University of Wisconsin-Milwaukee
University Committee
Annual Report
September, 1978

This report describes and delineates the work of the University Committee during the past year. Further information concerning the items is available in the Committee minutes and newsletters.

The State of Governance

Last year the University Committee made a general report on faculty governance on this campus, and we hope this will become a regular topic for all future annual reports. In our report of last year, we noted that the "University Committee believes that faculty governance on this campus is alive and well and growing in strength." However, we did note three areas in which faculty governance needed strengthening, and we should comment on all of them.

One area on which we commented was the need for greater campus autonomy, including a lessening of the burdensome reporting required by central administration and the difficulties with the distribution of funds according to rigid and mechanistic formulas. Some progress has been made in this year. President Young has to some extent increased campus autonomy with a reduction in required reporting. However, funds and building space continue to be allocated according to historical patterns and rigid formulas with minimal attention to educational differences among the campuses. We are not confident that much can be done about this situation. However, we have asked for a meeting with President Young and Senior Vice President Smith, and this is one of the topics we wish to discuss with them.

On a campus level, we suggested two areas in which faculty input needed strengthening. One was the relating of building priorities to programmatic needs as set forth by the faculty. In an effort to increase faculty input into proposals for buildings and their relation to programmatic needs, changes in the membership of the Physical Environment Committee were recommended and put into effect last year. Although the Physical Environment Committee has been involved in setting priorities, communication with faculty breaks down as the proposals make their way through administrative channels. The University Committee will do what it can to see that the lines of communication between faculty and administrators remain intact throughout the planning process to insure that faculty input into the process of determining physical plant priorities is real rather than nominal.

The other area to which we called attention was the need for greater faculty input into the budget process. We believe that the Chancellor's Budget Advisory Group has begun to insure strengthened faculty input on the campus level but that strong input by school or college budget advisory committees is still the exception rather than the rule. The Chancellor's Budget Advisory Group report of March 21, 1978, called for attention to several important issues including 1) the great need for increased funding for research and the library, 2) the fact that in the area of urban outreach activities UWM has been assigned major responsibility with totally inadequate funding, 3) a recommendation for greater procurement of services by fixed price contract with outside firms, and 4) specific suggestions for ending the underestimation at the graduate level of student credit and faculty loads. In areas of
securing additional funding, it is obviously not easy to gain the support of the legislature and central administration, but specific suggestions were made in several areas, and the Chancellor and Vice Chancellor were acquainted with those areas in which the Chancellor's Budget Advisory Group differed with them on strategies for obtaining increased funding.

Finally, in the area of greater faculty input into the overall determination of academic programs, whether it be the starting of new programs or the termination of old ones, it is expected that the Long-Range Academic Planning Committee will play an important role. In the past, new programs in some cases have been started not on the basis of an over-all plan but on the basis of pressure from individual departments or of administrative determination. It is hoped that this committee will introduce greater over-all campus planning into the process of the establishment or termination of academic programs.

Any faculty members who have suggestions on this general topic of greater faculty voice in the basic directions of the campus should make them known to the University Committee, the Chancellor's Budget Advisory Group or the Long-Range Academic Planning Committee.

Task Force on Enrollment Trends

An important demonstration of the strengths of faculty governance on this campus came with the appointment last year of the Task Force on Enrollment Trends. The University Committee became very concerned after learning that student enrollments for the fall semester, 1977-78 had fallen below projected levels, since decreased enrollment means that budgeted funds must be returned to UW System Administration with a consequent danger of a deterioration of academic quality. Accordingly, the University Committee urged Chancellor Baum to join in appointing a task force to study the matter. The Chancellor agreed, and a task force was appointed in November, 1977, to examine the short and long-range implications of the decline in enrollment. The Task Force made its first report in February, 1978, recommending a series of steps designed to increase enrollment levels for the first semester of this academic year. We believe that these recommendations played an important part in the increase in enrollments which we have experienced this semester.

In addition, in May the Task Force submitted a second part of its report dealing with the long-range implications of enrollment trends. Chancellor Baum and the University Committee have begun to implement the Task Force's recommendations. Deans are forming ad hoc faculty committees to develop recommendations on how each college or school should respond to forecasted changes in enrollments. Furthermore, Chancellor Baum and the University Committee have jointly appointed a Committee for Long-Range Academic Planning charged with developing a continuing process for long-range academic planning, including enrollment trends. This will be a very important committee, and it is hoped faculty members will give it any assistance which they can.

Collective Bargaining

Collective bargaining was an important matter before the Board of Regents and the State Legislature during the past academic year.

At the February, 1978, meeting the Board of Regents withdrew its support of a narrow scope collective bargaining bill and voted to oppose all collective bargaining
enabling legislation. In addition, the Regents adopted a statement that if a collective bargaining bill was enacted, it should provide for broad scope bargaining, i.e., bargaining on all issues including tenure, academic freedom, and matters of curriculum and instruction. This position on broad scope bargaining was similar to that of most collective bargaining contracts in the industrial sector and to the language of S.B. 363, the Wisconsin Education Association Council (WEAC) bill.

