.7
Graduate Student	19	11.2	24.6
Undergraduate Employee	2	1.2	
Non-employee	19	11.2	



UW-Madison OMBUDS OFFICE Visitor Report July 1, 2016 to June 30, 2017

What were the issues?

	Number	Percentage
Compensation and Benefits	17	4.4
Evaluative Relationships	156	41.2
Peer and Colleague Relationships	87	23
Career Progression and Development	47	12.4
Legal, Regulatory, Financial and Compliance	14	3.7
Safety, Health, and Physical Environment	5	1.3
Services/Administrative Issues	16	4.2
Organizational, Strategic, and Mission Related	35	9.2
Values, Ethics, and Standards	2	0.5



Outreach and Education

Campus outreach by the Ombuds Office has been and will continue to be a priority as we continually strive to ensure that access and assistance is available to all employees who seek a safe, confidential and non-judgmental environment in which to research, explore and learn of opportunities and strategies for resolution and/or improvement to their employment situation.

Presentations

- Faculty Senate, Academic Staff Assembly and University Staff Congress
- Graduate Assistants' Equity and Diversity Workshops
- Athletics, Business Services, FP&M, Housing, Libraries, L&S, Nursing School, Pharmacy and the Student Unions

Campus Leaders

- Met with VCFA's directors group requesting more opportunities to access university staff for education on available services.
- Worked with governance leadership (University Committee, Academic Staff Executive Committee and University Staff Central Committee) to increase opportunities for communication and support.
- Participated with VCFS in development of the campus resources and education to address HIB
- Engaged in feedback and ongoing outreach to SMPH leadership.
- Initiated discussions with Graduate School on potential pilot program of Ombuds services to be offered to graduate students in AY18

Campus Partners

- Participated at University Benefits/Resource Fair and UWPD BadgerWatch.
- Consulted with staff of newly organized Office of Compliance to enhance our ability to refer visitors to our respective resource offerings
- Continued bi-annual conversations with the Office of Workforce Relations director and staff to share concerns, trends, and new developments and strategize on opportunities for improving services to employees
- Met with Clery Act staff regarding potential new reporting/training requirements
- Updated our outreach strategy for contact with colleges, schools and work units across campus involving the creation of a new, printable poster (B&W or color), bookmarks and an improved and more informative website.

Hostile & Intimidating Behavior (HIB) Issues

In the 2nd year of reporting when hostile and intimidating behaviors are among the concerns of our visitors, 42 cases – 25% of all cases - reflected these issues. In the previous AY, we reported 29 (16%) HIB cases.

Under the category of “Evaluative Relationships,” where an employee is impacted by the actions of someone to whom they report, “Respect/Treatment” (sub-category) remains the most frequent concern. This was also most prevalent within the category of “Peer and Colleague Relationships.” “Department Climate” (sub-category), where the impact of leadership is generally reflected, notably increased. The highest frequency of issues within these categories is provided below:

- Evaluative Relationships (abusive, threatening, and/or coercive behaviors)
 - 9 - Respect/Treatment*
(Demonstration of inappropriate behavior, disregard for people, rudeness)
 - 8 - Departmental Climate
(Prevailing behaviors, norms, attitudes-supervisors/faculty/admin leaders)
 - 5 – Communication**
(Quality and/or quantity of communication)
 - 5 - Performance Appraisal/Grading
(Job/academic performance-formal/informal evaluation)
- Peer and Colleague Relationships
 - 16 - Respect/Treatment*
 - 4 – Communication**

Graduate Student Service Issues

In AY17, 33 visitors (18 Graduate Student employees and 15 others) met with Ombuds to consult on Graduate Student Service issues. The others expressing concern on behalf of graduate students included: faculty (tenured and non-tenured), academic staff, and non-employees. Among these 33 visitors:

- 82% (27 visitors) reported breakdowns in Evaluative Relationships.
 - Climate: breakdowns in Respect/Treatment, Trust/Integrity, Rumors, Bullying/Mobbing, and Communication 11/27 (41%)
 - Management: breakdowns in Assignments/Schedules, Feedback, Consultation, Performance Appraisal/Grading, and Supervisory Effectiveness. 16/27 (59%)
- 61 % (20 visitors) reported issues with Peers and Colleagues.
 - Climate: breakdowns in Respect/Treatment, Communication, Rumors and Bullying/Mobbing.
- 24% (8 visitors) reported issues with Career Progression and Development
 - Management: breakdowns in Job Classification and Description, Termination/Non-Renewal and Career Development, Coaching, Mentoring.
- 12% (4 visitors) reported issues with Organizational Climate.
- 9.1% (3 visitors) reported issues with Diversity.

Ombuds strategies included: provide information, feedback and perspectives; refer to campus/community resources; consult with other parties; provide information only. In two multi-party cases, an Ombuds facilitated group discussions and resolutions.

Appendix A: Summary of Visitor Issues AY 17

Ombuds Visitors and Issues

Total Contacts **187**

Total Cases	171	Position	Total
		Faculty	28
		Faculty non-tenured	13
		Academic Staff	65
		University Staff	22
		Postdoc	1
		Graduate Student Employee	19
		Student Hourly Employee	2
		Non-employee	19
		Unknown	2
Years Employed	Total		
Unknown	18		
<= 5	57		
> 5	96		

Primary Topics	Total	Action / Impact	Total
HIB	42	Provide information, feedback, perspective	142
FLSA	3	Consult with other parties	44
Gender	12	Refer to campus / community resources	60
Ethnicity	1	Provide information only	13
Grad Prof Student Svc Gap	27	Other	5

Issues	Total
1 Compensation & Benefits	17
2 Evaluative Relationships	156
3 Peer and Colleague Relationships	87
4 Career Progression and Development	47
5 Legal, Regulatory, Financial and Compliance	14
6 Safety, Health, and Physical Environment	5
7 Services/Administrative Issues	16
8 Organizational, Strategic, and Mission Related	35
9 Values, Ethics, and Standards	2

Appendix B: Hostile and Intimidating Behavior AY 17 Ombuds Visitors and Issues

Total Cases	42	Position	Total
Years Employed	Total	Faculty	11
		Faculty non-tenured	7
Unknown	1	Academic Staff	13
		University Staff	6
		Graduate Student Employee	3
<= 5	14	Non-employee	1
> 5	27	Unknown	1

Primary Topics	Total	Action / Impact	Total
HIB	42	Provide information, feedback, perspective	41
FLSA	0	Consult with other parties	22
Gender	7	Refer to campus / community resources	16
Ethnicity	0		
Grad Prof Student Svc Gap	5		

Issues	Total
2 Evaluative Relationships	70
2a - Evaluative Relationships --- Priorities, Values, Beliefs	2
2b - Evaluative Relationships --- Respect/Treatment	8
2c - Evaluative Relationships --- Trust/Integrity	3
2e - Evaluative Relationships --- Communication	6
2f - Evaluative Relationships --- Bullying, Mobbing	26
2g - Evaluative Relationships --- Diversity-Related	1
2h - Evaluative Relationships --- Retaliation	3
2j - Evaluative Relationships --- Assignments/Schedules	2
2k - Evaluative Relationships --- Feedback	1
2l - Evaluative Relationships --- Consultation	2
2m - Evaluative Relationships --- Performance Appraisal/Grading	6
2n - Evaluative Relationships --- Departmental Climate	8
2o - Evaluative Relationships --- Supervisory Effectiveness	2

Appendix B Continued: Hostile and Intimidating Behavior AY 17 Ombuds Visitors and Issues

3 Peer and Colleague Relationships	42
3b - Peer and Colleague Relationships --- Respect/Treatment	19
3c - Peer and Colleague Relationships --- Trust/Integrity	1
3e - Peer and Colleague Relationships --- Communication	5
3f - Peer and Colleague Relationships --- Bullying, Mobbing	16
3h - Peer and Colleague Relationships --- Retaliation	1
4 Career Progression and Development	13
4c - Career Progression and Development --- Involuntary Transfer/Change of Assignment	2
4d - Career Progression and Development --- Tenure/Position Security/Ambiguity	1
4e - Career Progression and Development --- Career Progression	4
4f - Career Progression and Development --- Rotation and Duration of Assignment	1
4g - Career Progression and Development --- Resignation	2
4h - Career Progression and Development --- Termination/Non-Renewal	2
4k - Career Progression and Development --- Career Development, Coaching, Mentoring	1
5 Legal, Regulatory, Financial and Compliance	3
5c - Legal, Regulatory, Financial and Compliance --- Harassment	2
5l - Legal, Regulatory, Financial and Compliance --- Property Damage	1
6 Safety, Health, and Physical Environment	2
6l - Safety, Health, and Physical Environment --- Work Related Stress and Work–Life Balance	2
8 Organizational, Strategic, and Mission Related	7
8b - Organizational, Strategic, and Mission Related --- Leadership and Management	2
8f - Organizational, Strategic, and Mission Related --- Organizational Climate	5

