

## UNIVERSITY COMMITTEE ANNUAL REPORT FOR 2011-2012

The University Committee (UC) meets weekly (customarily all Monday afternoon) during the fall and spring semesters and as needed throughout the summer and during the winter and spring breaks. The Office of the Secretary of the Faculty provides support to the UC. The secretary of the faculty attends all UC meetings and maintains committee records. The chancellor and provost are invited to attend open sessions of the meetings of the UC and to keep the committee up-to-date on issues and initiatives.

### I. Functions

As the executive committee of the Faculty Senate, the UC has the following functions (as abbreviated from *Faculty Policies and Procedures* 6.54.B.):

- Considers questions and makes studies concerning the educational interests and policies of the university;
- Advises on procedures and involves the faculty in policy development and decision making;
- Consults with and provides advice to administrative officers on budget matters;
- Prepares the agenda for the faculty senate;
- Makes timely reports to the faculty;
- Appoints and/or advises on the appointment of faculty to committees;
- Serves as the faculty's grievance committee, except for matters within the jurisdiction of the Committee on Faculty Rights and Responsibilities.

In addition, the UC serves as the board of directors of PROFS, Inc., and as such, represents the interests of the faculty to members of the state legislature and to other officials and state agencies.

### II. Issues Addressed

Issues are brought to the committee in a variety of ways. Issues are brought by members of the faculty or administration, by the Academic Staff Executive Committee (ASEC) or the Associated Students of Madison (ASM), by individuals, or are generated internally within the UC itself. Some of these issues are eventually brought to the senate for action.

The committee held 47 business meetings in 2011-2012 and spent most of its time on issues related to:

1. The educational interests and policies of the university including considering questions of policy posed by members of the faculty and administration, communicating with and appointing faculty to committees, and setting the agendas for Faculty Senate meetings.
2. The process of joint governance, including representing the interests of the faculty in discussions and follow-through with members of: campus and school/college administrations, the board of regents, the academic staff through coordination with ASEC, and the student body through coordination with ASM.
3. Requests for tenure clock extensions, leaves of absence, grievances and other personnel-related rule waivers.
4. Responding to and addressing issues related to state legislation including base budget reduction, tuition cap, telecommunication services, WiscNet, financial management flexibilities, supplemental pay plan, personnel system, collective bargaining, governance, and employee benefits, among others. The UC sought input from faculty, staff and administrators regarding the impact of the proposed and actual legislative changes. The UC worked hard to understand the implications for UW-Madison, including the fiscal health of the institution and the relationships of the Madison campus to UW System and to the legislature.

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5. The resignation of Chancellor Martin and the appointment of an interim chancellor. The UC provided leadership to extend Interim Chancellor Ward's appointment for a second year in order to stabilize the institution prior to the initiation of a search for a new chancellor.
6. HR system re-design.
7. Faculty compensation.
8. The engagement of Huron, the external consultant retained by the administration to assess how to achieve administrative efficiencies.
9. The preservation of payroll deductions for the collection of PROFS dues.
10. Governance in centers and institutes.

#### **A. Issues addressed by the Faculty Senate**

2011-2012 Faculty Senate business and legislation is summarized in Faculty Document 2362, which was distributed for the 1 October 2012 senate meeting. These actions will not be duplicated here, although the following summarize some of the issues addressed by the UC and the senate.

- *Concealed Carry.* The legislative approval of concealed carry of firearms superceded system administrative code that prohibited firearms on university property. In response, the university prohibited firearms in its buildings but is prevented by law from prohibiting firearms elsewhere on campus. In order to protect students, staff and faculty, the senate approved a policy that prohibits employees from carrying firearms and other weapons in the course and scope of their employment unless approved in advance.
- *Funding for Education in Wisconsin.* In the face of disproportionate budget cuts for UW-Madison, the senate adopted a resolution calling on the governor and the legislature to reduce the budget lapse to a level proportional to the University of Wisconsin System's share of the state budget and asking for a commitment to restore and strengthen the state's historic investment in education.

The senate passed a second resolution in response to low and declining state support and state-mandated low tuition, asking the state for a new social contract to reinvigorate the shared financial and organizational commitment to sustaining top quality institutions of higher education in Wisconsin.

#### **B. Other Issues Studied by the UC**

Some issues are resolved by the UC without action by the senate. Other issues require study by the UC before being brought to the senate. Some of these issues are summarized below.

- *Graduate School/Research Enterprise Reorganization.* The UC continued to monitor the implementation of the set of recommendations adopted by the Faculty Senate at the end of the 2009-2010 academic year.
- *May Health Insurance Deductions.* With the increase in an employee's share of the cost of health insurance, the UC worked with the administration to implement a procedure to distribute over several months the multiple deductions traditionally taken from the May payroll for academic year appointments.