The second development in this area was the decision of the Senate Education Committee, chaired by Senator Goyke (other members are Senators Berger, Braun, Offner and Sensenbrenner) to hold hearings on the bills for collective bargaining. The WEAC and TAUWF groups were unable to reconcile their difference and bring out a unified bill; so two bills were before the Committee. At the hearings, a joint UWM presentation in opposition to both bills was made by Chancellor Baum and Professor Max Kurz, Chairman of the Task Force on Collective Bargaining.

In addition, Professor Leon Schur, speaking as Chairman of the System Faculty Council, also testified against both bills. After the hearings, the University Committee and the Task Force on Collective Bargaining, in cooperation with Assistant Chancellor Frank Cassell, made every effort to urge members of our faculty to acquaint Milwaukee area Senators Berger, Braun and Sensenbrenner with our views on collective bargaining and our general fears about broad scope bargaining. Partly as a result of these efforts, the final decision of the Committee was to vote against recommending out a bill on collective bargaining on a three-to-two vote. Senators Goyke and Offner voted in favor of the bill, and Senators Berger, Braun and Sensenbrenner voted against it.

The University Committee is reconstituting the campus Task Force on Collective Bargaining to keep abreast of faculty views on collective bargaining and to keep faculty members informed of new developments in this area.

Ombudsman and Grievance Role

The members of the University Committee continued their roles as informal and formal ombudsmen for the faculty. It is customary, for example, for the members of the University Committee, often the Chairman, to be approached each week on an informal basis by phone or in person to interpret our Policies and Procedures, to hear complaints, and to give advice on matters of faculty governance. In addition, over a dozen faculty members made formal appointments, usually with the Chairman, to voice complaints and to seek advice.

The entire University Committee also met with several faculty members of one School to hear complaints about administrative violations of budgetary and academic procedures. This matter involved several additional meetings including ones with the Dean of the Graduate School and with the Vice Chancellor and the Dean of the School in question in an attempt to resolve the issues in question.

The University Committee held four formal appeal hearings during the academic year, three on promotion to tenure and one on contract renewal. At two of these appeals, the faculty appellant brought legal counsel, and in all three cases witnesses were heard. This hearing function has now been assumed by the new Faculty Appeals Committee.
Political Liaison

The University Committee continued its practice of meeting with state legislators, particularly those from the Milwaukee area. We had separate sessions with Assemblymen Rod Johnston, Mordecai Lee, Dismas Becker, Gary Johnson, Carl Otte and Ron Lingren and with State Senators Warren Braun, Gary Goyke and Paul Offner. We also had a session with Congressman Les Aspin. Included in the topics discussed were collective bargaining, the open meeting law, funding of our outreach activities, the general community perceptions of UWM achievements, faculty salaries and the University budget. As a result of these meetings, we hope that the lawmakers are more aware of UWM's needs, its service to their constituents, and to the community at large. In addition, we talked to a longer list of legislators on specific issues of importance to the campus.

At the invitation of the University Committee and the campus chapter of the AAUP, Acting Governor Martin J. Schreiber addressed a special meeting of the University Faculty on March 23, 1978.

The Committee communicated a Faculty Senate resolution to Wisconsin congressional members urging rejection of H.R. 5383 which excluded tenured faculty members from protection under the amended Age Discrimination in Employment Act of 1967.

Miscellaneous Activities

As part of its liaison efforts with campus administration, the University Committee held ten regularly scheduled meetings with the Chancellor and Vice Chancellor, three with the Academic Deans' Council, and three with the Assistant Chancellor for Student Services and representatives of the Student Association. Additional meetings on specific issues were held with the Chancellor, Vice Chancellor, Assistant Chancellor for University Relations and several of the academic deans.

On a System-wide level, members of the University Committee have attended eight meetings of the System Faculty Council (and representatives of Milwaukee, Madison, Extension, Parkside, Green Bay, Center System and Oshkosh), and seven meetings of the System Faculty Reps (the Chairman of the Executive Committee of the Faculty Senate from each of the ten campuses in the System).

On the campus level, members of the University Committee have participated in other activities including orientation for new faculty members, service on search and screen committees for Vice President for Academic Affairs for the UW System, Dean for the School of Library Science, and service on the Chancellor's Budget Advisory Group, the Economic Benefits Committee and several ad hoc and faculty standing committees.

Newspaper Coverage

The Committee held a number of meetings focused on the series of articles in The Milwaukee Journal. Most productive were sessions with the editorial staff and with Russell Austin, the Journal Reader Contact Editor. It is the hope of the University Committee and Campus Administration that the Journal will do an in-depth, "balanced" series on UWM in the future.
Open Meeting Law

The Committee has continued to explore possibilities for revising the Open Meeting Law. Discussions were held with the System Faculty Council, Central Administration, and various members of the Legislature. Unfortunately, it appears that the firm opposition of key legislative leaders makes any change a remote possibility.

University Police

A number of incidents involving the University Police have been brought to our attention. A direct result has been the establishment of a University Police Committee which is charged with the responsibility of reviewing policy and complaints.