Appendix C: Graduate and Professional Students AY 17 Ombuds Visitors and Issues

Total Cases	27	Position	Total
Years Employed	Total	Faculty	4
		Faculty non-tenured	1
		Academic Staff	3
Unknown	2	Graduate Student Employee	15
<= 5	16	Non-employee	4
> 5	9		
Unknown	1		

Primary Topics	Total	Action / Impact	Total
HIB	5	Provide information, feedback, and perspective	24
FLSA	0	Consult with other parties	3
Gender	6	Refer to campus / community resources	12
Ethnicity	0	Provide information only	2
Grad Prof Student Svc Gap	27		

Issues	Total
1 Compensation & Benefits	1
1a - Compensation & Benefits --- Compensation	1
2 Evaluative Relationships	29
2b - Evaluative Relationships --- Respect/Treatment	3
2c - Evaluative Relationships --- Trust/Integrity	1
2d - Evaluative Relationships --- Reputation	1
2e - Evaluative Relationships --- Communication	2
2f - Evaluative Relationships --- Bullying, Mobbing	4
2g - Evaluative Relationships --- Diversity-Related	1
2j - Evaluative Relationships --- Assignments/Schedules	2
2k - Evaluative Relationships --- Feedback	2
2l - Evaluative Relationships --- Consultation	3
2m - Evaluative Relationships --- Performance Appraisal/Grading	5
2n - Evaluative Relationships --- Departmental Climate	2
2o - Evaluative Relationships --- Supervisory Effectiveness	3

Appendix C Continued: Graduate and Professional Students AY17 Ombuds Visitors and Issues

3 Peer and Colleague Relationships	18
3b - Peer and Colleague Relationships --- Respect/Treatment	9
3d - Peer and Colleague Relationships --- Reputation	1
3e - Peer and Colleague Relationships --- Communication	5
3f - Peer and Colleague Relationships --- Bullying, Mobbing	1
3g - Peer and Colleague Relationships --- Diversity-Related	1
3h - Peer and Colleague Relationships --- Retaliation	1
4 Career Progression and Development	7
4b - Career Progression and Development --- Job Classification and Description	2
4h - Career Progression and Development --- Termination/Non-Renewal	2
4k - Career Progression and Development --- Career Development, Coaching, Mentoring	3
5 Legal, Regulatory, Financial and Compliance	1
5e - Legal, Regulatory, Financial and Compliance --- Disability, Temporary or Permanent, Reasonable Accommodation	1
7 Services/Administrative Issues	3
7a - Services/Administrative Issues --- Quality of Services	1
7b - Services/Administrative Issues --- Responsiveness/Timeliness	1
7c - Services/Administrative Issues --- Administrative Decisions and Interpretation/Application of Rules	1
8 Organizational, Strategic, and Mission Related	9
8b - Organizational, Strategic, and Mission Related --- Leadership and Management	3
8c - Organizational, Strategic, and Mission Related --- Use of Positional Power/Authority	1
8f - Organizational, Strategic, and Mission Related --- Organizational Climate	3
8g - Organizational, Strategic, and Mission Related --- Change Management	1
8k - Organizational, Strategic, and Mission Related --- Other	1
9 Values, Ethics, and Standards	1
9c - Values, Ethics, and Standards --- Scientific Conduct/Integrity	1

Employee Assistance Office Annual Report for 2016-2017

EMPLOYEE ASSISTANCE OFFICE (EAO)

ANNUAL REPORT FISCAL YEAR 16-17

Activities

- Total number of **new individual cases** – 312
- Total number of individual **follow-ups** – 233
- Total **supervisory/management consultations** – new 48, follow-up 18
- Total number of **telephone consultations** – employee 40, supervisor 53
- Total number of **human resource consultations** – phone 52, meeting 29
- Total number of **groups in conflict** – 41
- Number of group **participants** – 269
- Number of **grief group sessions** – 9

Client evaluation data

- Average client satisfaction score – **4.6** (scale 1 to 5)
- Average satisfaction score from presentations – **4.6** (scale 1 to 5)

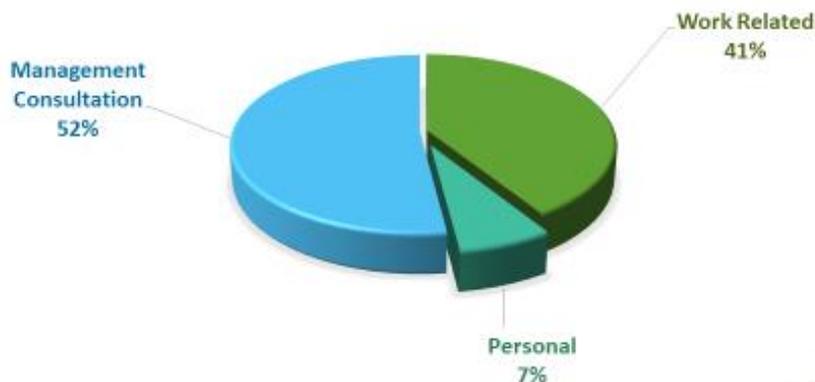
Client demographics

- **41%** Academic Staff
- **40%** University Staff
- **6%** Faculty
- **5%** Limited Appointee

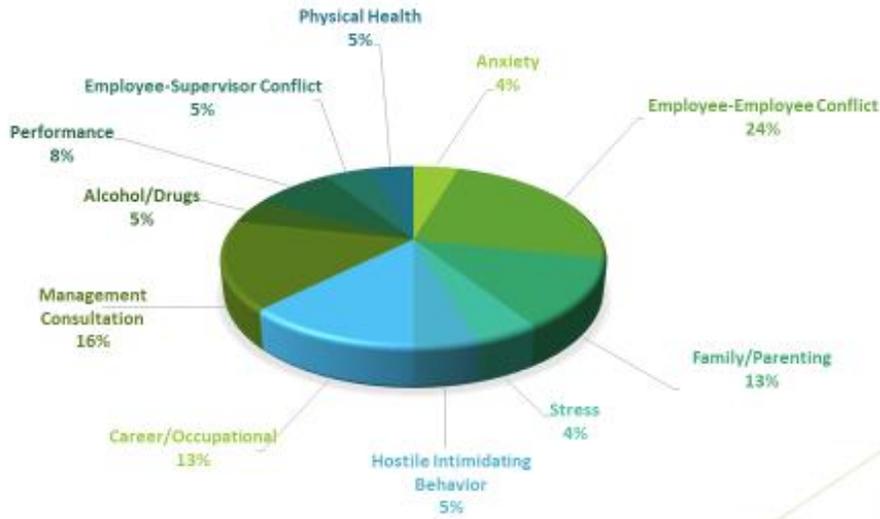
Reason for contact

- Work-related – **39%**
- Personal – **39%**
- Management Consultation – **18%**
- Group Consultation – **4%**

FACULTY CONTACT REASON



FACULTY PRIMARY PRESENTING PROBLEM



ONLINE MENTAL HEALTH RESOURCE

What is SilverCloud?

SilverCloud is an online, self-guided, interactive resource that provides UW-Madison faculty and staff with no-cost, confidential help for mental health issues and stress management program 24 hours a day.

SilverCloud offers self-guided exercises to help employees with the following:

- Anxiety
- Depression
- Body image
- Stress

Welcome to SilverCloud, your space for thinking and feeling better



Recommended changes to Campus Diversity and Climate Committee
Faculty Policies and Procedures 6.27.

Over the course of the last few semesters, the University Committee, the Secretary of the Faculty, the chair and members of the CDCC, the staff of the DDEEA, and university leadership have been discussing updating the charge of the CDCC. There are several reasons for the resulting proposal below, among which are:

- The CDCC predates the office of the Chief Diversity Officer. Thus there are parts of the committee's charge that directly relate to functions now performed by DDEEA. Several of the proposed changes below are in recognition of the fact that some of the current CDCC functions are not exercised by any other shared governance committee. These functions are more efficiently and appropriately housed in an administrative office rather than in a shared governance committee, the role of which is more advice, oversight, and input, rather than execution of administrative functions.
- As a result of this long history, the CDCC has grown to include up to 20 ex officio members, creating an unwieldy and unnecessarily complicated body. All committee are free to invite guests or otherwise work with people outside the committee, without the need for an official "consultant" designation, so this has been removed in the proposal below.
- The Advisory Committee for the Office of Equity and Diversity is focused on advising that office with regards to a compliance function that has been moved to the Office of Compliance. Some of the changes below are to incorporate some of the functions of the Advisory Committee to the OED. (A new committee, the CDAI, considered separately, will include the remaining charge of this committee, which would be retired if the new committee and the changes below are approved.)
- The committee has had up to 20 ex officio members listed, creating an unwieldy and unnecessarily complicated body. All committees are free to invite guests or otherwise work with people outside the committee, without the need for an official "consultant" designation.

The CDCC issued a report in August 2017 outlining changes to FPP that it felt improved the functionality of the committee. These included reducing the number of CDCC functions from twelve to seven by eliminating functions that are outdated, duplicative, confusing, or exceed CDCC resources and also developing a subcommittee structure to make better use of CDCC members' time and talents and facilitate CDCC performance of its functions.

