
University Committee Annual Report, 2015-2016

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* (FPP) 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 University Staff Executive Committee (USEC) 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 UC reporting year runs from June 1 to May 31. The committee held 44 business meetings in 2015-2016 (projected). 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 university staff through coordination with USEC, and the student body through coordination with ASM.
- *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. 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 (Vice Chancellor for University Relations, Dean of Nursing, Director of Risk Management, Vice Chancellor for Finance and Administration, and Director of the Arts Institute)

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.

- *Tenure.*
 - Three faculty resolutions were passed in response to the revised tenure policies from the Board of Regents (Fac doc 2565) (Special Session, June 9, 2015) asking the Joint Committee on Finance and/or State Legislature to strike all non-fiscal language contained in Omnibus Motion #521 from the Omnibus Bill; (Fac doc 2569a) addressed changes to FPP language (Chapters 5 and 10) related to layoff and termination; (Fac doc 2583) addressed changes to FPP language (Chapter 7)
 - Expected to be raised May 2016: a faculty resolution in response to modified tenure policies.
 - The senate passed a resolution on the AFT-Wisconsin Higher Education Council Statement on Tenure and Indefinite Status (Fac doc 2586);
- *Concealed carry.* The senate passed a resolution opposing it (Fac doc 2581)
- *Fetal tissue research.* The senate passed a resolution opposing restrictions (Fac doc 2582)
- *Children in the workplace policy.* The senate voted to support the HR policy (Fac doc 2613)
- *Committee reports.* The senate received and responded to reports from myriad standing and ad hoc committees as well as various campus unites and other groups each month, including recreational sports, disability and accommodations, ombuds, and many more.
- *Academic departmental changes.*
 - The Division of International Studies became the International Division (Fac doc 2572)
 - College of Letters and Science:
 - The Department of African Languages and Literature became the Department of African Cultural Studies (Fac doc 2605)
 - The departments of German, Scandinavian Studies, and Slavic Languages and Literature merged to become the Department of German, Nordic, and Slavic (Fac doc 2606)
 - The Department of East Asian Languages and Literature and the Department of Languages and Cultures of Asia merged to become the Department of Asian Languages and Cultures (Fac doc 2607)
 - The School of Music became the Mead Witter School of Music (Fac doc 2608)
- *Faculty Policies and Procedures changes to committees:*
 - University Curriculum Committee membership change to include instructional academic staff (Fac doc 2585)
 - GLBT Issues Committee was incorporated into FPP along with a name change: Gay, Lesbian, Bisexual, Transgender, and Queer People in the University (Fac doc 2609)
 - Committee on Women in the University updated language
 - Expected to be raised May 2016: University Research Council to be added into *FPP* as new section 6.59. (Fac doc 2615)
 - Expected to be raised May 2016: A shared governance budget committee to be added into *FPP* as new section 6.25. (Fac doc 2616)
- *Academic calendar:* Academic calendar changes were taken up by Senate in October which moved exams off commencement day, which is always the 2nd Saturday in May, created a 4-week

(continued)

summer session in addition to 8-week one; and eliminated Friday start to semester (Fac doc 2570). The UC appointed an ad hoc committee to study broader related issues. The report of which will get the first reading in May.

- *Tenure clock extensions*: Changes to FPP Chapter 7 were made 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 (Fac doc 2571)
- *Parliamentarian*: a trained and certified, non-faculty parliamentarian was appointed for the Faculty Senate.
- *Shared governance*:
 - The senate approved a statement of support for the faculty senate at the University of Iowa (Fac Doc 2585)
 - The senate approve a statement of support for what shared governance means on this campus that will serve as a guidepost moving forward, not unlike the “sifting and winnowing” plaque is for the Wisconsin Idea (Fac doc 2617).
 - The senate approved the 2015 reapportionment plan for senate district representation (Fac doc 2610)
- *Parental leave*: the Faculty Compensation and Economic Benefits committee undertook a comparison study of family leave policies at peer institutions and made recommendations that will be considered by a broader task force addressing the issue for all employment categories (Fac doc 2594)
- *Sexual assault*: AAU released a dismaying survey about sexual assault on campuses; the senate passed a resolution that raises awareness of the survey and makes a commitment to do something about the problem.
- *Expected to be raised May 2016: Diversity and climate*: Two resolutions in protest of recent hate and bias incidents on campus: one in solidarity with Muslim students, staff and faculty and another to promote cultural competency.

