



# UW-Madison Faculty Senate

MARCH 7, 2016, 3:30 PM

## Women's History Month

*2016 theme*

Working to Form a More Perfect Union:

Honoring Women in Public Service and Government

Images from the Wisconsin Historical Society and UW Archives



# Senators and Alternates

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Please sit towards the front of the auditorium





A group of Fond du Lac women sews clothes for a Civil Works Administration project in 1934. The CWA was an emergency program that lasted from November 1933 to April 1934 and put 4,000,000 Americans to work for a short time.



# Calendar and deadlines

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**March 8:** *Faculty Networking Lunch:* “Dual Career Faculty”

**March 10:** *Assistant Professor Chats:* “Mentoring, How to Get It”

**March 16:** Distinguished Teaching Awards ceremony:

register! [www.regonline.com/register/login.aspx?eventID=1812528&MethodId=0&EventsessionId=](http://www.regonline.com/register/login.aspx?eventID=1812528&MethodId=0&EventsessionId=)

**April 4-17:** Committee elections

**April 17:** Honorary Degree nominations (1<sup>st</sup> phase)

**May 13-15:** Commencement weekend

Contact the Office of the Secretary of the Faculty  
for more information



# New feature on the Secretary of the Faculty website:

Agendas and approved minutes of the University Committee weekly meetings: [secfac.wisc.edu/university-committee.htm](http://secfac.wisc.edu/university-committee.htm)



## University Committee Agendas

Minutes of meetings are linked from each agenda once they are approved.

Agenda for January 11, 2016

- Expected present: Broman, Edwards, Litovsky, Meyerand (chair), Wisc.
1. (1:00) Meeting commences (open session)
  2. Announcements and updates
  3. Consent item: Approve minutes of the meeting of January 4, 2016
  4. Legislative update (PROFS)
  5. (1:10) VC for University Relations update (Charlie Hoslet)
  6. (1:30) VC for Research and Graduate Education update (Marsh)
  7. (2:00) Provost update (Sarah Mangelsdorf)
  8. (2:30) Chancellor update (Rebecca Blank)
  9. (2:50) University Police update (Sue Riseling)
  10. Discussion: Ad hoc committee on benefits and Faculty Compensation
  11. (no earlier than 3:15) Motion to convene in closed session pursuant to the Bylaws
  12. Reconvene in open session to adjourn

Agenda for January 4, 2016

- Expected present: Broman, Edwards, Litovsky, Meyerand (chair), Wisc.
1. (1:00) Meeting commences (open session)
  2. Announcements and updates
  3. Consent item: Approve minutes of the meeting of December 21, 2015
  4. Legislative update (PROFS)
  5. (1:10) GLBT Issues Committee (Claire Wendland, Aaron Hoskie)
  6. (1:30) VC for Finance and Administration update (Darrell Bazzie)
  7. (2:00) Discussion: Tenure Task Force documents (with Sarah Meyerand)
  8. Election: University Committee 2016-17 Chair
  9. Wrap-up and adjournment

Agenda for December 21, 2015

[University Committee Meeting Minutes December 21, 2015](#)

- Expected present: Broman, Edwards, Litovsky, Meyerand (chair), Wisc.
1. (1:00) Meeting commences (open session)
  2. Announcements and updates
  3. Consent item: Approve minutes of the meeting of December 14, 2015
  4. Legislative update (PROFS)
  5. (1:10) Diversity update (Patrick Sims)
  6. (1:30) Discussion: Incorporation of URC into FPP (Livny, Anderson)
  7. Senate reapportionment update
  8. (2:00) Chief of Police update (Sue Riseling)
  9. (no earlier than 2:15) Motion to convene in closed session pursuant to the Bylaws
  10. Reconvene in open session to adjourn



Vel Phillips wearing a striped dress and a tag that reads "We're here for Wisconsin Human Rights Legislation." (1961)



University of Wisconsin students representing the UW Student Budget Committee present a petition to Senator Otto Mueller at the Wisconsin State Capitol. Stella Whitefield, President of the Women's Self-Government Association hands petitions that object to university budget cuts to the senator. Other students are Jean Teitkamp, Virginia Vollmer, Arthur Lueck, John Butterwick, Martha Adams, Nora Kahn, Herman Sommers, Ted Wadsworth and Kenneth Meiklejohn. 1933





Belle Case La Follette, wife of Robert M. La Follette, Sr., addressing a group of farmers during a tour on the Chautauqua circuit during which she frequently spoke about woman suffrage. Ca. 1915

# Professor Emeritus James G. Nelson

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Department of English



*Gail E. Beck and Greenhouse Manager Chris Hopka*

# Children in the Workplace Policy

## Policy Summary

This policy provides guidance to UW-Madison divisions and university employees in determining under what conditions it is appropriate to bring a child or children into the workplace.