The August 2017 document proposed four subcommittees, rather than the three below. The one that is not included in the proposal below is a "chancellor-provost meetings" subcommittee. One of the changes proposed below that was not part of the August 2017 CDCC document is the elimination of the twice annual meetings with the chancellor and provost. These meetings, like the CDCC itself, predate the creation of the office of the vice provost and chief diversity officer. Eliminating these meetings brings this committee into line with other Chapter 6 committees and makes this particular subcommittee unnecessary.

Two elements of the proposal below are specifically aimed at strengthening and focusing the CDCC's role as supportive of the DDEEA and diversity and inclusion more generally:

- The preamble to the functions of the committee have been edited to include the Institutional Statement on Diversity, which was a product of cross-campus input approved by the Faculty Senate and other governance bodies.
- The function that is now listed first was moved up from the sixth position, emphasizing that the CDCC works **with** the office of the chief diversity officer.

6.27. CAMPUS DIVERSITY AND CLIMATE COMMITTEE.

A. MEMBERSHIP.

1. Four faculty chosen as specified by FP&P §6.05.
2. Four academic staff chosen as specified by FP&P §6.05.
3. Four students chosen as specified by FP&P §6.05.
4. Four university staff appointed by FP&P §6.05.
5. Two alumni appointed by the chancellor after consultation with the Wisconsin Alumni Association.
6. Two community representatives appointed by the chancellor.
7. The Vice Provost for Diversity and Climate/Chief Diversity Officer, ex officio nonvoting.
8. ~~The chancellor or provost may appoint ex officio nonvoting members, or the committee may appoint consultants, to ensure effective coordination by the CDCC with other FP&P shared governance committees and campus units focused on issues of diversity and climate.~~
9. Faculty, staff, alumni, and community representatives appointed under A.1, A.2, A.4., A.5., and A.6. shall serve three-year staggered terms, and may be reappointed to second consecutive three-year terms. Students selected under A.3. shall serve renewable one-year terms.
10. The committee shall elect two co-chairs. One co-chair shall be elected from among the faculty members appointed pursuant to Section A.1. The second co-chair shall be elected among the other shared governance groups appointed pursuant to Section A.2, A.3, and A.4.

B. FUNCTIONS

This shared governance body advises the administration, ~~the faculty, the staff, and the recognized students governance organization~~ on campus diversity and climate, which as noted in the UW-Madison Institutional Statement on Diversity, is a source of strength, creativity, and innovation for this campus. The CDCC values the contributions of each person and respects the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. As part of that community, the CDCC is committed to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals. policy, which strives to create an environment where each individual feels respected, valued and supported, while respecting academic freedom and freedom of speech.

1. Works collaboratively with and advises the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
2. Provides for faculty, staff and student participation in long-range planning and serves as a gateway of information to and from shared governance communities.
3. Reviews campus committees pursuing discrimination goals regarding missions and coordination.
4. Meets with campus leadership to discuss policy and progress on climate and diversity.
5. Meets twice annually with the chancellor and provost to discuss policy and progress. Hears periodic reports from the Vice Provost for Diversity and Climate/Chief Diversity Officer on the various initiatives undertaken by his/her office. Hears reports from groups, units, programs and administrators.
6. Works with the Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer to plan the annual campus-wide policy and progress forum.
7. Makes policy recommendations.
8. ~~Assists the administration in the preparation of annual reports to the UW System.~~
9. Reports annually to the Faculty Senate, Academic Staff Assembly, ~~the recognized classified staff governance body~~ University Staff Congress, and the current student governance body.
10. Provides updated reports to all shared governance groups of the students, staff, faculty, and to the general public.
11. ~~Meets periodically with deans and directors to discuss policy and progress.~~
12. ~~Coordinates the development of all campus wide diversity plans with specific attention to assessment and resources.~~

The CDCC shall have the following standing subcommittees to facilitate committee functions:

- C. Academic Success Subcommittee: Works with Minority/Disadvantaged Coordinator (MDC) group that enhances campus strategies to promote recruitment, retention, and success of underrepresented minority/disadvantaged students in undergraduate, graduate, and professional programs.
 - 1. **MEMBERSHIP**
 - a. Two MDC representatives,
 - b. two CDCC members,
 - c. one ASM/CDC member.**TERM:** One year/renewable.
 - 2. **FUNCTIONS**
 - a. CDCC Works with MDC representatives to promote campus diversity and climate as an essential predictor of academic success.
 - b. Provides for faculty, staff and student participation in long-range planning.

- D. Policy Recommendations Subcommittee:
Works with campus units responsible for the development and implementation of campus diversity and climate policies.
 - 1. **MEMBERSHIP:**
 - a. Two to three CDCC members and one ASM CDCC member.
 - b. **TERM:** One year/renewable.
 - 2. **FUNCTION**
 - a. Works collaboratively with and advises the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
 - b. Makes policy recommendations.
 - c. Meets with campus leadership to discuss policy and progress.

- E. Diversity Forum Subcommittee
Works with the Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer to plan the annual campus diversity forum.
 - 1. **MEMBERSHIP:**
 - a. One to two representatives of the Office of the Vice Provost for Diversity & Climate/Chief Diversity Officer
 - b. two CDCC members
 - c. one ASM/CDCC member**TERM:** One year/renewable
 - 2. **FUNCTION**
Works with the office of the Vice Provost for Diversity and Climate/ Chief Diversity Officer to plan the annual campus-wide policy and progress forum.

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6.27. CAMPUS DIVERSITY AND CLIMATE COMMITTEE.

A. MEMBERSHIP

1. Four faculty.
2. Four academic staff
3. Four students
4. Four university staff
5. Two alumni appointed by the chancellor after consultation with the Wisconsin Alumni Association.
6. Two community representatives appointed by the chancellor.
7. The Vice Provost for Diversity and Climate/Chief Diversity Officer, ex officio nonvoting.
8. Faculty, staff, alumni, and community representatives appointed under A.1, A.2, A.4., A.5., and A.6. shall serve three-year staggered terms, and may be reappointed to second consecutive three-year terms. Students selected under A.3. shall serve renewable one-year terms.
9. The committee shall elect two co-chairs. One co-chair shall be elected from among the faculty members appointed pursuant to Section A.1. The second co-chair shall be elected among the other shared governance groups appointed pursuant to Section A.2, A.3, and A.4.

B. FUNCTIONS

2. This shared governance body advises the administration, faculty, staff, and students on campus diversity and climate, which as noted in the UW-Madison Institutional Statement on Diversity, is a source of strength, creativity, and innovation for this campus. The CDCC values the contributions of each person and respects the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. As part of that community, the CDCC is committed to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals.
3. Works collaboratively with and advises the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
4. Provides for faculty, staff and student participation in long-range planning and serves as a gateway of information to and from shared governance communities.
5. Reviews campus committees pursuing discrimination goals regarding missions and coordination.
6. Meets with campus leadership to discuss policy and progress on climate and diversity.
7. Works with the Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer to plan the annual campus-wide policy and progress forum.
8. Makes policy recommendations.
9. Reports annually to the Faculty Senate, Academic Staff Assembly, University Staff Congress, and the current student governance body.
10. Provides updated reports to all shared governance groups of the students, staff, faculty, and to the general public.

The CDCC shall have the following standing subcommittees to facilitate committee functions:

- C. Academic Success Subcommittee: Works with Minority/Disadvantaged Coordinator (MDC) group that enhances campus strategies to promote recruitment, retention, and success of underrepresented minority/disadvantaged students in undergraduate, graduate, and professional programs.

1. MEMBERSHIP

- a. Two MDC representatives
- b. two CDCC members

- c. one ASM/CDC member
TERM: One year/renewable.
 - 2. **FUNCTIONS**
 - a. CDCC Works with MDC representatives to promote campus diversity and climate as an essential predictor of academic success.
 - b. Provides for faculty, staff and student participation in long-range planning.
- E. Policy Recommendations Subcommittee:
Works with campus units responsible for the development and implementation of campus diversity and climate policies.
- 1. **MEMBERSHIP:**
 - a. Two to three CDCC members and one ASM CDCC member.
 - b. **TERM:** One year/renewable.
 - 2. **FUNCTION**
 - a. Works collaboratively with and advises the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
 - b. Makes policy recommendations.
 - c. Meets with campus leadership to discuss policy and progress.
- F. Diversity Forum Subcommittee
Works with the Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer to plan the annual campus diversity forum.
- 1. **MEMBERSHIP:**
 - a. One to two representatives of the Office of the Vice Provost for Diversity & Climate/Chief Diversity Officer
 - b. two CDCC members
 - c. one ASM/CDCC member**TERM:** One year/renewable
 - 2. **FUNCTION**
Works with the office of the Vice Provost for Diversity and Climate/ Chief Diversity Officer to plan the annual campus-wide policy and progress forum.

