
University Committee Annual Report for 2012-2013, 2013-2014, 2014-2015

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, provost, vice chancellors, and vice provosts are invited to attend open sessions of UC meetings 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 Classified Staff Executive Committee (CSEC) 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 43 business meetings in 2012-2013, 47 in 2013-2014, and 47 (projected) in 2014-2015. During this reporting period, the UC spent a significant portion of its time on issues related to the following.

- 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.
- The process of joint/shared 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 and the other campuses of the UW System, the academic staff through coordination with ASEC, the classified staff through coordination

(continued)

with CSEC, and the student body through coordination with ASM. The UC developed a shared governance workshop for committee chairs and other governance groups, including the new Classified/University Staff Congress. In collaboration with the Office of the Secretary of the Faculty and with Faculty Senate approval, the UC revised shared governance committee structures to include classified/university staff representation. The UC held and participated in shared governance meetings with the UW system president, a member of the board of regents, and an informational session with the chancellor on budget reductions and proposed public authority.

- Rule waiver and other requests, including tenure clock extensions, leaves of absence, grievances, and dual role approvals.
- Relations with state government, including responding to and addressing issues related to state legislation and proposals including the biennial budget, the Wisconsin Idea, tenure, shared governance, resource and management flexibilities, tuition revenue generation and caps, out-of-state enrollments, faculty compensation and pay tools, and the feasibility of a public authority. The UC sought input from faculty, staff, students, administration, the board of regents, the UW System, and colleagues at other UW campuses concerning the impact of proposed and actual legislative changes.
- High-level searches, including serving on and consulting with search and screen committees for high-level positions (chancellor, provost, chief diversity officer, vice chancellor for research and graduate education, associate vice chancellor for enrollment management, vice provost for teaching and learning, vice provost for faculty and staff, and deans of L&S, Pharmacy, International Studies, and Graduate School) and working with new leadership and interims on transitions into the university. The UC also worked with the offices of the chancellor and the provost to create a new position of search coordinator, reporting jointly to the UC and the provost.

A. Issues addressed by the Faculty Senate

Faculty Senate business and legislation is summarized each year in a document presented at the October meeting of the following year. The following is a brief summary of issues addressed by the Senate in collaboration with the University Committee.

- *HR Design*. In the 2011-2013 biennial state budget, the university was granted flexibility to develop its own HR system. After extensive discussion and work on design and implementation, the system was approved by the senate on December 3, 2012, (Faculty Document 2375) and will go into effect on July 1, 2015.
- *Division of International Studies*. An ad hoc committee was formed in May 2012 to study the restructuring of the division and to assist with implementing the new structure. (Faculty Document 2439; report presented October 2013)
- *Campus diversity framework* (Faculty Document 2501). Constituted a committee to develop framework and worked closely with Chief Diversity Officer and other campus partners on drafting and subsequent implementation plan.
- *Graduate School restructuring*. Charged committee to study structure of Graduate School and creation of separate Vice Chancellor for Research. Worked closely and at length with multiple stakeholders to draft and implement changes. Working group report delivered April 2014; recommendations on structure of graduate school and research enterprise presented to Faculty Senate May 2014 and approved as Faculty Document 2500.
- *Fossil fuels divestment*. Senate approved an ad hoc committee in spring 2013 to develop recommendations on whether to divest from companies that produce fossil fuels. Recommendation did not support divestment. (Faculty Document 2472)

