

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

FACULTY SENATE AGENDA MATERIALS
for

5 October 2015

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

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

www.secfac.wisc.edu/Faculty-Senate.htm

FACULTY SENATE MEETING
Monday, 5 October 2015 - 3:30 p.m.
272 Bascom Hall

A G E N D A

- | | | |
|----|--|---------|
| 1. | Memorial Resolutions for: | Doc No. |
| | Professor Emeritus Frederick S. Brightbill | 2566 |
| | Professor Emeritus Walter A. Wittich | 2567 |
| 2. | State of the University. | |
| 3. | Announcements/Information Items. | |
| 4. | Question Period. | |

AUTOMATIC CONSENT BUSINESS

- | | | |
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| 5. | Minutes of 4 May. | |
| 6. | Minutes of 9 June. | |
| 7. | Highlights of Faculty Legislation and Faculty Senate Business for 2014-2015. | 2568 |

CONFIRMATION OF COMMITTEE APPOINTMENTS

- | | | |
|-----|---|--|
| 8. | Professor Jean Bahr (Department of Geoscience) to serve on the Committee on Faculty Rights and Responsibilities for 2015-2016, replacing Nancy Kendall who is on sabbatical. | |
| 9. | Professor Jin-Wen Yu (Department of Dance) to serve on the Committee on Faculty Rights and Responsibilities for 2015-2016, replacing J. Michael Collins who is on sabbatical. | |
| 10. | Professor Linda Graham (Department of Botany) to serve on the Library Committee for 2015-2016, replacing Cécile Ané who is on sabbatical. | |
| 11. | Professor Neil Kodesh (Department of History) to serve on the Library Committee for 2015-2016, replacing Larry Nesper who resigned. | |

NEW BUSINESS

- | | | |
|-----|--|------|
| 12. | Faculty Policies and Procedures Chapter 10 Proposed Revision: Program Discontinuance, Curtailment, Modification, or Redirection (<i>first reading</i>). | 2569 |
| 13. | Proposed changes to the Academic Calendar, 2016-2021. | 2570 |
| 14. | Modification of Workflow for Tenure Clock Extension Requests. | 2571 |
| 15. | Division of International Studies Name Change to The International Division. | 2572 |
| 16. | AFT-Wisconsin Higher Education Council Statement on Tenure and Indefinite Status. | 2573 |

**Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Frederick Stamm Brightbill**

Frederick Stamm Brightbill, MD, was a member of the faculty of the University of Wisconsin School of Medicine and Public Health's Department of Ophthalmology and Visual Sciences from 1993 to 2000. During his time in the department, he served as director of the Cornea and External Disease service, Director of the Cornea Fellowship-training program and Director of the University of Wisconsin Regional Laser Center. Upon leaving the University in 2000, he was the founding Medical Director at Brightbill/Ericson Eye Associates New Vision Laser Center in Rockford, Illinois.

He passed away on March 4, 2015.

Dr. Brightbill was born January 13, 1939, the son of Charles and Elizabeth (Stamm) Brightbill. He attended the University of Illinois Medical School, Chicago and graduated in 1964. He served in the U.S. Public Health Service from 1965 to 1967 as Chief Medical Officer, Federal Correctional Institution, Tallahassee, Florida.

He married Dixie (deceased) and they had four children, Tim, Paul, Susan and Jenny. In 1993, he married Courtney Moffatt and embraced her children, Ashley and Trevor.

Dr. Brightbill completed his residency in Ophthalmology at the University of Wisconsin in 1971. He completed a fellowship in Cornea and External Disease as a Heed Fellow at the University of Florida, Gainesville in 1972. Prior to his full time appointment as Professor in 1993, he served the Department as Clinical Assistant, Associate, and Professor from 1972.

He was a tall, gentle man with a big heart, who loved his family as he loved providing the gift of sight through cornea transplantation. He was unyielding in his service to patients. He was not the first nor the last to adopt new medications or surgical techniques: however, demonstration of improved patient care or outcome was paramount prior to his conviction to change. His surgical ability was remarkable. Only a handful of cornea transplant surgeons would consider similar technique to his aesthetically pleasing double running suture for cornea transplantation. His patient centered care was also evident in his textbook, *Cornea Surgery: Theory, Technique and Tissue*. He was the sole editor through to the most recent 4th edition. He poured over each chapter to ensure the published version would be authoritative, comprehensive, and direct the reader so as to maximize patient outcome. He was the founding Medical Director of the Lions Eye Bank of Wisconsin and received the R. Townley Paton, MD Award from the Eye Bank Association of America for his contribution to the science of Eye Banking and service to the organization. His teaching was exemplary in lectures, the clinic setting and in the operating room. He conveyed the principles of ophthalmic microsurgery in a clear and concise manner. His enthusiasm for teaching did not wane. Over the decades of the 80s and 90s he received 5 teaching awards from the residents in Ophthalmology. Mentorship of young faculty was important to Dr. Brightbill. If he never said a word and junior faculty had only his example from which to learn, they would be rich in the ways of patient care, teaching and research.

Most important was family, fly fishing, art, and the Wisconsin Badger athletic teams. Within minutes of a phone call from an ill child, he started the 4-hour trip to see them in person. His

support for the Badger athletic teams was infectious. Just as he knew a good lens implant to select for his patients, he also knew a winner when a new coach arrived at the university.

For those of us who worked with and learned from him, a great light has dimmed. We may always reflect back on what he taught and how he cared for patients. His textbook continues to illuminate the discipline of cornea transplant surgery enabling many to continue to provide the gift of sight as Dr. Brightbill has done.

MEMORIAL COMMITTEE

Matthew D. Davis
Christopher R. Croasdale
Neal P. Barney, chair

**Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Walter Arno Wittich**

Professor Walter Arno Wittich, age 104, died April 4, 2015, at the Royal Oaks Health Care Center in Sun City, Arizona. Professor Wittich was born in Sheboygan, Wisconsin, on June 14, 1910, to Walter Julius Wittich and Frieda Meyer Wittich. He grew up in La Crosse, Wisconsin, and attended the then two-year college before transferring to the University of Wisconsin-Madison. Walter Wittich received his B.S., M.S., and Ph.D. from the University of Wisconsin-Madison in 1944. Before earning his Ph.D., he was named principal at Marquette Elementary School and later became Curriculum Director for the Madison Public Schools. Once he completed his Ph.D. in 1944, he joined the faculty at the University of Wisconsin and became the director of the Bureau of Audio Visual Instruction. BAVI, as it was commonly known, was a lending library of 16mm films that provided instructional films for all of Wisconsin. While a faculty member of the School of Education, he became an innovator in using media to enhance classroom teaching, and with his exhaustive research he and his co-author published *Audio Visual Instruction, Their Nature and Use*. The book was used throughout the country as one of the leading texts in both undergraduate and graduate courses. The success of his book and the many scholarly articles he wrote led him to be a sought-after speaker at national and state education conferences throughout the country. He was elected to the Association of Educational Technology twice. At his 100th birthday the association proclaimed him, a leading centenarian in the field for his introduction and creative and innovative use of media and technology in the classrooms of the nation.