Proposal to Create the Committee on Disability Access and Inclusion (CDAI)

There are currently several groups that work with issues of accommodation, accessibility, and inclusion on campus, including governance committees such as the Disability Accommodation Advisory Committee (DAAC; *FPP* 6.33.), the Advisory Committee for the Office for Equity and Diversity (OED) (*FPP* 6.22.), the Committee on Access and Accommodation in Instruction (CAAI), and the Provost's Accessibility and Usability Committee, as well as offices and programs responsible for ADA compliance such as the McBurney Center, OED, FP&M, and of course the ADA Coordinator located within the Office of Compliance in the Office of Legal Affairs. In addition, DoIT is in the process of finalizing a staffing proposal to support access in the web and digital environment and OED will gain a position to work on employee accommodations.

The proposal below focuses the work of these various bodies into one shared governance committee to provide advice to leadership and the campus on accessibility matters and advocate for the diverse needs of the disability community at UW-Madison. It further connects that single committee to the ADA Coordinator, while maintaining the various links across campus to others who work with these issues. This proposal was developed by Cathy Trueba, Director of Compliance and the current campus ADA Coordinator, in consultation with the Secretary of the Faculty. It is based on the charges for the existing committees mentioned above, modified to reflect current campus needs in this area, with substantial input from current and past members of those bodies and other stakeholders.

FPP 6.xx –COMMITTEE ON DISABILITY ACCESS AND INCLUSION

A. MEMBERSHIP.

1. Three faculty
2. Two academic staff
3. Two university staff
4. Two students (one undergraduate and one graduate or professional school student)
5. ADA Coordinator (Ex Officio voting)
6. McBurney Disability Resource Director (Ex Officio voting)
7. Office for Equity and Diversity Disability Coordinator/Employment (Ex Officio voting)
8. Facilities, Planning and Management Accessibility Specialist (Ex Officio voting)
9. Digital Technology Accessibility (Associate) Director(Ex Officio voting)

The committee relies on expertise from a variety of offices that work in the area of access and accommodation, including but not limited by enumeration to: Athletics; Division of Diversity, Equity and Educational Achievement; Division of Student Life; Libraries; Office of Admissions and Recruitment; Office of Human Resources; Office of Legal Affairs; Recreational Sports; Teaching Academy; Transportation Services; Undergraduate Advising; University Health Services; University Housing; University Marketing; Vice Chancellor for Research and Graduate Education/Graduate School; Wisconsin Union.

The committee shall select its own chair from among the faculty members on the committee. The committee may select a co-chair from among the other voting, non-ex officio members. Terms of faculty and staff members shall be three years; terms of student appointees shall be one year. Each committee member will serve on the main committee and at least one subcommittee.

B. FUNCTIONS

1. Advise the University ADA Coordinator and relevant institutional units with primary responsibility for ADA compliance, and support their work to ensure the policies, programs, and services of the institution are accessible for students, employees, and guests of the university who have disabilities.
2. Guide or contribute to assessment outcomes leading to improvements in the campus experience.
3. Promote educational activities that support an inclusive campus community and compliance with laws relating to individuals with disabilities.
4. Review applicable policies and practices. Recommend new policies, practices, or changes to existing policies or practices to campus governance bodies or institutional leaders, as appropriate.
5. Lead and/or participate in university initiatives designed to measure campus climate, increase the diversity of the campus community, and improve the experiences of people with disabilities.

C. SUBCOMMITTEE ON INSTRUCTIONAL ACCESS

Instructional access includes but is not limited to classroom, laboratory, internship, externship, study abroad and field experiences; admission and application processes; grading; curriculum requirements.

1. Membership:

- a. One faculty (co-chair)
- b. Two academic staff
- c. One student
- d. McBurney Director (co-chair)
- e. Division of Student Life representative
- f. Digital Technology Accessibility (Associate) Director
- g. Libraries representative
- h. Office of Admissions and Recruitment representative
- i. Teaching Academy representative
- j. University Health Services representative
- k. Vice Chancellor for Research and Graduate Education or designee

2. Functions

- a. Review policies and procedures and recommend changes to ensure the instructional environment is accessible to students with disabilities.
- b. Develop and/or recommend best practices and training for instructors on accessible and inclusive instructional design.
- c. Serve as the first level appellate body for the denial of an academic or instructional accommodation where there is no existing internal appeal or grievance process.

D. SUBCOMMITTEE ON EMPLOYMENT ACCESS

Employment Access includes but is not limited to matters concerning the recruitment and retention of employees with disabilities, policies regarding the provision of reasonable accommodations in the workplace, and education and training regarding workforce members with disabilities.

1. Membership:
 - a. One faculty (co-chair)
 - b. One university staff
 - c. Office for Equity and Diversity Disability Coordinator/Employment (co-chair)
 - d. Facilities, Planning and Management Accessibility Specialist
 - e. Division of Diversity, Equity and Educational Achievement representative
 - f. Office of Human Resources representative
 - g. Office of Legal Affairs representative
 - h. UW Marketing representative

E. SUBCOMMITTEE ON PHYSICAL AND DIGITAL ACCESS

Physical and technology access includes but is not limited to ensuring that the physical and digital environment and processes that underlie these environments (i.e., procurement, training, utilization policies, etc.) are accessible to students, employees, and visitors with disabilities.

1. Membership:
 - a. One faculty (co-chair)
 - b. One academic or university staff
 - c. One student
 - d. McBurney Disability Resource Director or designee
 - e. Facilities, Planning and Management Accessibility Specialist
 - f. Digital Technology Accessibility (Associate) Director (co-chair)
 - g. Libraries representative
 - h. Recreational Sports representative
 - i. Athletics representative
 - j. Transportation Services representative
 - k. Housing representative
 - l. Wisconsin Union representative
 - m. UW Marketing representative
 - n. UWPD representative

Report of the Nominations for Election for Divisional Executive Committees, and the Graduate Faculty Executive Committee

The Divisional Committees offers the following nominations for divisional-faculty-elected committees for terms beginning in 2018-2019. The election will be April 2-15, 2018.

Arts and Humanities Divisional Committee (FPP 4.10.)

Candidates: (vote for up to 4)

- Andrea Harris, Dance
- Derek Johnson, Communication Arts
- Fred Stonehouse, Art
- Jelena Todorovic, French & Italian

Continuing members (term ends):

- *Florence Hsia, chair (History/2019)*
- *Rania Huntington, (Asian Languages & Culture/2020)*
- *Amaud Johnson, (English/2019)*
- *B. Venkat Mani (German, Nordic, Slavic/2019)*
- *Marcelo Pellegrini, (Spanish & Portuguese/2020)*
- *Mike Vanden Heuvel (CANES/2020)*
- *Peter Vranas (Philosophy/2019)*

Biological Sciences Divisional Committee (FPP 4.10.)

Candidates: (vote for up to 4)

- Joseph Dillard, Medical Microbiology & Immunology
- Bermans Iskandar, Neurological Surgery
- Eric Kruger, Forest and Wildlife Biology
- Suresh Marulasiddappa, Pathobiological Sciences
- Avtar Roopra, Neuroscience
- James Stein, Medicine

Continuing members:

- *Caitilyn Allen (Plant Pathology/2020)*
- *David Baum (Botany/2019)*
- *Richard Gourse (Bacteriology/2020)*
- *Randy Jackson (Agronomy/2020)*
- *John Orrock (Integrative Biology/2020)*
- *Susan Thibeault (Surgery/2019)*
- *David Wassarman (Genetics/2019)*
- *Jyoti Watters (Comparative Biosciences/2019)*

Physical Sciences Divisional Committee (FPP 4.10.)

Candidates: (vote for up to 4)

- Larissa Back, Atmospheric & Oceanic Sciences
- Alan Carroll, Geoscience
- Tullia Dymarz, Mathematics
- Carrie Laboski, Soil Science
- John Lee, Industrial & Systems Engineering
- Amos Ron, Computer Sciences
- Thad Walker, Physics
- Paul Wilson, Engineering Physics

Continuing members:

- *Robert Anex, chair (Biological Systems Eng/2019)*
- *John Berry (Chemistry/2020)*
- *Hongrui Jiang (Electrical & Computer Eng/2020)*
- *David Lynn (Chemical & Biological Eng/2020)*
- *Krishnan Suresh (Mechanical Eng/2020)*
- *Izabela Szlufarska (Materials Science & Eng/2019)*

Social Sciences Divisional Committee (FPP 4.10.)