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.

- Considered, but ultimately declined to support a general safety committee.
- Support of a survey of climate and morale on campus conducted by WISELI
- Reviewed the revised summer term revenue model.
- Participated in UW System strategic planning exercises.
- Prepared a letter for the Chicago IRB expressing UW-Madison’s consternation at a faculty survey and asking that the data be destroyed.
- *Discussed ways to enhance faculty performance management*
- *Committee on Undergraduate Recruitment, Admissions and Financial Aid*. CURAFA faced various governance structure issues. The UC assisted in getting it back on strong footing.
- *Athletic Board*.
- *Art acquisition and disposal*. Considered a proposal to create a campuswide public art advisory committee, duties of which would include reviewing offers of gifts, reviewing proposals for siting artwork, reviewing deaccessioning proposals, etc.
- *Research and graduate education*.
 - Received and commented on updates from the Graduate School and VCGRE, including the UW2020 initiative.
 - Discussed new graduate assistant pay structure.
- *Free speech and diversity of opinion and social media*. Expressed disappointment over disparagement of UW on Twitter.

(continued)

- *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:
 - IRB/human subjects,
 - tenure and post-tenure review,
 - layoff and termination,
 - family leave,
 - sexual assault,
 - campus voter registration, and
 - federal and state compliance.

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)
- Committee on Faculty Rights and Responsibilities
- Honorary Degrees Committee
- Kemper K. Knapp Bequest Committee
- Labor Licensing Advisory Committee
- Lakeshore Nature Preserve Committee
- Library Committee (subject to approval of the senate)
- Memorial Library
- PROFS, Inc. Steering Committee
- Search and Screen Committees
 - Vice Chancellor for University Relations
 - Dean of Nursing
 - Vice Chancellor for Finance and Administration
 - Director of Risk Management
 - Director of the Arts Institute
- Union Council
- University Research Council
- UW System Task Force on Tenure
- Ad hoc committee on tenure and termination
- Ad Hoc Committee on Post-Tenure Review
- Ad Hoc Committee on Children in the Workplace
- Ad Hoc Committee on IRBs (suspended)
- Ad Hoc Committee on the Academic Calendar
- HR Advisory Council
- Working Group on Research Misconduct
- Ad Hoc Committee on Equitable and Inclusive Health Benefits
- Ad Hoc Faculty Committee on Civility in the Academic Workplace
- Ad Hoc Committee on 7th-year Reviews
- Ad Hoc Committee on Implementation of Hostile and Intimidating Behavior Policy (April 2015)
- Ad Hoc Committee on Minimum Qualifications for Instructors (April 2015)

The UC also appointed the chairs of the following committees:

- Co-chairs for the GLBTQ committee
- Athletic Board

(continued)

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.

CIC Faculty Representative: Amy Wendt

Committee on Committees (2): Ruth Litovsky, Tom Broman

Faculty Compensation and Economic Benefits, Commission on (1): Amy Wendt

Faculty Consultative Committee for Financial Emergency (2): Dorothy Edwards, Anja Wanner

PROFS Steering Committee (3): Tom Broman, Ruth Litovsky, Beth Meyerand

PROFS, Inc. Board of Directors (all members)

Search and Screen Committees (various)

University Academic Planning Council (1): Dorothy Edwards

UW System Faculty Representative: Tom Broman

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 2015-2016 (as of the end of April), the UC dealt with 6 leave-of-absence requests and 28 tenure clock extension requests. 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

Thomas Broman (History of Science)

Dorothy Farrar-Edwards (Kinesiology)

Ruth Litovsky (Communication Sciences and Disorders)

M. Elizabeth Meyerand (Biomedical Engineering, Medical Physics)

Anja Wanner (English)

Amy Wendt (Electrical and Computer Engineering)