- *Committee reports.* The Senate received and responded to reports from myriad standing and ad hoc committees each month, including campus planning, recreational sports, disability and accommodations, classified research, boycotts and academic freedom, ombuds, undergraduate recruitment, admissions and financial aid, and many more.
- *Divisional executive committee membership.* The UC worked with the four divisional committees to revise FPP 4.10. to modify election rules to make it easier for faculty with tenure homes in more than one department to serve on divisional executive committees. (Faculty Document 2406; approved April 2013)
- *Honorific modified professorial titles* (Faculty Document 1489h; approved December 2012). Dissolved the Honorific Modified Professorial Titles Review Committee and transferred its functions to the divisional executive committees.
- *Disabilities and accommodation* (Faculty Document 1159b; December 2014). The Senate approved revisions to the Faculty Reasonable Accommodations Policy and Procedures to move campus into compliance with federal legislation.
- *Hostile and intimidating behavior* (Faculty Document 2511a; October 2014). New faculty legislation (II-332) outlines formal and informal processes for employees who experience severe or pervasively unwelcome behavior interfering with their ability to perform their responsibilities to the university, while protecting the norms of academic freedom. An ad hoc committee has been formed to recommend implementation strategies.
- *Biennial state budget.* Three faculty resolutions were passed in response to the proposed 2015-17 biennial state budget: Faculty Document 2540 (February 2015) opposes the \$300 million proposed cut to the UW System budget; Faculty Document 2549 (March 2015) comments on the importance of shared governance to campus and across the system; and Faculty Document 2550 (March 2015) urges the board of regents to study the implications of moving to a public authority.

B. Other issues studied by the UC

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

- *Integrated tenure case.* An ad hoc committee was formed to advise the UC and the divisional executive committees on an integrated tenure case in biological sciences. The committee found it acceptable.
- *College of the Arts.* Several departments explored the possibility of developing a separate college. The UC helped to shepherd this through the final decision not to proceed with forming a separate unit.
- *Curriculum committee.* Moved new course and course change approvals to new University Curriculum Committee (from divisional executive committees).
- *Campus transportation.* Campus transportation faced various governance structure problems. The UC assisted in getting the unit back on strong footing. Also worked with VCFA to address campus compliance with state statutes regarding public parking on campus during athletic events.
- *Labor licensing.* Formally established an advisory committee on this issue. Worked with chancellor's office to make sure that shared governance played a role in activities and reporting, while still reporting directly to the chancellor.
- *FOIA class syllabi.* Worked with Education to develop system to protect intellectual

- property rights of Education and other faculty.
- *Budget model.* Worked with Vice Chancellor for Finance and Administration to organize a committee to examine resource allocation on campus and recommend changes to budget structure.
 - *Research and graduate education.* As the Faculty Senate approved in document 2500, the UC worked with the interim (now permanent) vice chancellor for research and graduate education to manage the transition from one unit (the Graduate School) in charge of education and research into two interconnected units. Throughout the year, the UC met twice monthly with the VCRGE and several times with the interim dean of the Graduate School to discuss and review the restructuring. Drawing on the working group's report and Faculty Document 2500, the UC formed the initial University Research Council and named members.
 - *Enrollment expansion.* Worked with provost on increasing out-of-state enrollments. Cap increased to 27.5%.
 - *Center for Investigative Journalism.* Issued statement in defense of the Center for Investigative Journalism, which was threatened with defunding by the state legislature.
 - *Policy and system development.* The UC worked closely with campus units and stakeholders to develop, review, improve, and implement new and/or updated policies, systems, and programs in the following areas:
 - campus email and calendaring,
 - D2P,
 - IRB/human subjects,
 - performance management,
 - faculty compensation tools, workload, and titles for professors,
 - governance in centers and institutes,
 - family leave,
 - international travel,
 - alcohol use at university-related functions,
 - sexual assault,
 - campus voter registration, and
 - federal and state compliance.
 - *Standardization and clarification of Faculty Policies & Procedures.* The UC has undertaken a project to edit, organize, and rework Chapter 6 (Committees of the Faculty) to make it more consistent and clear and to incorporate classified/university staff into shared governance system.

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.