Walter Wittich retired from UW-Madison after 30 years of service. His textbooks and films have been translated and distributed around the world. In 1974, he was invited to join the staff at the University of Hawaii's Department of Communication, where he developed the UH Communications Center, and set the ground work for the creation of instructional television in the State. He also established an Ed.D. degree in Education in the College of Education. Many colleagues recognized his distinguished service at the University of Hawaii.

Once he finally retired he moved to Sun City West, Arizona, where he designed and built a home and continued to volunteer for many educational organizations. In 2001, he moved to the Royal Oaks Retirement Center in Sun City, Arizona.

In 2007, Dean Underwood presented Professor Wittich with a Bascom Society Award for his generosity in creating scholarships and for the many programs that he developed while a faculty member in the School of Education.

He was preceded in death by his wife, Florence Evenson; his son, Wally Wittich; his granddaughter, Carol; and younger brother, George. He is survived by three daughters, Rita Wittich Stout of Lakewood, Colorado, Lois Ann Wittich of Scottsdale, Arizona, and Wendy Wittich Hayler as well as her husband, Harry, of Waimanalo, Hawaii; and five grandchildren, Christopher, Nicholas, Angela, Tiffany and Nicole, of Waimanalo, Hawaii.

Professor Wittich will be interred at Crown Hill Cemetery, in Lakewood, Colorado, at a future date. Contributions can be made to the University of Wisconsin Foundation in memory of the Professor Walter A. Wittich Scholarship Fund.

**FACULTY SENATE
MINUTES
4 May 2015**

Chancellor Rebecca Blank called the meeting to order at 3:34 p.m. with 150 voting members present (111 needed for quorum).

- | | Doc No. |
|---|---------|
| 1. Memorial Resolutions were offered for: | |
| Professor Emeritus William A. Craig | 2557 |
| Professor Emeritus Francis J. Nagle | 2558 |
| Professor Emeritus Arthur E. Peterson | 2559 |
| 2. Announcements/Information Items. | |

Chancellor Blank reported on applications, which are up strongly, with 33,000 received from 5700 high schools, from all 50 states and all Wisconsin counties. This represents an 8% increase over last year and a new record. Applications from underrepresented students of color are up 15% over last year, as are offers of admission to all students of color.

Chancellor Blank reported that this year's faculty awards include two Sloane Fellowships, two elections to the National Academy of Engineering, three Guggenheim Fellowships, and one election to the American Academy of Arts and Sciences.

Chancellor Blank called attention to the recently completed economic impact study (available at budget.wisc.edu), which shows that UW-Madison has a \$15 billion annual impact on the state of Wisconsin. For every dollar that the state gives us, we expend \$24.

Chancellor Blank provided an update on the budget cut. Much is still unknown, including the status of Chapter 36. Public authority seems unlikely at this point, but there is still hope for some budget flexibilities. Status of tenure and shared governance still an open question. UW System has appointed task forces on both issues, with strong representation from Madison campus. Blank outlined efforts with multiple constituencies, including alumni and business community. On-campus steps, including UW System-approved increase in out-of-state and professional school tuition, across the board budget cuts, and redirection of non-state dollars, only cover about half (\$53 million) of the anticipated \$100 million cut.

Chancellor Blank explained the advisory group appointed to look into library consolidation. The report from this information-gathering exercise will go to the Library Committee and shared governance groups and governing bodies. No unilateral action will be taken.

Professor Grant Petty (UC member and PROFS president) called attention to a legislative update distributed by PROFS at the door and provided an update on PROFS activities. Petty encouraged faculty to engage with PROFS through its website and social media.

3. Question Period.

There were no questions.

4. On behalf of Associate Vice Chancellor Bill Elvey, Gary Brown (Director of Campus Planning and Landscape Architecture) provided an update on the 2015 campus master plan. (Details available at masterplan.wisc.edu.)

There were several questions.

AUTOMATIC CONSENT BUSINESS

5. The minutes of the April 6, 2015, meeting were approved as distributed.

REPORTS

6. Chancellor Blank called attention to the Report of Elections to UW-Madison Faculty Committees. 2560
7. Professor Bill Tracy submitted for informational purposes the Campus Transportation Committee Annual Report for 2013-14. 2561

There was one question about a possible B-Cycle rack addition.

8. Professor Jo Ellen Fair submitted for informational purposes the University Committee Annual Report for 2012-13, 2013-14, and 2014-15 and outlined activities that will continue into the fall. 2562

There were several questions and comments about fossil fuel divestment.

9. Professor Rick Keller submitted for informational purposes a proposal to create the Institute for Regional and International Studies (IRIS). 2563

There were no questions or comments.

10. Prof. Fair introduced for discussion purposes a draft of possible changes to *Faculty Policies and Procedures* Chapter 6. 2564

There were several questions and comments, all of which will be incorporated into the next draft of Chapter 6, to be presented to the Senate in Fall 2015.

Chancellor Blank thanked outgoing University Committee members Professor Jo Ellen Fair (chair) and Professor Grant Petty for their service on the committee.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,



Steven K. Smith
Secretary of the Faculty

**FACULTY SENATE SPECIAL MEETING
MINUTES
9 June 2015**

Chancellor Rebecca Blank called the meeting to order at 3:34 p.m. with 143 voting members present (111 needed for quorum).

Chancellor Blank provided an opening statement then opened the floor to a question period. Several questions and comments followed.

Chancellor Blank reminded those present of Senate procedures and rules.

Professor William Tracy (District 4) moved adoption of the following motion, which was projected in the room and distributed at the door. Motion seconded.

Proposed Resolution of the UW-Madison Faculty Senate

Whereas, in 1848, the citizens of Wisconsin recognized that public higher education is a worthwhile investment in the public interest of the State and have since invested billions of their hard-earned dollars in creating one of the finest university systems in the world; and

Whereas, “academic freedom is the freedom to discuss and present scholarly opinions and conclusions regarding all relevant matters in the classroom, to explore all avenues of scholarship, research, and creative expression, and to reach conclusions according to one’s scholarly discernment. It also includes the right to speak or write – as a private citizen or within the context of one’s activities as an employee of the university – without institutional discipline or restraint on matters of public concern as well as on matters related to professional duties, the functioning of the university, and university positions and policies” (*Faculty Policies and Procedures* 8.01.B.); and

Whereas, in 1894, the Board of Regents proclaimed that “Whatever may be the limitations that trammel inquiry elsewhere, we believe that the great state University of Wisconsin should ever encourage that continual and fearless sifting and winnowing by which alone the truth can be found”; and

Whereas, in 1964, the Board of Regents wrote “In adopting this codification of the rules and regulations of the University of Wisconsin relating to tenure, the Regents reaffirm their historic commitment to security of professorial tenure and to the academic freedom it is designed to protect. These rules and regulations are promulgated in the conviction that in serving a free society the scholar must himself be free. Only thus can he seek the truth, develop wisdom and contribute to society those expressions of the intellect that ennoble mankind. The security of the scholar protects him not only against those who would enslave the mind but also against anxieties, which divert him from his role as scholar and teacher. The concept of intellectual freedom is based upon confidence in man’s capacity for growth in comprehending the universe and on faith in unshackled intelligence. The university is not partisan to any party or ideology, but it is devoted to the discovery of truth and to understanding the world in which we live. The Regents take this opportunity to rededicate themselves to maintaining in this university those conditions which are indispensable for the flowering of the human mind”; and