Candidates: (vote for up to 4)

- Lesley Bartlett, Educational Policy Studies
- David Canon, Political Science
- Hill Goldsmith, Psychology
- Catalina Toma, Communication Arts
- Melinda Leko, Rehabilitation Psychology & Special Education

Continuing members:

- *Marcy Carlson (Sociology/2019)*
- *Steven Deller (Agricultural & Applied Economics/2020)*
- *Jason Fletcher (La Follette Sch of Public Affairs/2019)*
- *Bruce Hansen (Economics/2020)*
- *Kristine Kwekkeboom (School of Nursing/2019)*
- *Andrea Mason (Kinesiology/2020)*
- *Lauren Papp (School of Human Ecology/2019)*
- *Mark Rickenbach (Forest & Wildlife Ecology/2020)*

Graduate Faculty Executive Committee

Arts & Humanities (vote for 1):

Chris Walker, Dance
Alex Dressler, Classical & Ancient Near
Eastern Studies

Continuing members:

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

Biological Sciences (vote for 1):

Catherine Fox, Biomolecular Chemistry
William Tracy, Agronomy
Gail Robertson, Neuroscience

Continuing members:

Lara Collier (School of Pharmacy/2021)
Nicole Perna (Genetics/2019)
Monica Turner (Integrative Biology/2020)

Physical Sciences (vote for 1):

Shannon Stahl, Chemistry

Continuing members:

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

Social Sciences (vote for 1):

Bret Shaw, Life Sciences Communication

Continuing members:

Kristin Eschenfelder (Information School/2019)
Stephanie Tai (Law School/2020)
Earlise Ward (School of Nursing/2021)

**Faculty Senate Districts and Apportionment for
 Academic Years 2018-2019, 2019-2020, and 2020-2021
 (Conducted every 3 years as per *Faculty Policies and Procedures 2.03.C.*)**

District		FTE	2018-2021 Senator Count	2015 Sen count	
1	Agricultural and Applied Economics	20	2	2	<i>College of Agricultural and Life Science</i>
4	Agronomy	20	2	2	
15	Animal Sciences	12	1	2	
5	Bacteriology	20.75	2	2	
6	Biochemistry	32	3	3	
2	Biological Systems Engineering	15	1	1	
18	Community and Environmental Sociology	8.25	1	1	
8	Dairy Science	11	1	1	
9	Entomology	12	1	1	
11	Food Science	11	1	1	
12	Forest and Wildlife Ecology	18.5	2	2	
23	Genetics (CALs 11); Medical Genetics (SMPH=10)	21	2	2	
13	Horticulture	20	2	2	
3	Life Sciences Communication	6	1	1	
16	Nutritional sciences	11	1	1	
17	Plant Pathology	13.5	1	1	
19	Soil Science	14	1	1	
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25	Art	26.75	3	3	<i>School of Education</i>
32	Counseling Psychology	7	1	1	
27	Curriculum and Instruction	24	2	3	
33	Dance	7.75	1	1	
28	Educational Leadership and Policy Analysis	16	2	1	
29	Educational Policy Studies	10	1	1	
30	Educational Psychology	21	2	2	
31	Kinesiology	18	2	2	
26	Rehabilitation Psychology and Special Education	12	1	1	
75	Theatre and Drama	10.75	1	1	
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37	Biomedical Engineering	13.8	1	1	<i>College of Engineering</i>
34	Chemical and Biological Engineering	20	2	2	
35	Civil and Environmental Engineering	29	3	3	
36	Electrical and Computer Engineering	41	4	4	
41	Engineering Physics	23	2	2	
42	Engineering Professional Development	4	1	1	
38	Industrial and Systems Engineering	19	2	2	
40	Materials Science and Engineering	17	2	1	
39	Mechanical Engineering	29	3	3	

District		FTE	2018-2021 Senator Count	2015 Sen count
43	School of Human Ecology	38	4	4
44	Law School	26	3	3
78	African Languages and Literature; Afro-American Studies	13	1	1
45	Anthropology	19	2	2
79	Art History	11.75	1	1
53	Asian Languages and Cultures	14	1	2
46	Astronomy	10.75	1	1
64	Atmospheric and Oceanic Sciences	10	1	1
47	Botany	16	2	2
48	Chemistry	36	4	4
110	CANES	9	1	1
49	Communication Arts	21.5	2	2
50	Communicative Sciences and Disorders	11	1	1
51	Comparative Literature and Folklore Studies	7	1	1
54	Economics	33.5	3	3
55	English	39	4	4
56	French and Italian	18	2	2
116	Gender and Women's Studies	9	1	1
57	Geography	17.5	2	2
58	Geoscience	21	2	2
59	German, Nordic, Slavic; Jewish Studies; Linguistics	36	4	4
60	History	52.5	5	5
62	Information School	8	1	1
77	Integrated Biology	21	2	2
61	Journalism and Mass Communication	16.5	2	2
109	La Follette School of Public Affairs	10.5	1	1
63	Mathematics	43.45	4	5
65	Music	32.5	3	4
66	Philosophy	17	2	2
67	Physics	44	4	4
22	Planning and Landscape Architecture	16.75	2	
68	Political Science	29.5	3	3
69	Psychology	36	4	3
70	Social Work	17	2	2
71	Sociology	28	3	3
73	Spanish and Portuguese	25	2	3
74	Statistics	15	1	2

<i>District</i>		FTE	2018-2021 Senator Count	2015 Sen count	
84	Anesthesiology	8	1	1	<i>School of Medicine and Public Health</i>
97	Biomolecular Chemistry	13.8	1	1	
20	Biostatistics and Medical Informatics	20	2	2	
83	Cell and Regenerative Biology	18	2	2	
87	Dermatology	6	1	1	
103	Family Medicine and Community Health	10.55	1	1	
85	Human Oncology	14.15	1	1	
23	Medical Genetics; Genetics	21	3	3	
82	Medical History and Bioethics; History of Science	15	1	1	
86	Medical Microbiology and Immunology	13.8	1	1	
88	Medical Physics	19.5	2	2	
89	Medicine; Emergency Medicine	83	8	8	
90	Neurology	10.5	1	1	
101	Neurological Surgery; Radiology	22	2	2	
98	Neuroscience	27	3	3	
92	Obstetrics and Gynecology	13	1	1	
93	Oncology	20	2	2	
94	Ophthalmology and Visual Sciences	16	2	2	
91	Orthopedics and Rehabilitation; Urology	17	2	2	
95	Pathology and Laboratory Medicine	15	1	1	
96	Pediatrics	25.5	3	3	
99	Population Health Sciences	22	2	2	
100	Psychiatry	16.5	2	2	
101	Radiology; Neurological Surgery	22	2	2	
102	Surgery	28	3	4	
91	Urology; Orthopedics and Rehabilitation	15	1	2	
105	School of Nursing	23	2	2	
106	School of Pharmacy	30	3	3	
108	Aerospace Studies; Military Science; Naval Science	14	1	2	
107	Gaylord Nelson Institute for Environmental Studies	10	1	1	
111	Comparative Biosciences	17	2	2	<i>School of Veterinary Sciences</i>
112	Medical Sciences	13	1	1	
113	Pathobiological Sciences	17	2	2	
114	Surgical Sciences	5	1	1	
115	Professional Development & Applied Studies; Liberal Studies & the Arts	9	1	1	<i>Division of Continuing Studies</i>
UW-Madison Fac Doc 2731 — 5 March 2018					

Proposal to Clarify Faculty Policies and Procedures
3.05.H. Regarding the Policy on Academic Staff as Advisors

Recent requests made of the Graduate School, and subsequent conversations between the University Committee and the Dean of the Graduate School, have revealed a need for clarification of a section of *FPP* relating to the role of academic staff. Section 3.05.H. (below) consists of a single sentence that could be interpreted to allow the dean of the Graduate School to grant academic staff authority equivalent to that of the graduate faculty with regard to the advising of graduate students. After discussion and analysis of other sections of *FPP*, as well as historical campus practice, the UC proposed a revision that it believed clarified the original intent of this section as granting academic staff the same rights as faculty members with regard to graduate training programs, but not with regard to advising graduate students. However, the first Senate reading of that revision made it clear that some departments do grant major advisor status to certain academic staff, notably federal scientists and CHS faculty. At the same time, some departments do not want academic staff to take on the role of major advisors, for a variety of reasons. After consultation with both kinds of departments, the UC proposes the language below to accommodate both scenarios. If this revision is approved, the Graduate School will develop policies for the executive committees of departments requesting an exception under the new language to justify the need, identify the relevant credentials, and supply appropriate documentation.

Current 3.05.H.

Upon the affirmative recommendation of the departmental executive committee, and approval by the dean of the Graduate School or other person or body designated by the graduate faculty, academic staff may advise graduate students and participate in graduate training programs on a basis similar to that of faculty members of the faculty of the Graduate School.

Clarification (with markup)

Upon the affirmative recommendation of the departmental executive committee, and approval by the dean of the Graduate School or other person or body designated by the graduate faculty, academic staff may advise graduate students as a committee member or co-chair, but not as sole major advisor, and they may participate in graduate training programs on a basis similar to that of ~~faculty members~~ of the faculty of the Graduate School. Exceptions may be granted to departments with written policies that allow certain academic staff members with documented research and mentorship experience whose primary job responsibilities included graduate education to serve as sole major advisor. These departmental policies must clearly indicate both the criteria that qualify an academic staff member to serve as sole major advisor as well as the departmental mechanisms that ensure that advisors are kept current on the requirements for serving in this capacity.