- Access and Accommodation in Instruction, Committee on
- Athletic Board (subject to approval of the chancellor)
- Campus Diversity and Climate Committee
- Campus Planning Committee (environmental representative, subject to senate approval)
- Committee on Faculty Rights and Responsibilities
- Disabilities Accommodation Advisory Committee
- EI (Educational Innovation) Advisory Committee

- Financial Emergency, Faculty Consultative Committee on
- Gay, Lesbian, Bisexual and Transgender Issues Committee
- Health Care Advisory Committee
- Honorary Degrees Committee
- Lakeshore Nature Preserve Committee
- Lectures Committee
- Library Committee (subject to approval of the senate)
- Memorial Library
- Officer Education Committee
- PROFS, Inc. Steering Committee
- Recreational Sports Board
- Research, Safety and Compliance Oversight Committee
- Retirement Issues Committee
- Search and Screen Committees
 - Chancellor
 - Provost
 - Deans of Graduate School, Pharmacy, Division of International Studies, Letters & Science, Veterinary Medicine, Engineering, and Education
 - Vice Chancellor for Research and Graduate Education
 - Vice Provost for Enrollment Management
- Union Council
- University Academic Planning Council
- University Book Store Board of Trustees
- University Curriculum Committee
- University Research Council
- UW System Task Force on Shared Governance
- UW System Task Force on Tenure

The UC also appointed the chairs of the following committees:

- **2012-2013:**
 - Ad Hoc Committee to Review Integrated Tenure Case Criteria
 - Ad Hoc Diversity Plan Committee
 - Ad Hoc Interdivisional Curriculum Committee
 - Ad Hoc Tuition Policy Committee
 - Lectures Committee
 - University Committee
- **2013-2014:**
 - Ad Hoc Committee on Fossil Fuel Use and Climate Change
 - Ad Hoc Faculty Committee on Civility in the Academic Workplace
 - Athletic Board (reappointment)
 - Access and Accommodation in Instruction, Committee on (reappointment)
 - Gay, Lesbian, Bisexual and Transgender Issues, Committee on
 - Retirement Issues Committee (Co-Chairs)
 - WARF Resource Request and Allocations Committee
- **2014-2015:**
 - Gay, Lesbian, Bisexual and Transgender Issues, Committee on
 - Lakeshore Nature Preserve

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

- HR System Redesign Work Teams
- Labor Codes and Licensing Advisory Committee
- Ad Hoc Committee on Tuition Policy (April 2012)
- Ad Hoc Interdivisional Curriculum Committee – chair appointed (June 2012 and July 2013)
- Ad Hoc Committee to evaluate the Academic Analytics System (July 2012)
- Ad Hoc Budget/Resource Allocation Working Group (November 2012)
- Assembly Ad Hoc Committee on Multiple Roles (November 2012)
- Ad Hoc Diversity Plan Committee (December 2012)
- Ad Hoc Committee on Fossil Fuel Use and Climate Change (June 2013)
- IT Working Group’s Implementation Committee (July 2013)
- Ad Hoc Committee on Faculty Accommodation for ADA (August 2013)
- Ad Hoc Committee to Review Integrated Tenure Case Criteria (September 2013)
- Ad Hoc Faculty Committee on Civility in the Academic Workplace (October 2013)
- Ad Hoc Committee on Graduate School Restructuring (November 2013)
- Ad Hoc Faculty Working Group on Classified Research (April 2014)
- Ad Hoc Committee on Boycotts and Academic Freedom (May 2014)
- Ad Hoc Committee on 7th-year Reviews (March 2015)
- Ad Hoc Committee on Implementation of Hostile and Intimidating Behavior Policy (April 2015)
- Ad Hoc Committee on Minimum Qualifications for Instructors (April 2015)
- Ad Hoc Committee on Post-Tenure Review (April 2015)

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 campuswide planning and informational sessions for new faculty and department chairs.