Whereas, UW System’s universities are devoted to the search for truth, which underlies every purpose of the UW system. These purposes include the development of human resources, the discovery and dissemination of knowledge and the extension and application of such knowledge everywhere within the borders of the state and beyond; and

Whereas, Omnibus Motion #521, passed by the Joint Committee on Finance on May 29, 2015, contains in item 39 the following language that would redefine tenure, “Specify that the board may layoff or terminate a tenured faculty member, or layoff or terminate a probationary faculty member prior to the end of his or her appointment, when such an action is deemed necessary due to a budget or program decision requiring program discontinuance, curtailment, modification, or redirection,” thereby eviscerating the fundamental protections of academic freedom afforded by tenure and negating recognized tenure provisions followed by all major US universities, including our peers; and

Whereas, Omnibus Motion #521, passed by the Joint Committee on Finance on May 29, 2015, contains in item 39 the following language redefining shared governance such that “*the budget or program decisions made to discontinue, curtail, modify, or redirect a program would not be subject to review in the hearing*” by the faculty hearing committee; and

Whereas, Omnibus Motion #521, passed by the Joint Committee on Finance on May 29, 2015, contains in item 35 language redefining shared governance such that “*the faculty of each institution would have the primary responsibility for **advising** the Chancellor regarding academic and educational activities and faculty personnel matters subject to the responsibilities and powers of the Board, President and Chancellor*” [emphasis added] as opposed to **deciding** such matters as under current law; and

Whereas, Omnibus Motion #521, passed by the Joint Committee on Finance on May 29, 2015, contains in item 38 language redefining shared governance such that “with regard to the responsibilities of the faculty, academic staff, and students of each institution, ‘subject to’ means ‘subordinate to’”; and

Whereas, regent and system policy cannot supersede state statute; and

Whereas, if adopted, such statutory legislative language would conflict with any regent or institutional policies recognizing tenure and shared governance principles that would be recognized as adequate by the American Association of University Professors; and

Whereas, if adopted, the proposed language will lead to the demoralization and/or departure of substantial numbers of faculty, will have negative repercussions for recruiting outstanding new faculty, and will seriously damage UW-Madison’s national competitiveness and the faculty’s ability to grow the economic future of the state and to serve its students and its citizens, preventing the accomplishment of its primary mission through the Wisconsin Idea; and

Whereas, erosion of the quality of the faculty and the university’s national and international reputation will diminish the value of a University of Wisconsin degree, and its instructional, research and outreach excellence; and

Whereas, the faculty condemn any changes to the university’s tenure and shared governance policies that are inconsistent with those of our peers or with general professional standards.

Now, therefore, be it resolved that the Faculty Senate of the University of Wisconsin–Madison calls on the Joint Committee on Finance and/or State Legislature to strike all non-fiscal language contained in Omnibus Motion #521 from the Omnibus Bill.

Be it further resolved that the Faculty Senate of the University of Wisconsin–Madison calls on President Ray Cross to use all means at his disposal to call on the Joint Committee on Finance and/or State Legislature to strike all non-fiscal language contained in Omnibus Motion #521 from the Omnibus Bill.

Be it further resolved that the Faculty Senate of the University of Wisconsin–Madison calls on the Board of Regents of the University of Wisconsin System to use all means at its disposal to call on the Joint Committee on Finance and/or State Legislature to strike all non-fiscal language contained in Omnibus Motion #521 from the Omnibus Bill.

Be it further resolved that the Faculty Senate of the University of Wisconsin–Madison calls on Chancellor Rebecca Blank of the University of Wisconsin-Madison to use all means at her disposal to call on the Joint Committee on Finance and/or State Legislature to strike all non-fiscal language contained in Omnibus Motion #521 from the Omnibus Bill.

Ample discussion followed.

Prof. Tracy called the question at 4:54 PM. Seconded. Motion passed unanimously.

The motion to approve the resolution passed by voice vote with one dissenting vote.

Following several additional comments from the floor, the meeting was adjourned at 5:22 PM.

Respectfully submitted,



Steven K. Smith
Secretary of the Faculty

Highlights of Faculty Legislation, 2014-2015

- 30 Memorial resolutions
- 15 Committee reports
- Confirmation of appointment: Professor Katherine McMahon (Civil and Environmental Engineering) to serve on the Campus Planning Committee for a 4-year term to represent environmental concerns.

| Other business | Doc number |
|---|-----------------------|
| University Committee Recommendation to Amend <i>Faculty Policies and Procedures</i> 9.02. Cause for Discipline, and 9.03. Cause for Dismissal | 2510 |
| University Committee Recommendation to Add Section II-332 To Faculty Legislation Defining Language Describing Hostile and/or Intimidating Behavior | 2511 |
| University Committee Recommendation to Amend <i>Faculty Policies and Procedures</i> 1.30.A., 2.10.K., 3.04.B., and 5.11. Regarding the Default Parliamentary Manual | 1597b |
| Recommendation to Close the Department of Hebrew and Semitic Studies | 2512 |
| Recommendation to Change the Name of the Department of Classics to the Department of Classical And Ancient Near Eastern Studies CANES) | 2513 |
| Recommendation to Relocate the Department of Theatre and Drama from Letters & Science to the School of Education | 2514 |
| University Committee Recommendation to Add Section II-332 to Faculty Legislation Defining Language Describing Hostile and/or Intimidating Behavior | 2511 |
| Standardization and clarification of <i>Faculty Policies and Procedures</i> Chapter 6 language | 2520 |
| Faculty Reasonable Accommodation Policy and Procedures: New Policy Document | 1159b |
| Proposed Changes to FP&P 6.33.: Disabilities Accommodation Advisory Committee | 2528 |
| Recommendation to Modify FP&P §6.48. as it Relates to the Membership of the Recreational Sports Board | 2538 |
| Recommendation to Modify FP&P §6.27. as it Relates to the Membership and Functions of the Campus Diversity and Climate Committee | 2539 |

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| Recommendation to Change the Name of the Department of Family Medicine to the Department of Family Medicine and Community Health | 2548 |
| Faculty Resolution on Shared Governance | 2549 |
| Faculty Resolution on Public Authority | 2550 |
| Ad Hoc Committee on Boycotts and Academic Freedom Report | 2556 |
| Faculty Policies and Procedures Chapter 6: Committees of the Faculty, Draft Revisions for Discussion | 2564 |

PROPOSED FACULTY POLICIES AND PROCEDURES CHAPTER 10

The document below responds to recent legislative changes to tenure in the UW System as they affect the UW-Madison campus. Prior to Act 55, tenure was defined and protected in state statute and faculty could only be laid off or terminated for cause or due to financial emergency. Act 55 eliminated tenure from state statute, but the UW Board of Regents incorporated tenure protections directly into regent policy (in parallel with all other state universities). Act 55 also removed specific reference to “financial emergency” as a possibility for termination of faculty appointments and replaced it with “a budget or program decision requiring program discontinuance, curtailment, modification, or redirection.” The changes to tenure prompted the Board of Regents, via the UW System tenure task force, to solicit policy suggestions from the UW campuses regarding implementation of the new, post-Act 55 legislation. The UW-Madison chancellor specifically tasked the faculty with formulating an implementing policy that aligns with UW-Madison’s and UW System’s traditions of strong faculty governance and academic freedom, existing policies and procedures for implementation of program discontinuance and change on this campus, standards articulated by AAUP, practices that guide tenure policy at our peer institutions, and current Wisconsin statutes. Responding to the Chancellor’s mandate, the University Committee appointed an ad hoc committee to draft an implementation policy. The document below is the result of this committee’s efforts. At UW-Madison, [Chapter 10](#) of Faculty Policies and Procedures (FPP) governs faculty layoffs; thus, the present document is proposed and presented as a new version of that chapter.