Clarification (no markup)

Upon the affirmative recommendation of the departmental executive committee, and approval by the dean of the Graduate School or other person or body designated by the graduate faculty, academic staff may advise graduate students as a committee member or co-chair, but not as sole major advisor, and they may participate in graduate training programs on a basis similar to that of the faculty of the Graduate School. Exceptions may be granted by the dean of the Graduate School to departments with written policies that allow certain academic staff members with documented research and mentorship experience whose primary job responsibilities included graduate education to serve as sole major advisor. These departmental policies must clearly indicate both the criteria that qualify an academic staff member to serve as sole major advisor as well as the departmental mechanisms that ensure that advisors are kept current on the requirements for serving in this capacity.

Proposal to update *Faculty Policies and Procedures* Chapter 4 (“The Faculty Divisions”)

The University Committee recommends the changes to *FPP* Chapter 4 indicated below, in order to clarify and simplify divisional membership, bring *FPP* in line with practice on some points, and modify practice on other points. Specifically:

- Sections 4.02. and 4.03. as currently written describe a process whereby the University Committee, in consultation with the departments and the divisional committees, establishes the divisional membership of departments, and then faculty in those departments select their individual divisional membership based on that departmental membership. This has not been the process for quite some time. In fact, this is the opposite of what we have been doing. We currently ask each newly hired faculty member to select the division that best fits their scholarship and then we determine departmental divisional membership based on the membership of that department’s faculty. The changes proposed here are to bring *FPP* into line with that practice.
- Section 4.10.A.: The changes to the first part of this section are recommended at the request of the Arts and Humanities divisional committee. There are approximately 35 departments currently in A&H (compared to 53 in Biological Sciences, 28 in Physical Sciences, and 40 in Social Sciences), making the selection of 12 individuals from different departments increasingly difficult. The divisional committee considered changing the language to allow for two members from departments over a certain size, but discarded that idea in favor of allowing two members from any department because (a) it is already difficult to recruit divisional committee members and (b) there is a perception that large departments already have more power.
- Section 4.10.A.: The changes to the latter part of this section are to allow committee members filling out partial terms to be re-elected.
- Section 4.10.E.: The new language about co-chairs is intended to reflect that some of our divisional committees currently operate with co-chairs rather than a single chair. There has not been a report from a division to the faculty in at least several years, and likely some decades. This change maintains the chair’s ability to make such a report, if they so choose.
- Section 4.30.: The existing language dates to a time before online systems enable the posting of information. This change reflects the fact that physical documents are no longer distributed.

With markup

CHAPTER 4: THE FACULTY DIVISIONS

4.02. DEPARTMENTAL MEMBERSHIP IN DIVISIONS.

Each academic department (or the equivalent as defined in 5.01., hereinafter also called “department”) shall be a member of at least one faculty division. ~~The University Committee, after consulting the departments and the divisional executive committees, shall assign each department to at least one of the divisions established in 4.01., subject to the approval of the university faculty. A dispute as to divisional membership shall be settled by the Faculty Senate on the recommendation of the University Committee.~~ is a member of every faculty division in which their faculty are members. The secretary of the faculty shall maintain a record of the composition of the divisions ~~including any changes approved by the faculty.~~ based on the divisional membership of each department’s faculty as defined in 4.03.

4.03. INDIVIDUAL MEMBERSHIP IN DIVISIONS.

A. Each university faculty member as defined in 1.02. shall be a member of one, and only one, division. ~~This will be the division to which his/her department belongs. All faculty members in a department that belongs to more than one division, or who holds appointments in departments in different divisions, shall elect at the time of initial appointment that the division most appropriate according to his/her their research and teaching. If a change in an individual’s divisional membership becomes appropriate, or if the most appropriate division is one in which his/her department is not a member,~~ the divisional executive committee may grant divisional membership to the individual upon application and recommendation of the dean. A disagreement as to individual divisional membership shall be settled by the University Committee.

4.10. DIVISIONAL EXECUTIVE COMMITTEES: MEMBERSHIPS.

A. STRUCTURE. Each divisional executive committee shall consist of at least twelve members elected by the divisional faculty. The specific size of the membership and organizational structure of the committee shall be determined by the faculty of the division. Where there is a separation of functions among subcommittees within a particular divisional executive committee, no fewer than twelve members shall provide the tenure review function. No more than two members of each committee/subcommittee shall have tenure in the same department. If two members from the same department are serving, they may not have exactly overlapping terms. The total tenure appointments of members from a single department shall not exceed 250%. Members of each committee/subcommittee shall be elected for staggered three-year terms and may not succeed themselves on that particular committee/subcommittee, unless they were appointed to fill a partial term. Faculty shall not serve concurrently on more than one divisional committee/subcommittee (this provision does not apply to overlapping bodies created to coordinate committees/subcommittees). Individuals are eligible for re-election to a particular committee/subcommittee after two years.

E. CHAIR. Each executive committee shall annually elect a chair or co-chairs from among one of its members chair. He/she shall The chair may report annually to the divisional faculty.

4.30. DIVISIONAL EXECUTIVE COMMITTEES: PROCEDURES.

A. MEETINGS. Each executive committee shall meet at least monthly throughout the academic year unless the chair considers there is insufficient business. The schedule of meetings shall be ~~given to committee members, the chancellor, appropriate deans, and chairs of member departments~~ announced at the beginning of each academic year.

No markup

CHAPTER 4: THE FACULTY DIVISIONS

4.02. DEPARTMENTAL MEMBERSHIP IN DIVISIONS.

Each academic department (or the equivalent as defined in 5.01., hereinafter also called “department”) is a member of every faculty division in which their faculty are members. The secretary of the faculty shall maintain a record of the composition of the divisions based on the divisional membership of each department’s faculty as defined in 4.03.

4.03. INDIVIDUAL MEMBERSHIP IN DIVISIONS.

A. Each university faculty member as defined in 1.02. shall be a member of one, and only one, division. All faculty members shall elect at the time of initial appointment the division most appropriate according to their research and teaching. If a change in an individual’s divisional membership becomes appropriate, the divisional executive committee may grant divisional membership to the individual upon application and recommendation of the dean. A disagreement as to individual divisional membership shall be settled by the University Committee.

4.10. DIVISIONAL EXECUTIVE COMMITTEES: MEMBERSHIPS.

A. STRUCTURE. Each divisional executive committee shall consist of at least twelve members elected by the divisional faculty. The specific size of the membership and organizational structure of the committee shall be determined by the faculty of the division. Where there is a separation of functions among subcommittees within a particular divisional executive committee, no fewer than twelve members shall provide the tenure review function. No more than two members of each committee/subcommittee shall have tenure in the same department. If two members from the same department are serving, they may not have exactly overlapping terms. The total tenure appointments of members from a single department shall not exceed 250%. Members of each committee/subcommittee shall be elected for staggered three-year terms and may not succeed themselves on that particular committee/subcommittee, unless they were appointed to fill a partial term. Faculty shall not serve concurrently on more than one divisional committee/subcommittee (this provision does not apply to overlapping bodies created to coordinate committees/subcommittees). Individuals are eligible for re-election to a particular committee/subcommittee after two years.

E. CHAIR. Each executive committee shall annually elect a chair or co-chairs from among its members. The chair may report annually to the divisional faculty.

4.30. DIVISIONAL EXECUTIVE COMMITTEES: PROCEDURES.

A. MEETINGS. Each executive committee shall meet at least monthly throughout the academic year unless the chair considers there is insufficient business. The schedule of meetings shall announced at the beginning of each academic year.

Proposal to Create the Immigration and International Issues Committee
in *Faculty Policies and Procedures*
Incorporating the Advisory Council on Immigration and International Student Issues

6.xx –IMMIGRATION AND INTERNATIONAL ISSUES COMMITTEE

A. MEMBERSHIP.

1. Four faculty
2. Two academic staff
3. Two university staff
4. Three students, including at least one graduate student employee and at least one undergraduate.
5. The Vice Provost and Dean of the International Division or designee, ex officio nonvoting.
6. The Director of International Student Services or designee, ex officio nonvoting.
7. The Director of International Faculty & Staff Services or designee, ex officio nonvoting.
8. The Director of the Multicultural Student Center or designee, ex officio nonvoting.
9. The Director of the Immigrant Justice Clinic or designee, ex officio nonvoting.
10. Up to two community representatives as deemed appropriate by the committee, nonvoting.

The committee shall select its own chair from among the faculty members on the committee. The committee may select a co-chair from among the other voting members. Terms of faculty and staff members shall be three years; terms of student appointees shall be one year. Whenever possible, the committee strives to arrive at consensus rather than taking formal votes.

B. FUNCTIONS

1. Provides general advice and recommendations to the administration and all governance bodies on immigration and international student and staff issues.
2. Considers how immigration policy impacts UW-Madison students, faculty, and staff and then provides guidance to campus leadership, especially offices working with immigration issues.
3. Considers how international policies impact UW-Madison students, faculty, and staff and then provides guidance to campus leadership, especially offices working with international issues.
4. Appoints subcommittees or working groups to study issues, as appropriate.