Administrators on Executive Committees

The Committee clarified the issue of whether administrators should serve on executive committees. Under certain conditions, such participation is appropriate, but the proverbial "two kicks at the cat" should not be permitted.

Appointments to Tenure

In response to a complaint from one of the Divisional Committees, the Committee clarified the procedures required for appointment of tenured faculty from outside the University. Deans are required to seek advice of Divisional Executive Committees prior to making an offer and can expect such committees to make every effort to meet short time deadlines.

Promotions to Rank of Full Professor

Chairpersons of the Divisional committees met with the University Committee to discuss the various alternatives for reviewing promotions to the rank of Professor. The outcome was passage of new policies and procedures which require deans to seek Divisional Committee advice on such promotional recommendations.

Reorganization of the College of Engineering and Applied Sciences

The Committee met with CEAS faculty members concerning the proposed reorganization of the College. The Committee reaffirmed its earlier position that reorganization of departments cannot be used to deny a tenure home to a faculty member who is already tenured.

Merit Salary Distribution Formula

Acting upon Chancellor Baum's request for advice regarding the division of across-the-board and merit adjustments for 1978-79, the University Committee recommended that the maximum possible portion (3.75%, as specified by the Regents) of the total 7.50% be assigned for merit distributions. The Chancellor accepted the recom-
mendation, and the University Committee concurred with the following breakdown for the merit allocation:

- Chancellor's portion - 0.2%
- Deans' portion - 0.6% - 0.8%
- Departments' portion - 2.75% - 2.95%
- TOTAL - 3.75%

Protection of Human Subjects

As a result of University Committee discussions with the Graduate School and with the Graduate Faculty Council regarding faculty input into the operation of the Institutional Review Board for the Protection of Human Subjects, it was decided that the GFC appoint an ad hoc committee of the graduate faculty that would be an oversight committee charged with reviewing all federal compliance procedures at UWM during 1977-78. This function has since been transferred to the Research Policy Committee, a standing faculty committee that was established by Senate action in May, 1978.

Building Maintenance

The Committee discussed the problems of inadequate maintenance of buildings with Mr. Tichy, Professor Kurz (Vice-Chairman of the Physical Environment Committee), and Chancellor Baum.

Honorary Degree Committee

Recommendations for amending the charter of the Honorary Degree Committee were submitted to and approved by the Senate (Fac. Doc. #1079). These amendments revised the membership from 17 to 16 and provided that at least one-half of the candidates for honorary degrees have some connection with the University, the City or the State.

Grade Changes

The University Committee referred to the Academic Policy Committee questions concerning the appeals procedures available to students seeking a change in grade. Clarification is needed as to who has final authority for changing a grade, and who should have such authority. The APC has carried the consideration of this topic over to the current year.

Faculty Governance

Several amendments concerning faculty governance were recommended by the Task Force on Faculty Governance and were forwarded to the Faculty or Faculty Senate for action. The amendments, as approved by the Faculty Senate (Fac. Docs. 1057, 1064, 1065, 1076): 1) established a quorum for Faculty meetings; 2) replaced the Faculty
Senate Calendar Committee with a Faculty Senate Rules Committee; 3) provided that the Senate elect the Chairman of the Rules Committee, who serves a one-year term as seventh member of the University Committee; 4) provided that Senate members be required to attend Faculty meetings; 5) rescinded the faculty grievance function of the University Committee, established a Faculty Appeals Committee, and provided that the University Committee receive all faculty-related grievances and forward them to the appropriate faculty standing committee.

Committee Membership

Legislation which would preclude simultaneous membership on several committees was recommended. Legislation amended and approved by the Senate (Fac. Doc. #1087) provided that a person not serve simultaneously on more than one of the following committees: University Committee, Divisional Executive Committee, Faculty Rights and Responsibilities Committee, Faculty Merit Appeals Committee, Faculty Appeals Committee and Human Rights Committee.

Associate Professorships without Tenure

There was a discussion with the Academic Deans' Council of the pros and cons of hiring some faculty at the rank of Associate Professor without tenure. The question is still under discussion and a recommendation will probably be made to the Senate during this academic year.

Transfer from Academic Staff to Tenure Track Position

Recommendations to the Senate (Fac. Doc. #1090) were made that the seven-year probationary period apply to such transfers except for those individuals who completed a Ph.D. or appropriate terminal degree while serving as Academic Staff, in which case the probationary period could be extended to a maximum of ten years. After much discussion and several proposed amendments, the motion was referred to the University Committee. It will be brought to the Senate at an early meeting for consideration and action.

Economic Benefits

A summary of the results of the Economic Benefits Questionnaire, which was distributed by the Economic Benefits Committee, was attached to the May University Committee NEWSLETTER. Copies of the questionnaire itself with the replies received for each question are available at departmental offices.

Sabbaticals for UWM Campus

While the sabbatical program in the UW System remains relatively modest, there has been an increase in the awards made this year to eight for 1978-79. Approximately the same number of awards will be available for 1979-80.