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- *Governance in the Division of International Studies and Programs.* In response to faculty concern about the lack of a governance structure and input in the Division of International Studies and Programs, the UC and the interim chancellor jointly charged an *ad hoc* faculty committee to study the issue. In response, an executive advisory board has been appointed by the provost that will work with and advise the current interim dean and make recommendations back to the provost, who will consult with the UC.
- *Integrated Tenure Case Criteria.* Over the past several years, the Biological Sciences Tenure Committee has developed new criteria for tenure. The UC is concerned about the ramifications of departing from the faculty's well-established standards for tenure and discussed its concerns with the tenure committee. The UC will be appointing an *ad hoc* committee to study this issue in depth and to make a recommendation as to whether the integrated case criteria is consistent with the provisions of *Faculty Policies and Procedures*.
- *Legislative Task Force on Higher Education.* One of the provisions of the governor's budget bill was to appoint a Legislative Task Force on Higher Education. The UC monitored closely the meetings of the task force and provided testimony to it.
- *Proposed College of the Arts.* The UC participated in a number of discussions about this proposal and worked to ensure that the process followed governance requirements and that the faculty had access to complete information about the impact/implications of creating the proposed college. This discussion/process will continue in 2012-2013.

### **III. Faculty Nominations and Appointments to Committees**

As authorized in *FPP*, the UC appoints faculty members as needed to certain committees established under Chapter 6 or other faculty legislation. Faculty were appointed to the following committees:

- Athletic Board (subject to approval of the chancellor)
- Committee on Faculty Rights and Responsibilities
- Library Committee (subject to approval of the senate)
- Memorial Library Committee
- Research Safety and Compliance Oversight Committee
- Committee on Retirement Issues
- University Academic Planning Council
- University Committee (subject to approval of the senate)

The UC also appointed the chairs of the Lectures Committee and the Committee on Retirement Issues.

The UC appointed or recommended for appointment faculty members to the following committees that are not governed by *FPP*:

- *Ad Hoc* Admissions Policy Committee
- *Ad Hoc* Committee to Examine the Governance Structure and Organization of the Division of International Studies and Programs (appointed jointly by the chancellor)
- *Ad Hoc* Interdivisional Curriculum Committee
- *Ad Hoc* Tenure Review Committee
- Alcohol Policy Review Task Force
- Assistant Vice Chancellor for Business Services Search and Screen Committee
- Associate Vice Chancellor for Facilities Planning and Management Search and Screen Committee
- College of Engineering Search and Screen Committee

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- Committee on Access and Accommodation in Instruction
- Committee on Gay, Lesbian, and Bisexual and Transgender Issues
- Division of International Studies and Programs Executive Advisory Board
- Health Care Advisory Committee
- Honorific Modified Professorial Title Review Committee
- HR System Redesign Work Teams
- Labor Licensing Policy Committee
- Lakeshore Nature Preserve Committee
- Library Director Search and Screen Committee
- Madison Initiative for Undergraduates Oversight Committee
- Nonresident Tuition Appeals Committee
- Provost's *Ad Hoc* Committee on Intellectual Property
- School of Human Ecology Dean Search and Screen Committee
- School of Veterinary Medicine Search and Screen Committee
- Tax Sheltered Annuities Advisory Committee

The UC appointed a number of *ad hoc* committees to advise it on the following issues:

- Fiscal model, budgets and financial performance of UW-Madison
- Governance and administrative models for UW-Madison
- Human resources/personnel system redesign
- Research enterprise and graduate education
- Tuition: access and affordability

#### **IV. UC Representation on Committees**

UC membership carries with it the additional duty of serving on various other committees, as well as sharing responsibility for and participating in campus-wide planning and informational sessions for new faculty and department chairs. In 2011-2012, UC members served on additional committees as indicated below:

- CIC Faculty Representative: Michael Bernard-Donals
- College of Engineering Dean Search and Screen Committee: Susan Babcock
- Commission on Faculty Compensation and Economic Benefits: Brad Barham
- Committee on Committees: Michael Bernard-Donals, Mark Cook
- External Consultant Advisory Committee: Brad Barham
- External Consultant Evaluation Committee: Brad Barham
- Faculty Consultative Committee on Financial Emergency: Susan Babcock, Brad Barham (chair)
- PROFS, Inc. Board of Directors: all UC members
- PROFS, Inc. Steering Committee: Susan Babcock, Brad Barham, Mark Cook, Peter Lipton
- School of Veterinary Medicine Search and Screen Committee: Mark Cook
- University Academic Planning Council: Linda Graham, Ann Palmenberg
- UW System Faculty Representative: Peter Lipton

#### **V. Rule Waivers, Other Personnel Items, and Interpretations**

The UC is authorized under *FPP* to hear requests for rule waivers such as extensions of the tenure clock, leaves of absences and temporary assignments, and conversion of a probationary faculty appointment to an academic staff appointment. It also serves as the hearing committee for faculty grievances other than those under the jurisdiction of the Committee on Faculty Rights and Responsibilities. These personnel matters are of great import to those concerned, and the UC spends considerable time studying, discussing, and

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resolving these requests. The UC is also charged with clarifying and rendering interpretations of *FPP*. During 2011-2012, the UC dealt with the following cases:

- 11 actions regarding leaves of absence
- 26 actions involving extension of the tenure clock
- 10 situations involving other personnel issues

#### **VI. 2011-2012 Committee Membership**

Brad Barham, chair (Agricultural and Applied Economics)

Susan Babcock (Materials Science and Engineering)

Michael Bernard-Donals (English)

Mark Cook (Animal Sciences)

Linda Graham (Botany), October through May

Peter Lipton (Neuroscience)

Ann Palmenberg (Biochemistry), June to October