Proposed updates to *Faculty Policies and Procedures*:**6.01., 6.02., 6.03., 6.04., 6.07., 6.09., 6.10., 6.11., 6.12., and 6.49.**Summary:

Added or updated language for university staff: 6.01.E., 6.02.A., 6.05.C.

Clarified role of the University Committee: 6.01F., 6.01.G., 6.04.A., 6.04.B. (formerly 6.03.A. and B.), 6.04.E.2., 6.09

Rearranged existing sections for more logical organization

- ~~6.03.~~ 6.04. Other Committees ~~Concerned With Academic and Educational Activities~~ Established by the Faculty [broadened category]
- ~~6.04.~~ 6.04.E. Other Committees Concerned with Academic and Educational Activities [added to broader category]
- ~~6.49.~~ 6.04.D. University Search and Screen Committees [moved from specific committee to committee type]
- 6.07. Terms of Office [added 6.06.G. and 6.06.H.]

New language or sections, usually to reflect current practice

- 6.02. ~~Joint~~ **Shared** Governance Committees
- 6.03. Advisory Committees [new]
- 6.04.C. University Ad Hoc Committees [new]
- 6.04.D. University Search and Screen Committees [moved, new description]
- 6.06.F. Elections will be managed electronically [removed paper-based language]
- 6.07. Terms of Office [sections removed]
- 6.09. Committee Reports, Records, Recommendations, and Policies

See the specific changes to categories 2, 3, and 4 below; for complete context, please compare to the current version of FPP Chapter 6: <https://secfac.wisc.edu/governance/faculty-legislation/> and links from sections below. (Please note that only changed sections are included here.)

6.01. FACULTY COMMITTEES.

F. The faculty, **University Committee**, or Faculty Senate may provide for the selection of committee members; the scope of their authority; the rules and regulations for their proceedings; and the form in which the committee's work should be reported.

G. Ad hoc faculty committees established by the faculty, **University Committee**, or Faculty Senate are subject to the general provisions of this chapter.

6.02. ~~JOINT~~ **SHARED GOVERNANCE COMMITTEES.**

A. "~~Joint~~ **Shared** governance committees" are committees established in conjunction with academic staff, ~~classified~~ **university** staff, and/or student government to address issues of common concern which are not the primary responsibility of the faculty.

B. A ~~joint~~ **shared** governance committee reports to the faculty through the University Committee and/or the Faculty Senate and to other establishing authorities in accordance with their rules.

6.03. ADVISORY COMMITTEES *[new]*

An Advisory Committee is any committee or work group whose purpose is to provide advice on a specific issue or topic to the convener of the committee/work group. The purpose and intent of an Advisory Committee is dictated by and at the control of the person/department that established the committee/work group. The person/department that convened the committee/work group controls the membership and the process for establishing membership. Advisory Committees can be for any period of time.

6.04. OTHER COMMITTEES CONCERNED WITH ACADEMIC AND EDUCATIONAL ACTIVITIES ESTABLISHED BY THE FACULTY. *[moved/merged/new formerly 6.03., 6.04., and 6.49.]*

A. The faculty, University Committee, or the Faculty Senate may establish committees that are not faculty committees as defined in 6.01. or joint shared governance committees as defined in 6.02. All committees established in this chapter shall be referred to as Chapter 6 committees. *[formerly 6.03.A.]*

B. When a committee established by the faculty, University Committee, or the Faculty Senate that is not subject to the provisions of 6.01. considers issues related to academic matters, decisions shall be restricted to a subcommittee consisting of the faculty members of the committee. Decisions of the faculty subcommittee about academic matters cannot be overturned by the full committee. Disputes about identifying issues as academic shall be resolved by the University Committee. *[formerly 6.03.B.]*

C. University Ad Hoc Committees are committees/work groups established to focus on a targeted purpose for a set duration of time. The objectives and responsibilities of an Ad Hoc committee will define if shared governance principles will be applied to the group. Shared governance Principles would apply to the membership appointment process for those Ad Hoc Committees deemed to be shared governance in scope. *[new]*

D. University Search and Screen Committees are a specific subset of Ad Hoc committee. Search and Screen Committees are formed for a targeted purpose and are charged by the employment authority. Search and Screen Committees would be designated as holding shared governance principles related to the specific position being recruited. Positions with broad university authority should follow shared governance principles as a result. *[new and adapted from 6.49.]*

A. MEMBERSHIP. When a vacancy occurs or is anticipated in the position of academic vice chancellor/provost or at the level of college/school dean a search and screen committee shall be appointed by the chancellor and shall consist of:

1. A faculty majority, as defined in 6.01.C., appointed after consultation with the University Committee.
2. Administrators, academic staff, classified staff, and students.
3. A chair designated by the chancellor from among the faculty majority.

B. FUNCTIONS. It is the function of the committee to determine and supply to the chancellor an unranked list of acceptable candidates for the vacant position. It is not necessary that the committee ascertain whether each candidate on the list would accept the position if it were offered. The committee shall also report to the chancellor and the University Committee on the manner in which it conducted its deliberations.

C. FURTHER ACTIONS. If none of the slate of candidates recommended is acceptable to the chancellor and the Board of Regents, or if all acceptable candidates decline, the committee may

be requested to submit a new list of acceptable candidates, or a new search and screen committee may be appointed.

[Procedures for the selection of the chancellor conform to Regent policy.]

E. Committees concerned with Academic and Educational Activities. *[moved from 6.03.]*

1. Appropriate faculty bodies shall be consulted before other committees concerned with academic and educational activities are established. The appropriate body for campus-level consultation is the University Committee, and the appropriate bodies for school- and college-level consultation are the school or college academic planning councils.

2. Faculty members serving on campus-level committees established under the provisions of 6.04.A. **6.04.C1**, should be selected in consultation with the ~~Committee on Committees or the~~ University Committee.

3. Such committees should not normally be established if there is a faculty committee or a committee established by the faculty whose responsibilities cover the academic and educational matters of concern.

6.06. ELECTION OF FACULTY TO COMMITTEES.

F. Elections are managed electronically. *[new]*

~~F. Election is by ballot distributed to all members of the faculty. Ballots are to be collected at the senate meeting at which the election is scheduled, or delivered to the secretary of the faculty within four days after the meeting.~~

~~G. A vacancy in an elective committee position is to be reported by the chair of that committee to the secretary of the faculty.~~ *[moved to 6.07. E.]*

~~H. If circumstances warrant, and upon consultation with the committee concerned, the University Committee shall appoint, subject to confirmation by the senate, an appropriately qualified replacement to fill the vacancy until a faculty member is elected at the next annual election to complete the unexpired term.~~ *[moved to 6.07.F.]*

6.07. TERMS OF OFFICE.

A. With the exception of the University Committee, or unless otherwise specified, faculty committee members serve during the academic year ~~one year terms assume their duties on June 1 following their election.~~

~~B. Appointed faculty committee members serve from the date specified by the appointing authority until the appointing authority has designated a successor. If Faculty Policies and Procedures or faculty legislation establishing a committee specifies a term for an appointment. The appointing authority may extend the specified term for one year to avoid too great a turnover of committee members in a single year or to facilitate work in progress.~~

E. A vacancy in an elective committee position is to be reported by the chair of that committee to the secretary of the faculty. *[moved from 6.06.G.]*

F. If circumstances warrant, and upon consultation with the committee concerned, the University Committee shall appoint an appropriately qualified replacement to fill the vacancy until a faculty member is elected at the next annual election to complete the unexpired term. *[moved from 6.06.H.]*

The Committee on Committees will provide input if the vacancy is for the University Committee. *[new]*

6.09. COMMITTEE REPORTS, RECORDS, RECOMMENDATIONS, AND POLICIES.

A. All Chapter 6 and ad hoc faculty committees shall report to the University Committee in writing at least annually. These reports shall be submitted to the Faculty Senate for its information. There shall be an opportunity for senators to ask questions regarding these reports. If a committee includes academic staff and/or student representatives, then the represented governance bodies shall also receive copies of the report.

~~C. If a committee makes a recommendation or proposes a resolution for action by the Faculty Senate, the vote of the faculty members on the committee on the recommendation or proposed resolution shall be reported to the Faculty Senate along with the total committee vote.~~

C. At the beginning of an appointment to a Chapter 6 and ad hoc committee, each member will receive the charge of the committee, and the general policies and procedures for all committee meetings (see section 6.10.).

D. A committee may seek changes to its charge by presenting a proposal to the University Committee.

~~D. E. Chapter 6 committees shall maintain a written statement of policies and procedures. A committee shall report any proposed changes to these policies and procedures and any contemplated action that would be an exception to these policies and procedures to the University Committee and the chancellor.~~

~~E. If a matter has been reported to the University Committee under the provision of 6.09.D. and if the University Committee so requests, the committee shall postpone action or implementation relating to the matter pending consideration and action by the University Committee and, if the University Committee so decides, by the Faculty Senate.~~

6.10. MEETINGS.

A. A faculty committee meets at the call of its chair. A meeting ~~shall be called at the request of any three members of the committee~~ may also be called at the request of a simple majority of members of the committee.