## Who This Policy Applies To

This policy applies to an employee responsible for bringing a child or children into a campus workplace, regardless of the employee's relationship to the child or children.

This policy does not apply to children while they are in the care of a university child care program, participating in a university camp or youth enrichment program, or attending university classes in which they are enrolled. This policy does not apply to a child who has a parent with a workplace assignment in which one of the conditions of employment is residency in a campus facility (e.g., live-in residence hall director.)

## Rationale

UW-Madison is a family-friendly workplace and supports work-life balance by providing appropriate flexibilities for employees, who may want or need to bring a child or children to the workplace for brief visits, specific campus events, situational convenience, or family emergencies.

Maintaining the safety and health of UW-Madison employees, students, guests and visitors relies upon the control of hazardous conditions and prevention of unsafe behaviors. When visitors are children, diligence to guard against unsafe conditions and unpredictable behaviors must be heightened.

# Children in the Workplace Policy

## Policy Detail

This policy addresses factors to consider when allowing an employee to bring a child or children into the workplace.

An employee may want to bring a child or children into the workplace under several circumstances, including:

1. Brief visits (e.g., an employee introduces a child to co-workers; an employee brings a child to work before or after an appointment).
2. Specific campus events that are employer-sanctioned and at which attendance by children is encouraged.
3. In the event of an emergency.



# Children in the Workplace Policy

An employee who brings a child or children into the workplace is responsible for:

- understanding the circumstances under which children are allowed in his/her/their specific workplace
- supervising and caring for the child while in the workplace
- accepting responsibility for all aspects of the child's behavior, the child's safety, and for any injury to persons or damage to property that is caused by the child's presence
- refraining from bringing a child with a communicable illness, such as conjunctivitis or influenza, into the workplace

Management is responsible for:

- determining that hazards are not likely to exist or can be controlled under the circumstances in which the child will be present
- considering the health of all employees when an employee wishes to bring a sick child into the workplace
- considering the extent to which the child's presence in the workplace poses a risk of breaching confidentiality of information in the workplace
- addressing behavior that prevents the employee from meeting workplace responsibilities or disrupts other employees in the workplace or the education of our students
- Management has the authority to disallow the presence of children in the workplace. Examples include, but are not limited to, determining that a child's presence is unsafe, poses a health risk, or is disruptive.

# Children in the Workplace Policy

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**Insurance coverage.** Bringing a child or children into the workplace is generally not part of an employee's job duties and is generally not undertaken as an agent of UW-Madison, although rare exceptions may occur. Therefore, an employee who brings a child or children into the workplace may not (and should not expect to) be covered by the University's liability insurance for any negligent or intentional injury related to the child's or children's presence in the workplace. A child or children as defined by this policy are not covered by the University's liability insurance or workers compensation programs. A child or children are expected to be covered by their parent's or guardian's health insurance in the event the child or children are hurt or injured while in the workplace.

# University Research Council (URC) and related FPP changes

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## [New] 6.59. UNIVERSITY RESEARCH COUNCIL

A. MEMBERSHIP. The University Research Council (URC) shall consist of the following members, serving three-year staggered terms. Each shared governance body will select representation from across campus with substantial experience in the conduct of research. URC members are expected to represent the interests of the university community at large.

1. Eight faculty, selected as follows:
  - a. One faculty member elected from each of the four divisions, from slates prepared by each divisional committee.
  - b. One faculty member appointed from each of the four divisions by the University Committee.
2. Two academic staff members permanent PIs
3. One university staff member involved in research
4. One member of the University Committee (selected annually)
5. The Vice Chancellor for Research and Graduate Education (ex officio, non-voting), who shall chair.
6. The Associate Vice Chancellors for Research (ex officio, non-voting)
7. The Dean of the Graduate School (ex officio, voting).

[A version of the following may be required when the Senate passes this, but would not be incorporated into FPP: “The first priority for the URC during the 2016-17 academic year will be to transition the URC from a purely advisory group into the official shared governance group of the OVCRGE. During this process, some of the functions listed may require modification, which should be discussed with the University Committee and will require Senate approval.”]

# University Research Council (URC) and related FPP changes

## B. FUNCTIONS.

1 Advises the vice chancellor for research and graduate education (VCRGE) on the overall UW-Madison research enterprise, including, but not limited by enumeration, to:

- a. Strategic planning to maximize the research productivity of faculty and staff, and to support highly innovative, transformative research.
- b. Allocation of flexible resources, including resources provided by WARF, such as support of research competitions, matching funds for grants, funding for recruitment and retentions, and honoring research contributions.
- c. Major campus-wide research programs and issues.
- d. Compliance processes and committees.
- e. Approving policies governing five-year reviews for VCRGE centers to ensure that centers remain at the leading edge of new discoveries. Members of the URC will provide advice to the VCRGE regarding the outcome of Center reviews.
- f. Review and approval of the establishment of new, and closing of existing, VCRGE centers.