The ad hoc committee identified several principles that guided the language in the new FPP Chapter 10. Perhaps most importantly, both state statute and regent policy are clear that the authority of the Board of Regents is to provide oversight of programs, with program changes being either approved by or reported to the Board. WI statutes and Regent policy also grant the chancellor the authority to establish employment policies and practices on the UW-Madison campus. In particular, WI state statute 36.09 (4) states that “The faculty of each institution shall have the right to determine their own faculty organizational structure.” That is, according to both WI statutes and Regent policy, the institution is the proper locus for program change. The committee also noted that post-Act 55 WI statutes, as well as Regent and AAUP policies, contain multiple protections and rights for faculty displaced by program changes, including, but not limited to, provisions for appeal, retraining, relocation, and severance pay.

The following serves as an annotated summary of the specific sub-sections in the proposed new FPP Chapter 10.

- 1. Section 10.01 lays out the context for this policy and reasserts the faculty’s role in program changes. This is new policy language drafted in response to the legislative changes. It aligns directly with AAUP guidelines, which do not allow for tenured faculty to be dismissed except under very narrow circumstances.*
- 2. Sections 10.02 and 10.03, which also align with AAUP guidance, are the same as current policy on the Madison campus for program changes.*
- 3. Section 10.04 is largely drawn from current FPP chapter 10, with the addition of section A.1, which addresses the new allowance for program change created in Act 55. The language in 10.04.A.1 completely protects faculty in the event of program changes. Sections 10.04.A.2 and 10.04.B refer only to program discontinuance and are taken directly from existing UW-Madison policy, also consistent with AAUP guidelines.*

4. *Sections 10.05 through 10.08, which detail the process to be followed in the event of layoffs or termination, draw on existing FPP language and protections in both state statute and Regent policy.*
5. *Section 10.09 is drawn from changes in state statute in conjunction with AAUP guidelines and represents a new protection for faculty.*

PROPOSED FACULTY POLICIES AND PROCEDURES CHAPTER 10

“Program discontinuance, curtailment, modification, or redirection”

Approved by ad hoc committee on tenure and termination and University Committee for public comment

10.01 Authority for Program Changes

The University of Wisconsin’s Board of Regents, as per its “Policy on Academic Program Planning, Review, and Approval in the University of Wisconsin System” ([Regent Policy Document 4.12](#)), provides oversight for the programs at each UW campus. Wisconsin State Statute [36.21](#), as amended by Act 55, provides that the Board of Regents may terminate any faculty appointment when it is deemed necessary “due to a budget or program decision requiring program discontinuance, curtailment, modification, or redirection.” The Regents’ “Academic Planning and Program Review” document ([ACIS 1.0, April 2010](#)) specifies that the discontinuance, curtailment, modification, or redirection of a program must be either approved by or reported to the Board, and notes that UW System Administration’s role is to coordinate the program initiatives of UW institutions (Section I, paragraph B.), including the introduction of new, or the elimination or modification of existing, programs. Further, WI State Statute [36.115](#) provides for the chancellor to establish employment relations policies and practices at the University of Wisconsin-Madison.

Therefore, the authority to make program changes at UW-Madison that involve discontinuance, curtailment, modification, or redirection for any reason is vested in the faculty of the institution (WI State Statute [36.09 \(4\)](#)). Such changes, whether for educational or financial reasons, will be made in accordance with FPP 10.02, and will be reported to UW System administration and the Board of Regents (whose approval will be sought, where specified).

10.02 Process for Program Modification or Discontinuance

Program changes will be considered by the faculty of the program, the relevant school/college APC, and the UAPC, as outlined in the UAPC’s “Policy and Guidelines for Suspending or Discontinuing Degree/Major Programs”:

<https://apir.wisc.edu/uapc/SuspendingDiscontinuingPrograms.V.May.17.2012.pdf>
[\[relevant sections to be incorporated into FPP chapter 5\]](#)

The results of the program faculty, school/college APC, and UAPC discussions and votes will be reported to the provost and the chancellor, and the chancellor will report the results to UW System Administration, which will convey those results to the Board.

10.03 Displacement of Faculty

In the event that changes under FPP 10.02 involve the displacement of tenured or tenure-track faculty due to program change or closure, the placement of those employees will be determined by UW-Madison employee policies, and in particular will be guided by FPP 10.04.

10.04 Consideration of Faculty Termination or Layoff due to Program Changes

A.1. In the event of curtailment, modification, or redirection of a program, the institution will ensure that any faculty members displaced by such program curtailments, modifications, or redirections are placed in another suitable position, in accordance with WI State Statute [36.22](#) (12). Such placement will be facilitated by the school(s)/college(s). If placement in another position would be facilitated by a reasonable period of training, such retraining and relocation will be provided and the institution will bear the cost of such retraining.

A.2. In the event that discontinuance of a program results in the need to consider layoff or termination of tenured or tenure-track faculty members, the institution will make every effort to place such faculty members in another suitable position, in accordance with WI State Statute [36.22](#) (12). Such placement will be facilitated by the school(s)/college(s). If placement in another position would be facilitated by a reasonable period of training, such retraining and relocation should be negotiated and the institution will bear the cost of such retraining.

B. If no alternative position can be found in the institution, with or without retraining, for tenured or tenure-track faculty displaced due to program discontinuance, the chancellor may lay off or terminate such faculty. Layoffs or terminations shall follow the provisions of this chapter and imply the retention of rights indicated in this chapter. A nonrenewal, regardless of reasons, is not a layoff or termination under this section.

C. For the purposes of this chapter, "layoff" is the indefinite suspension or an involuntary reduction in services and compensation of a faculty member's employment by the University of Wisconsin System. A laid off faculty member retains the rights specified in [UWS 5.16 through 5.21](#), and WI State Statute [36.22 \(11\) through 36.22 \(16\)](#), inclusive. For the purposes of this chapter, "termination" is the permanent elimination of a faculty member's employment by the University of Wisconsin System. A faculty member whose position has been terminated retains rights specified in [UWS 5.18 and 5.19](#) and WI State Statute [36.22 \(13\) and \(14\)](#).