B. Faculty should be familiar with and follow the university's open meetings and open records policies, which will also be communicated to committee chairs as part of the committee confirmation letter.

C. Meeting agendas should be prepared and distributed in a timely manner by the chair (in conjunction with any committee staff assigned to the committee). Specific rules governing meeting agendas will be communicated to the chair as part of the committee appointment letter.

D. Quorum rule: For the purposes of this chapter, a quorum exists when a majority of the voting members of a committee is present. *[moved from 6.11.]*

E. Minutes: Will be taken and retained for the meetings of all committees. Guidelines for minutes will be included in committee appointment letters to chairs. Outgoing chairs should give committee documents to the Office of the Secretary of the Faculty to pass on to the next chair. *[new]*

6.11. QUORUM RULE.

~~For the purposes of this chapter, a quorum exists when a majority of the voting members of a committee is present. *[Moved to 6.10]*~~

No mark-up

6.01. FACULTY COMMITTEES.

F. The faculty, University Committee, or Faculty Senate may provide for the selection of committee members; the scope of their authority; the rules and regulations for their proceedings; and the form in which the committee's work should be reported.

G. Ad hoc faculty committees established by the faculty, University Committee, or Faculty Senate are subject to the general provisions of this chapter.

6.02. SHARED GOVERNANCE COMMITTEES.

A. "Shared governance committees" are committees established in conjunction with academic staff, university staff, and/or student government to address issues of common concern which are not the primary responsibility of the faculty.

B. A shared governance committee reports to the faculty through the University Committee and/or the Faculty Senate and to other establishing authorities in accordance with their rules.

6.03. ADVISORY COMMITTEES

An Advisory Committee is any committee or work group whose purpose is to provide advice on a specific issue or topic to the convener of the committee/work group. The purpose and intent of an Advisory Committee is dictated by and at the control of the person/department that established the committee/work group. The person/department that convened the committee/work group controls the membership and the process for establishing membership. Advisory Committees can be for any period of time.

6.04. OTHER COMMITTEES ESTABLISHED BY THE FACULTY.

A. The faculty, University Committee, or Faculty Senate may establish committees that are not faculty committees as defined in 6.01. or shared governance committees as defined in 6.02. All committees established in this chapter shall be referred to as Chapter 6 committees.

B. When a committee established by the faculty, University Committee, or Faculty Senate that is not subject to the provisions of 6.01. considers issues related to academic matters, decisions shall be restricted to a subcommittee consisting of the faculty members of the committee. Decisions of the faculty subcommittee about academic matters cannot be overturned by the full committee. Disputes about identifying issues as academic shall be resolved by the University Committee.

C. University Ad Hoc Committees are committees/work groups established to focus on a targeted purpose for a set duration of time. The objectives and responsibilities of an Ad Hoc committee will define if shared governance principles will be applied to the group. Shared governance Principles would apply to the membership appointment process for those Ad Hoc Committees deemed to be shared governance in scope.

A. MEMBERSHIP. When a vacancy occurs or is anticipated in the position of academic vice chancellor/provost or at the level of college/school dean a search and screen committee shall be appointed by the chancellor and shall consist of:

1. A faculty majority, as defined in 6.01.C., appointed after consultation with the University Committee.
2. Administrators, academic staff, classified staff, and students.
3. A chair designated by the chancellor from among the faculty majority.

B. FUNCTIONS. It is the function of the committee to determine and supply to the chancellor an unranked list of acceptable candidates for the vacant position. It is not necessary that the committee ascertain whether each candidate on the list would accept the position if it were offered. The committee shall also report to the chancellor and the University Committee on the manner in which it conducted its deliberations.

C. FURTHER ACTIONS. If none of the slate of candidates recommended is acceptable to the chancellor and the Board of Regents, or if all acceptable candidates decline, the committee may be requested to submit a new list of acceptable candidates, or a new search and screen committee may be appointed.

[Procedures for the selection of the chancellor conform to Regent policy.]

D. University Search and Screen Committees are a specific subset of Ad Hoc committee. Search and Screen Committees are formed for a targeted purpose and are charged by the employment authority. Search and Screen Committees would be designated as holding shared governance principles related to the specific position being recruited. Positions with broad university authority should follow shared governance principles as a result.

E. Committees concerned with Academic and Educational Activities.

1. Appropriate faculty bodies shall be consulted before other committees concerned with academic and educational activities are established. The appropriate body for campus-level consultation is the University Committee, and the appropriate bodies for school- and college-level consultation are the school or college academic planning councils.

2. Faculty members serving on campus-level committees established under the provisions of 6.04.C.1. should be selected in consultation with the University Committee.

3. Such committees should not normally be established if there is a faculty committee or a committee established by the faculty whose responsibilities cover the academic and educational matters of concern.

6.06. ELECTION OF FACULTY TO COMMITTEES.

F. Elections are managed electronically.

6.07. TERMS OF OFFICE.

A. With the exception of the University Committee, or unless otherwise specified, faculty committee members serve during the academic year. The appointing authority may extend the specified term for one year to avoid too great a turnover of committee members in a single year or to facilitate work in progress.

E. A vacancy in an elective committee position is to be reported by the chair of that committee to the secretary of the faculty.

6.09. COMMITTEE REPORTS, RECORDS, RECOMMENDATIONS, AND POLICIES.

A. All Chapter 6 and ad hoc committees shall report to the University Committee in writing at least annually. These reports shall be submitted to the Faculty Senate for its information. There shall be an opportunity for senators to ask questions regarding these reports. If a committee includes academic staff and/or student representatives, then the represented governance bodies shall also receive copies of the report.

C. At the beginning of an appointment to a Chapter 6 and ad hoc committee, each member will receive the charge of the committee, and the general policies and procedures for all committee meetings (see section 6.10.).

D. A committee may seek changes to its charge by presenting a proposal to the University Committee.

E. Chapter 6 committees shall maintain a written statement of policies and procedures.

F. If circumstances warrant, and upon consultation with the committee concerned, the University Committee shall appoint an appropriately qualified replacement to fill the vacancy until a faculty member is elected at the next annual election to complete the unexpired term. The Committee on Committees will provide input if the vacancy is for the University Committee

6.10. MEETINGS.

A. A faculty committee meets at the call of its chair. A meeting may also be called at the request of a simple majority of members of the committee.

B. Faculty should be familiar with and follow the university's open meetings and open records policies, which will also be communicated to committee chairs as part of the committee confirmation letter.

C. Meeting agendas should be prepared and distributed in a timely manner by the chair (in conjunction with any committee staff assigned to the committee). Specific rules governing meeting agendas will be communicated to the chair as part of the committee appointment letter.

D. Quorum rule: For the purposes of this chapter, a quorum exists when a majority of the voting members of a committee is present.

E. Minutes: Will be taken and retained for the meetings of all committees. Guidelines for minutes will be included in committee appointment letters to chairs. Outgoing chairs should give committee documents to the Office of the Secretary of the Faculty to pass on to the next chair.

Resolution Calling on President Ray Cross to Reaffirm Commitment to Shared Governance

WHEREAS UW System President Ray Cross has publicly declared his support for shared governance, [promising on March 25, 2015, on the UW–Milwaukee campus to resign his position if he failed to protect shared governance](#);

WHEREAS a history of repeated injuries impelled the UW–Madison Faculty Senate on May 2, 2016, to [declare no confidence](#) in President Cross and the Board of Regents and to call on them to “recommit themselves to the Wisconsin Idea” by “working with us to strengthen the quality of our state universities,” which led to an unprecedented wave of no-confidence votes across the UW System;

WHEREAS on February 1, 2018, Wisconsin Public Radio [reported](#) that President Cross disparaged and intentionally circumvented shared governance in decreeing that the University of Wisconsin System be restructured, having emailed Regent Gerald Whitburn on October 11, 2017, that he was “Getting hammered by the ‘shared governance’ leaders because they weren't involved in the process; however, had they been involved we wouldn't be doing anything!!”;

WHEREAS shared governance is ultimately responsible for implementing President Cross’s top-down decision to break up the UW Colleges and merge them with four-year, comprehensive, and research universities, and to shift the functions of UW–Extension under UW–Madison and central System administration;

WHEREAS shared governance is an essential mechanism to guarantee accountability, transparency, and high quality education, as well as better solutions and speedier implementation through the involvement of relevant stakeholders;

BE IT RESOLVED THAT the Faculty Senate of the University of Wisconsin–Madison hereby demands that President Cross honor his earlier pledge to protect and respect shared governance in all relevant administrative decisions regarding the UW System and its campuses, and that he outline specific policies and practices for including faculty, staff, and students in meaningful shared governance at the System level, in a manner that respects and supports the contributions of all members of the University of Wisconsin System in guiding its decisions.