2. Brings to the attention of the VCRGE views and opinions of the faculty and staff. In turn, members are responsible for assisting the Office of the VCRGE in helping to communicate the research resources of the VCRGE office.

3. Advises and counsels the VCRGE and the chancellor in the formulation of the annual request to the WARF board of trustees. The VCRGE and chancellor shall routinely seek the advice and counsel of the committee regarding the allocation and disposition of WARF funds. Ensures that the disposition of WARF funds by the university is transparent to the WARF board of directors. The committee, or its individual members, shall be available to the WARF board of trustees, upon request, as direct and independent advisors and as such shall share with the trustees their expertise and insight

4. Creates subcommittees to study specific topics, as needed.



# University Research Council (URC) and related FPP changes

## [Change] 3.05. THE GRADUATE SCHOOL

New section A (current A-G become B-H): The Graduate School is a component of the Office of the Vice Chancellor for Research and Graduate Education.

## [Change] 3.07. GRADUATE FACULTY EXECUTIVE COMMITTEE

Section B.2. modified as follows:

The Graduate Faculty Executive Committee selects a subcommittee of five faculty from among its elected members to serve, together with the dean, as the academic planning council of the Graduate School. One of the elected members shall be chosen from each faculty division and the fifth elected member shall be chosen at-large. The dean may invite associate deans or others to attend meetings of the academic planning council as advisors. The academic planning council advises the dean on policy and budgetary planning and presents faculty views and opinions to the dean. It also has the responsibility of assisting the graduate faculty in understanding budget and policy decisions and constraints.

Subjects on which the dean shall share information and consult with the academic planning council include, but are not limited to:

- a. Program review and the future development or contraction of graduate programs.
- b. Allocation of flexible resources to various uses, such as fellowships, support of individual investigators, matching funds for facilities grants, funding for new faculty, and awards.
- c. Policies and budget decisions for service facilities operated by the Graduate School.
- d. Policies and budget decisions relating to research centers administered by the Graduate School.
- e. Appointments of committees of the Graduate School. The council shall report regularly to the Graduate Faculty Executive Committee, and distribute a written report to the graduate faculty at least once each year.

# University Research Council (URC) and related FPP changes

[Delete] 6.55. WARF RESOURCE REQUEST AND ALLOCATIONS COMMITTEE

[Change] 9.05. ACTION BY PROVOST ON COMPLAINTS

Change section B. as follows: Complaints alleging scholarly misconduct shall be dealt with according to Faculty Document 867a and FPP 9.14. A formal allegation of misconduct in scholarly research will be referred to the chair of the department (or functional equivalent) or to the corresponding academic dean or, in the case of conflict of interest on the part of the chair or academic dean, to the ~~dean of the Graduate School~~ Vice Chancellor for Research and Graduate Education

# Values Statement on Shared Governance

**The University of Wisconsin-Madison is committed to shared governance as it has been historically practiced since the establishment of the University of Wisconsin System.** Shared governance on the UW-Madison campus involves four groups: faculty, academic staff, university staff, and students, in partnership with the administration. Administration (chancellor) [WI State Statute 36.09 (3)], faculty [WI State Statute 36.09 (4)], and students [WI State Statute 36.09 (5)] were included in shared governance in state statutes at the time of merger in 1973. Academic staff [WI State Statute 36.09 (4m)] were added in 1985. University staff [BOR policy 20-20] were granted shared governance rights by Board of Regents policy in 2012.

The practice of shared governance at UW-Madison means an active partnership among shared governance groups, the chancellor, and other administrative leaders with regard to campus decision-making and policy-making. Shared governance partners must be involved in decisions concerning academics, research, student life, campus climate, diversity, search and screen committees for campus leadership, human resources, campus health and life, and other matters of campus-wide import. **Shared governance involvement creates a transparent, collaborative, and inclusive process, which leads to enduring policies, procedures, ownership, and implementation.**

All shared governance groups are able to organize themselves as they see fit, defining and maintaining their own respective policies as they relate to each group. The guiding documents for shared governance at UW-Madison include Academic Staff Policies and Procedures (ASPP), Faculty Policies and Procedures (FPP), University Staff policies and procedures, Associated Students of Madison Constitution and Bylaws, related legislation, and other shared governance policies.

**We hereby call on the shared governance groups, together with the chancellor, to convene a joint committee to create specific policies that operationalize the goals and practices articulated above.**