10.05 Notification

Each faculty member whose position is recommended for elimination or reduction shall be notified in accordance with [UWS 5.09 and 5.10](#) and [WI State Statute 36.22](#) (4) and (5).

10.06 Hearing

A. A faculty member whose position is recommended for elimination or reduction is entitled to a hearing as provided in [UWS 5.12 and Wisconsin State Statute 36.22 \(7\) and 36.22 \(8\)](#).

B. The Committee on Faculty Rights and Responsibilities shall operate as the hearing agent for the Board pursuant to [Wisconsin State Statute 36.22 \(6\)](#), and conduct the hearing, make a verbatim record of the hearing, prepare a summary of the evidence, and transmit such

record and summary along with its recommended findings of fact and decision to the Board.

10.07 Recommendations and Board Review

A. The recommendations of the chancellor and the recommendations, if any, of the Committee on Faculty Rights and Responsibilities shall be forwarded to the president and the Board and acted upon by the Board in accordance with **UWS 5.14 and Wisconsin State Statute 36.22 (9)**.

B. Review by the Board is governed by **UWS 5.14 and 5.15 and Wisconsin State Statute 36.22 (9) and 36.22 (10)**.

10.08 Layoff Status and Retained Rights

A. A faculty member whose position has been eliminated or reduced in accordance with the provisions of this chapter shall be placed on layoff status and shall so remain until removed according to **UWS 5.16 and WI State Statute 36.22 (11)**.

B. A faculty member designated for layoff or on layoff status shall have the rights provided in **UWS 5.17, 5.18, and 5.19** and WI State Statute 36.22 (12), 36.22 (13), and **36.22 (14)**, and, in addition, shall have the following rights: faculty on layoff status will be entitled to use university-wide facilities. Use of the facilities of a school, college, department, or program will be determined by the faculty thereof.

C. Faculty members on voluntary or compulsory reduction of appointment under this chapter retain full membership in the faculty regardless of the percent of appointment and continue to be governed by these Faculty Policies and Procedures; in addition, the annual notice required in **UWS 5.16(2)(b)4 and in WI State Statute 36.22(11)(a)(5)** shall be deemed to be given automatically by virtue of the continued part-time appointment. In the event that a faculty member on voluntary or compulsory reduction of appointment shall accept an appointment at a greater fraction of full time as specified in **UWS 5.16(2)(b)1**, then any subsequent claim to increased appointment shall be forfeited.

10.09 Severance

In the case of faculty termination, the institution will provide severance pay of at least six months if the final decision (including completion of the appeals process) is reached prior to the 18th month of probationary service, or at least one year if the decision is reached after the 18th month of probationary service or if the faculty member has tenure. In determining the amount of severance pay to be awarded, the faculty member's length and quality of service and considerations of equity will be taken into account.

Proposed Changes to the Academic Calendar for 2016-2021

The academic calendar serves as an information source and planning document for faculty, staff, departments, and students as well as for many of the administrative offices of the university. The Chancellor and Provost created a working group to address the most pressing issues. A number of institutional policies and rules act as the framework for the calendar. Over the past year, several issues were identified with the currently approved calendar, as outlined below.

1. Fall semester starts on Friday: For the fall 2016 semester, instruction is scheduled to begin on Friday, September 2, before the Labor Day holiday weekend. This adds only a single day of instruction to the semester but creates a number of logistical challenges and raises student safety considerations. All essential constraints could still be met, even with the loss of one instructional day (from 72 to 71 days) if the start date is shifted to Tuesday, September 6, immediately following Labor Day.
2. Exams conflict with commencement: The scheduled exam period conflicts with the Saturday of commencement in May 2016, 2019, 2020, and 2021. This conflict has been resolved functionally by the Office of the Registrar making adjustments to the exam schedule. Ideally this would also be adjusted formally in the academic calendar.
3. Late start to the spring semester: In spring 2017 and spring 2018, instruction is scheduled to start on the Monday a full week after Martin Luther King Jr. Day. In 2019, spring instruction has a similar late start and ending because Martin Luther King Jr. Day is its latest possible day, January 21. Consequently, in 2017, 2018, and 2019 commencement is scheduled for the third Saturday in May.
4. Summer semester schedule: With the current academic calendar, the spring semester ends with commencement on either the second or third Saturday in May. Students may be limited in internships and summer jobs in years when commencement is late. Inconsistency makes multiyear planning for instruction in the summer semester problematic. For example, there is not consistently enough time for a four-week summer session “May term” immediately following the spring semester; such a session may be especially advantageous to provide instructional opportunities to UW-Madison degree-seeking students.

The University Committee will be charging an ad hoc committee to address other issues brought up by the working group. In the immediate term, the University Committee recommends that the Faculty Senate adopt these policies:

1. Begin fall semester instruction on the Tuesday following Labor Day, except when Labor Day falls on September 7, in which case begin instruction on Wednesday, September 2.
 - Satisfies State of Wisconsin legislation requires that classes commence after 1 September.
 - When instruction starts the week prior to Labor Day, it would only be in cases when students had three full days of instruction prior to the Labor Day weekend.
 - The logistics associated with a Thursday or Friday start day prior to the Labor Day holiday weekend are simplified, and the student safety considerations are reduced.

(continued)

2. Set the start date of the spring semester based on counting backwards from commencement set on the second Saturday in May. The preceding week (Saturday to Friday) would be seven day exam period. The Friday before exams would serve as the study day, and the first day of instruction would be set based on counting backwards 16 weeks. As a consequence, the first day of instruction falls on either the Monday preceding, or the Tuesday following, Martin Luther King Jr. Day.
 - UW System policy on the definition of the academic year provides that the contractual academic year is defined as 39 weeks of continuous faculty employment, including not fewer than 34 weeks (170 days) of organized services for students including advising and registration, classroom instruction, and examinations.
 - A full range of other constraints, including the requirement for fall/spring semesters with nearly equal numbers of instructional days and the Title IV requirements for a standard length semester are maintained.
 - Faculty legislation requires that course grades be completed by each instructor and submitted to the Office of the Registrar within six calendar days (144 hours) from the date and hour of each two-hour block scheduled during the summary period.
 - The eight-day summary period policy adopted by the Faculty Senate in 1977 requires that the first day be for individual study and review, with no classes or exams. The remaining seven days must accommodate 38 two-hour exam blocks with a maximum of six blocks in a single day: 7:45 a.m., 10:05 a.m., 12:25 p.m., 2:45 p.m., 5:05 p.m., and 7:25 p.m.
 - Conflicts between exams and commencement would be avoided because exams would always be finished on the Friday before the second Saturday in May.
 - Consistent and predictable dates are set for commencement, with the main commencement ceremony always held on the second Saturday in May.
 - In some years, by setting commencement on the second Saturday in May, there will be an earlier spring instruction start date, thus shortening the winter break.