- **2012-2013**
 - CIC Faculty Representative: Jo Ellen Fair
 - Committee on Committees (2): Jo Ellen Fair, Dietram Scheufele
 - Faculty Compensation and Economic Benefits, Commission on (1): Jo Ellen Fair
 - Faculty Consultative Committee for Financial Emergency: Michael Bernard-Donals, Mark Cook
 - PROFS Steering Committee (3): Michael Bernard-Donals, Mark Cook, Peter Lipton, Grant Petty
 - PROFS, Inc. Board of Directors (all members)
 - Search and Screen Committees (various)
 - University Academic Planning Council (1): Peter Lipton
- **2013-2014**
 - CIC Faculty Representative: Dorothy Farrar-Edwards
 - Committee on Committees (2): Dorothy Farrar-Edwards, M. Elizabeth Meyerand
 - Faculty Compensation and Economic Benefits, Commission on (1): Jo Ellen Fair
 - Faculty Consultative Committee for Financial Emergency (2; chair): Jo Ellen Fair, Grant Petty
 - PROFS Steering: Bernard-Donals, Cook, Petty, Jo Ellen Fair, Dorothy Farrar-Edwards

- PROFS, Inc. Board of Directors (all members)
- Search and Screen Committees (various)
- University Academic Planning Council (1): Jo Ellen Fair
- **2014-2015**
 - CIC Faculty Representative: Tom Broman
 - Committee on Committees (2): Tom Broman, M. Elizabeth Meyerand
 - Faculty Compensation and Economic Benefits, Commission on (1): Jo Ellen Fair
 - Faculty Consultative Committee for Financial Emergency (2; chair): Jo Ellen Fair, Grant Petty
 - Legislative Strategy Group: Jo Ellen Fair, Grant Petty
 - PROFS, Inc. Steering Committee (3): Thomas Broman, M. Elizabeth Meyerand, Grant Petty
 - PROFS, Inc. Board of Directors (all members)
 - Search and Screen Committees (various)
 - Shared Governance Group: Jo Ellen Fair
 - University Academic Planning Council (1): Dorothy Farrar-Edwards
 - UW System Faculty Representative: Grant Petty
 - UW System Task Force on Shared Governance: M. Elizabeth Meyerand
 - UW System Task Force on Tenure: Dorothy Farrar-Edwards

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 absence 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 resolving these requests. The UC is also charged with clarifying and rendering interpretations of FPP.

During 2012-2013, the UC dealt with 7 leave-of-absence requests and 12 tenure clock extension requests. In 2013-14, the UC considered 4 requests for leave of absence and 35 for extensions the tenure clock. During 2014-2015 (as of the end of April 2015), the UC handled 3 actions regarding leaves of absence and 23 tenure clock extensions. Each year, the UC also considers and deals with a large number of other personnel issues, including track transfers, academic staff dual roles, and grievances. It is difficult to put a specific number on these items for several reasons. For example, in addition to the fact that they commonly bridge years, the distinction between a grievance and a simple request to be heard or to clarify information is not a bright line. Moreover, often the UC chair will meet with faculty members to discuss possible grievances that only materialize as official complaints years later, if at all. A review of the official agendas and minutes of the UC show that there are at least a dozen of these items per year, but an exact count would be nearly impossible.

VI. University Committee Membership

2012-2013

Michael Bernard-Donals (English)
Mark Cook, chair (Animal Science)
Jo Ellen Fair (Journalism and Mass Communication)
Peter Lipton (Neuroscience)
Grant Petty (Atmospheric and Oceanic Sciences)
Dietram Scheufele (Life Sciences Communication)

2013-2014

Michael Bernard-Donals, chair (English)
Mark Cook (Animal Science)
Jo Ellen Fair (Journalism and Mass Communication)
Dorothy Farrar-Edwards (Kinesiology)
M. Elizabeth Meyerand (Biomedical Engineering, Medical Physics)
Grant Petty (Atmospheric and Oceanic Sciences)

2014-2015

Thomas Broman (History of Science)
Jo Ellen Fair, chair (Journalism and Mass Communication)
Dorothy Farrar-Edwards (Kinesiology)
M. Elizabeth Meyerand (Biomedical Engineering, Medical Physics)
Grant Petty (Atmospheric and Oceanic Sciences)
Amy Wendt (Electrical and Computer Engineering)