Impact on summer: These 2 adjustments would enhance the potential for educational offerings. For example, students would know that they could start an internship, summer job or study abroad experience on the 3rd Monday in May. In 6 years out of 7 students would not need to return to classes until after the Labor Day weekend. A consistent opportunity for a 4-week summer session between the spring semester and the 8-week summer session.

| Description of Proposed Adjustments | | | | | | | | | |
|---|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Fall instruction starts Tuesday after Labor Day unless Labor Day falls on September 7, in which case instruction begins on the preceding Wednesday. Spring semester always ends with commencement on the second Saturday in May; counting backwards, instruction begins on the Monday before or Tuesday following MLK Day. The four-week summer session of summer semester begins on the Monday following commencement. | | | | | | | | | |
| | | 2015-16 | | 2016-17 | | 2017-18 | | 2018-19 | |
| Important Dates | | Proposed | Approved | Proposed | Approved | Proposed | Approved | Proposed | Approved |
| Fall | Academic Year (Faculty Contract) Begins | 24-Aug-2015 M | 24-Aug-2015 M | 29-Aug-2016 M | 29-Aug-2016 M | 28-Aug-2017 M | 28-Aug-2017 M | 27-Aug-2018 M | 27-Aug-2018 M |
| | Labor Day Holiday | 7-Sep-2015 M | 7-Sep-2015 M | 5-Sep-2016 M | 5-Sep-2016 M | 4-Sep-2017 M | 4-Sep-2017 M | 3-Sep-2018 M | 3-Sep-2018 M |
| | Instruction Begins | 2-Sep-2015 W | 2-Sep-2015 W | 6-Sep-2016 T | 2-Sep-2016 F | 5-Sep-2017 T | 5-Sep-2017 T | 4-Sep-2018 T | 4-Sep-2018 T |
| | Thanksgiving Recess | 26-Nov-2015 R | 26-Nov-2015 R | 24-Nov-2016 R | 24-Nov-2016 R | 23-Nov-2017 R | 23-Nov-2017 R | 22-Nov-2018 R | 22-Nov-2018 R |
| | Instruction End | 15-Dec-2015 T | 15-Dec-2015 T | 15-Dec-2016 R | 15-Dec-2016 R | 15-Dec-2017 F | 15-Dec-2017 F | 14-Dec-2018 F | 14-Dec-2018 F |
| | Study Day | 16-Dec-2015 W | 16-Dec-2015 W | 16-Dec-2016 F | 16-Dec-2016 F | 16-Dec-2017 S | 16-Dec-2017 S | 15-Dec-2018 S | 15-Dec-2018 S |
| | Exams Begin | 17-Dec-2015 S | 17-Dec-2015 R | 17-Dec-2016 S | 17-Dec-2016 S | 17-Dec-2017 N | 17-Dec-2017 N | 16-Dec-2018 N | 16-Dec-2018 N |
| | Exams End | 23-Dec-2015 W | 23-Dec-2015 W | 23-Dec-2016 F | 23-Dec-2016 F | 23-Dec-2017 S | 23-Dec-2017 S | 22-Dec-2018 S | 22-Dec-2018 S |
| | Commencement | 20-Dec-2015 N | 20-Dec-2015 N | 18-Dec-2016 N | 18-Dec-2016 N | 17-Dec-2017 N | 17-Dec-2017 N | 16-Dec-2018 N | 16-Dec-2018 N |
| | Last Day for Grades | 29-Dec-2015 T | 29-Dec-2015 T | 29-Dec-2016 R | 29-Dec-2016 R | 29-Dec-2017 F | 29-Dec-2017 F | 28-Dec-2018 F | 28-Dec-2018 F |
| Spring | Instruction Begins | 19-Jan-2016 T | 19-Jan-2016 T | 17-Jan-2017 T | 23-Jan-2017 M | 16-Jan-2018 T | 22-Jan-2018 M | 14-Jan-2019 M | 22-Jan-2019 T |
| | Martin Luther King Jr. Holiday | 18-Jan-2016 M | 18-Jan-2016 M | 16-Jan-2017 M | 16-Jan-2017 M | 15-Jan-2018 M | 15-Jan-2018 M | 21-Jan-2019 M | 21-Jan-2019 M |
| | Spring Recess | 19-Mar-2016 S | 19-Mar-2016 S | 18-Mar-2017 S | 18-Mar-2017 S | 24-Mar-2018 S | 24-Mar-2018 S | 16-Mar-2019 S | 16-Mar-2019 S |
| | Instruction End | 5-May-2016 R | 6-May-2016 F | 4-May-2017 R | 11-May-2017 R | 3-May-2018 R | 10-May-2018 R | 2-May-2019 R | 10-May-2019 F |
| | Study Day | 6-May-2016 F | 7-May-2016 S | 5-May-2017 F | 12-May-2017 F | 4-May-2018 F | 11-May-2018 F | 3-May-2019 F | 11-May-2019 S |
| | Exams Begin | 7-May-2016 S | 8-May-2016 N | 6-May-2017 S | 13-May-2017 S | 5-May-2018 S | 12-May-2018 S | 4-May-2019 S | 12-May-2019 N |
| | Exams End | 13-May-2016 F | 14-May-2016 S | 12-May-2017 F | 19-May-2017 F | 11-May-2018 F | 18-May-2018 F | 10-May-2019 F | 18-May-2019 S |
| | Commencement | 14-May-2016 S | 14-May-2016 S | 13-May-2017 S | 20-May-2017 S | 12-May-2018 S | 19-May-2018 S | 11-May-2019 S | 18-May-2019 S |
| | Last Day for Grades | 19-May-2016 R | 20-May-2016 F | 18-May-2017 R | 25-May-2017 R | 17-May-2018 R | 24-May-2018 R | 16-May-2019 R | 24-May-2019 F |
| | Academic Year (Faculty Contract) Ends | 22-May-2016 N | 22-May-2016 N | 28-May-2017 N | 28-May-2017 N | 27-May-2018 N | 27-May-2018 N | 26-May-2019 N | 26-May-2019 N |
| Summer | Memorial Day | 30-May-2016 M | 30-May-2016 M | 29-May-2017 M | 29-May-2017 M | 28-May-2018 M | 28-May-2018 M | 27-May-2019 M | 27-May-2019 M |
| | 3-week Session Begins | 23-May-2016 M | 23-May-2016 M | 30-May-2017 T | 30-May-2017 T | 29-May-2018 T | 29-May-2018 T | 28-May-2019 T | 28-May-2019 T |
| | 3-week Session Ends | 10-Jun-2016 F | 10-Jun-2016 F | 16-Jun-2017 F | 16-Jun-2017 F | 15-Jun-2018 F | 15-Jun-2018 F | 14-Jun-2019 F | 14-Jun-2019 F |
| | 4-week Session Begins | 16-May-2016 M | N/a | 15-May-2017 M | N/a | 14-May-2018 M | N/a | 13-May-2019 M | N/a |
| | 4-week Session Ends | 10-Jun-2016 F | N/a | 9-Jun-2017 F | N/a | 8-Jun-2018 F | N/a | 7-Jun-2019 F | N/a |
| | 8-week Session Begins | 13-Jun-2016 M | 13-Jun-2016 M | 19-Jun-2017 M | 19-Jun-2017 M | 18-Jun-2018 M | 18-Jun-2018 M | 17-Jun-2019 M | 17-Jun-2019 M |
| | Independence Day | 4-Jul-2016 M | 4-Jul-2016 M | 4-Jul-2017 T | 4-Jul-2017 T | 4-Jul-2018 W | 4-Jul-2018 W | 4-Jul-2019 R | 4-Jul-2019 R |
| | 8-week Session Ends | 5-Aug-2016 F | 5-Aug-2016 F | 11-Aug-2017 F | 11-Aug-2017 F | 10-Aug-2018 F | 10-Aug-2018 F | 9-Aug-2019 F | 9-Aug-2019 F |
| | Fall instruction days | 72 | 72 | 71 | 72 | 72 | 72 | 72 | 72 |
| | Spring instruction days | 73 | 74 | 73 | 74 | 73 | 74 | 73 | 74 |
| Attributes | Fall M, W, F | 43 | 43 | 42 | 43 | 43 | 43 | 43 | 43 |
| | Spring M, W, F | 43 | 44 | 43 | 44 | 43 | 44 | 43 | 44 |
| | Fall T, R | 29 | 29 | 29 | 29 | 29 | 29 | 29 | 29 |
| | Spring T, R | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

The University Committee recommends that the Faculty Senate adopt the amended academic calendar for 2016-2021. Dates affected by the additional rules are highlighted.

PROPOSED ACADEMIC CALENDAR FOR 2016-2021

| FALL SEMESTER | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------------------|-------------|--------------|-------------|--------------|-------------|
| Faculty contract year begins | Aug 29 (M) | Aug 28 (M) | Aug 27 (M) | Aug 26 (M) | Aug 24 (M) |
| Instruction begins | Sep 5 (T) | Sep 5 (T) | Sep 4 (T) | Sep 3 (T) | Sep 2 (W) |
| Labor Day | Sep 5 (M) | Sep 4 (M) | Sep 3 (M) | Sep 2 (M) | Sep 7 (M) |
| Thanksgiving recess | Nov 24-27 | Nov 23-26 | Nov 22-25 | Nov 28-Dec 1 | Nov 26-29 |
| Last class day | Dec 15 (R) | Dec 15 (F) | Dec 14 (F) | Dec 13 (F) | Dec 15 (T) |
| Study day | Dec 16 (F) | Dec 16 (S) | Dec 15 (S) | Dec 14 (S) | Dec 16 (W) |
| Exams begin | Dec 17 (S) | Dec 17 (N) | Dec 16 (N) | Dec 15 (N) | Dec 17 (R) |
| Exams end | Dec 23 (F) | Dec 23 (S) | Dec 22 (S) | Dec 21 (S) | Dec 23 (W) |
| Commencement | Dec 18 (N) | Dec 17 (N) | Dec 16 (N) | Dec 22 (N) | Dec 20 (N) |
| Official graduation date | Dec 24 (S) | Dec 24 (N) | Dec 23 (N) | Dec 22 (N) | Dec 24 (R) |
| Last day grades in | Dec 29 (R) | Dec 29 (F) | Dec 28 (F) | Dec 27 (F) | Dec 29 (T) |
| MWF days | 42 | 43 | 43 | 43 | 43 |
| TR days | 29 | 29 | 29 | 29 | 29 |
| SPRING SEMESTER | 2017 | 2018 | 2019 | 2020 | 2021 |
| Martin Luther King Jr. Day | Jan 16 (M) | Jan 15 (M) | Jan 21 (M) | Jan 20 (M) | Jan 18 (M) |
| Instruction begins | Jan 17 (T) | Jan 16 (T) | Jan 14 (M) | Jan 13 (M) | Jan 11 (M) |
| Spring recess | Mar 18-26 | Mar 24-Apr 1 | Mar 16-24 | Mar 14-22 | Mar 27-Apr |
| Classes resume | Mar 27 (M) | Apr 2 (M) | Mar 25 (M) | Mar 23 (M) | Apr 5 (M) |
| Last class day | May 4 (R) | May 3 (R) | May 2 (R) | Apr 30 (R) | Apr 29 (R) |
| Study day | May 5 (F) | May 4 (F) | May 3 (F) | May 1 (F) | Apr 30 (F) |
| Exams begin | May 6 (S) | May 5 (S) | May 4 (S) | May 2 (S) | May 1 (S) |
| Exams end | May 12 (F) | May 11 (F) | May 10 (S) | May 8 (F) | May 7 (F) |
| Commencement weekend | May 12-14 | May 11-13 | May 10-12 | May 8-10 | May 7-9 |
| Official graduation date | May 13 (S) | May 12 (S) | May 11 (S) | May 9 (S) | May 8 (S) |
| Last day grades in | May 18 (R) | May 17 (R) | May 17 (R) | May 15 (F) | May 14 (F) |
| Faculty contract year ends | May 28 (N) | May 27 (N) | May 26 (N) | May 24 (N) | May 23 (N) |
| MWF days | 43 | 43 | 43 | 43 | 43 |
| TR days | 30 | 30 | 30 | 30 | 30 |
| SUMMER SESSIONS | 2017 | 2018 | 2019 | 2020 | 2021 |
| Memorial Day (observed) | May 29 (M) | May 28 (M) | May 27 (M) | May 25 (M) | May 31 (M) |
| 3-week session begins | May 30 (T) | May 29 (T) | May 28 (T) | May 26 (T) | May 24 (M) |
| 3-week session ends | Jun 16 (F) | Jun 15 (F) | Jun 14 (F) | Jun 12 (F) | Jun 11 (F) |
| 4-week session begins | May 15 (M) | May 14 (M) | May 13 (M) | May 11 (M) | May 10 (M) |
| 4-week session ends | Jun 9 (F) | Jun 8 (F) | Jun 7 (F) | Jun 5 (F) | Jun 4 (F) |
| 8-week session begins | Jun 19 (M) | Jun 18 (M) | Jun 17 (M) | Jun 15 (M) | Jun 14 (M) |
| Independence Day (observed) | Jul 4 (T) | Jul 4 (W) | Jul 4 (R) | Jul 4 (S) | Jul 5 (M) |
| 8-week session ends | Aug 11 (F) | Aug 10 (F) | Aug 9 (F) | Aug 7 (F) | Aug 6 (F) |
| Official graduation date | Aug 27 (N) | Aug 26 (N) | Aug 25 (N) | Aug 23 (N) | Aug 22 (N) |

Modification of Workflow for Tenure Clock Extension Requests

Chapter 7 of Faculty Policies and Procedures (FPP) currently indicates that all tenure clock extension requests are to be submitted to the vice chancellor for academic affairs and provost. The provost acts directly on requests due to childbirth or adoption. For requests relating to dependent care obligations, disability or chronic illness, circumstances beyond the control of the faculty member, or changes in the nature of duties, the provost first seeks the approval of the University Committee.

Practice for the last several decades has been that tenure clock extension requests go first to the secretary of the faculty for transmittal to the University Committee, after which the request is forwarded to the provost for final decision. (Childbirth or adoption requests go directly to the provost as the University Committee has no role in that type of request.) As currently written, the letter of FPP requires submission to the provost, who would forward to the secretary of the faculty for transmittal to the University Committee, which would then forward the request back to the provost.

The changes to FPP indicated below are to eliminate the extra step in FPP and synchronize it with practice. Language has also been added to call attention to the appropriate format of requests, particularly as regards confidentiality in cases of illness or disability.

7.04.H.2. (1st paragraph)

Requests for extension of the probationary period on the grounds of significant responsibilities with respect to elder or dependent care obligations, disability or chronic illness or circumstances beyond the control of the faculty member, when those circumstances significantly impede the faculty member's progress toward achieving tenure, must be approved by the University Committee and the vice chancellor for academic affairs and provost. Requests, including the recommendation of the departmental executive committee(s) and endorsement of the appropriate dean(s), shall be submitted in writing to the office of the secretary of the faculty for transmittal to the University Committee and subsequent referral to the vice chancellor for academic affairs and provost. ~~on the recommendation of the departmental executive committee(s) and dean(s) and~~ may be granted with the approval of the University Committee. Faculty should consult the secretary of the faculty's guidelines on rule waivers prior to submitting waiver requests, particularly for information on confidentiality of medical information in cases of illness or disability.

7.04.H.3.

Requests for extensions of the probationary period based on the nature of the duties of an appointment shall be made prior to the time of appointment and, if approved, shall be specified in the initial letter of appointment; or shall be submitted in writing, along with the recommendation of the departmental executive committee(s) and endorsement of the appropriate dean(s). at the time of a significant and substantial change in duties, to the office of the secretary of the faculty for transmittal to the University Committee and subsequent referral to the vice chancellor for academic affairs and provost. ~~on the recommendation of the departmental executive committee(s) and dean(s), and may be granted with the approval of the University Committee.~~

**Division of International Studies Name Change to
The International Division: Advancing the Wisconsin Idea
Informational Report**

The Advisory Board Report on Restructuring the Division of International Studies, chaired by History Professor David McDonald, included among its recommendations “the creation of a new name and mission statement for the Division, to convey more clearly the breadth of its activities—research, teaching, outreach/service—but also to communicate effectively its role in the university’s interactions with international/global communities.”

Additionally, the Advisory Board, which was appointed in May 2012 by then-Provost Paul De Luca in partnership with the University Committee, concluded that this “would permit due attention to ‘branding’ the Division and its mission in strategic and positive ways, while also distinguishing the new Division from its predecessor, with a view to attracting external support. The new name should underscore the Division’s centrality as a coordinator or sponsor of international research, teaching/learning, and outreach/service on campus.”

With guidance from the Office of Quality Improvement, we have completed a process that has produced a new mission statement and a new name – as presented in the accompanying document. After careful consideration and consultation with a variety of stakeholders, we have chosen “The International Division” as the new name, with the tagline “Advancing the Global Wisconsin Idea.” This name is simple and direct, succinctly describing the focus of our range of programs and activities. We believe that this name provides a sense of continuity, while eliminating the confusion that has occurred in the past due to inclusion of the word “studies”.

The name change has been approved by the Division’s APC as well as the University APC. It was also circulated to the Deans Council in Spring 2015, where it raised no objections.

The name change took effect on 1 July 2015.



The International Division
UNIVERSITY OF WISCONSIN-MADISON

Advancing the Global Wisconsin Idea

MISSION: We lead campus efforts to cultivate international scholarship and engagement, promote global awareness, and prepare students for a diverse and interconnected world.

VISION: Our vision is best expressed through the perceptions of our key stakeholders. With this as the context, our three-year vision for The International Division is:

- Faculty will see the Division as the primary campus unit dedicated to supporting international teaching and research, and coordinating related outreach opportunities.
- Students will see the Division and its programs as the gateway to internationalizing their UW-Madison experience, fostering their development as global citizens and providing access to high-quality experiences abroad.
- Staff members will see the Division as a unit that encourages and supports professional growth and development for all.
- Alumni will take pride in and be inspired by the Division's commitment to internationalization, excellence, innovation, learning, scholarship and service, and become more engaged and contribute to the success of these international initiatives.
- Community members will recognize the Division as a central campus resource for accessible international knowledge and cultural information, and as a focal point at UW-Madison for increasing global understanding and competitiveness.

CORE VALUES: We value:

- International engagement, teaching and research as key dimensions of a world-class university.
- Access for all UW-Madison students to international experiences that enrich the lives of participants and foster their development as global citizens.
- Cross-campus collaboration as essential for the effective internationalization of the university.
- Diversity and inclusivity in the work place, and the exploration and appreciation of cultural differences.
- Effective stewardship of our financial and human resources.
- Excellence in the work we perform and services we provide.



AFT-Wisconsin Higher Education Council Statement on Tenure and Indefinite Status

When the Wisconsin state legislature and Governor Walker passed and signed into law Act 55, the law gave all effective governance authority to the University Wisconsin Board of Regents and individual campus Chancellors, at the expense of any truly shared governance for faculty, academic staff, and students. We recognize this even as we stand opposed to such changes.

But while state law has radically curtailed shared governance, it has not removed the ability, and the responsibility, of Regents and Chancellors alike to uphold standards of tenure and academic freedom *in practice*, as well as policy, while acknowledging the new powers granted them under state law. Such standards guarantee the ability of faculty and academic staff to engage in excellent, cutting-edge research and to provide instruction to students, citizens, and entrepreneurs in every corner of the state and beyond. With this in mind, we call upon our individual Chancellors and the Regents to affirm and practice the following principles in regard to probationary and tenured faculty, in maximal accordance with both the state standards established by law and administrative rules immediately previous to Act 55, and the national standards summarized in the American Association of University Professors document:

Recommended Institutional Regulations on Academic Freedom and Tenure:

1. Tenured and probationary faculty should be terminated only for just cause, with a rigorous procedure of faculty review to uphold that standard.
2. Tenured and probationary faculty should not be laid off due to budgetary changes unless a financial emergency exists, as declared after detailed consultation with appropriate faculty governance bodies. A financial emergency is a severe financial crisis that fundamentally compromises the academic integrity of the institution as a whole and that cannot be alleviated by less drastic means.
3. The faculty as a whole, or an appropriate committee thereof, should primarily determine all program changes for their campus, including any changes that might lead to layoffs. Program decisions should be based essentially upon educational considerations. Educational considerations do not include cyclical or temporary variations in enrollment, but rather must reflect long-range judgments that the educational mission of the institution as a whole will be enhanced by the change.
4. The principles and practices of tenure, and the academic freedom which they enact, should be upheld equally throughout the System, without differentiation between campuses.

Governor Walker has also called for further study regarding whether or not to prohibit probationary and indefinite status appointments for academic staff. Any such changes would increase the employment insecurity of academic staff, and thus further undermine academic freedom and excellence at the University of Wisconsin. Therefore, we also call upon our individual Chancellors and the Regents to:

5. Publicly and privately oppose any and all attempts to abolish or attenuate indefinite status appointments for academic staff.

Finally and most importantly: should any of these principles be violated in practice, we hereby pledge to engage in all appropriate collective action to uphold and defend them, at our individual campuses and in the System as a whole.