University of Wisconsin-Milwaukee
University Committee
Annual Report
October, 1979

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.

Academic Relationship with China

The University Committee appointed an ad hoc committee to explore the exchange of academic personnel with Chinese universities. This committee has been requested to continue to function through 1979-80, and is currently chaired by Professor David Buck.

Collective Bargaining

A representative of the University Committee testified against S.B. 121 at a legislative hearing on April 3. In May, the University Committee and the Task Force on Collective Bargaining distributed a survey questionnaire to the faculty on the topics of collective bargaining (for faculty) in general and Senate Bill 121 in particular. Results of the survey indicated that 75% of the respondents opposed S.B. 121 and any similar bill. These findings were presented in testimony against S.B. 121 at the Joint Finance Committee hearing in August. The bill was subsequently amended by the Joint Finance Committee and reported out as S.B. 121, Substitute Amendment 1. Substitute Amendment 1 has even stronger management rights and broader-scope bargaining provisions than did S.B. 121.

Procedures for Tenure Decisions

Questions of the legality of campus procedures on tenure decisions were raised by Regent Majerus as a result of a decision at UW-Parkside. The University Committee submitted a statement to a Regent Subcommittee expressing its opinion that UWM procedures are not in conflict with Wisconsin Statutes and Wisconsin Administrative Code. The Regent Subcommittee and, subsequently, the Board of Regents also concluded that campus procedures here and elsewhere were consistent with the law and the code.

Distribution of Salary Increases

The University Committee recommended that 3.5% of the annual salary increment be distributed as merit, 3.5% as across-the-board, and that the special 2% wage progression allocation be distributed according to length of service. The latter recommendation was an attempt to correct for the cumulative effect of
inflation on continuing faculty members. Misrepresentation of this action by The Milwaukee Journal was corrected in a letter to the editor written by Professor Miller.

Transfer of PERHE

The Academic Program and Curriculum Committee's recommendation supporting the transfer of the Department of Physical Education, Recreation and Health Education (PERHE) from the School of Education to the School of Allied Health (Fac. Doc. #1134) was amended by the Senate to retain teacher certification programs in the School of Education. In response to questions about implications and implementation, the Senate referred the amended motion to a conference committee. The Conference Committee, consisting of Professors Greenisen, Ingle, Ong, Peltola, Sander, Deans Stoole and Weston, and chaired by Professor Paul Nystrom of the University Committee, reported to the Senate in April. After much discussion, the Senate moved to approve the transfer in accordance with recommendations made in a document prepared by Professors Ingle and Peltola (Fac. Doc. #1134A). In July, Vice Chancellor Walters reported his decision on the transfer together with his rationale and an outline of procedures. After reviewing the report and meeting with Vice Chancellor Walters, the University Committee concluded that his decision was consistent with the Senate's recommendation, but that some further clarification on the choice of tenure homes would be useful. To this end, University Secretary John Solon and Professors Miller and Pincus met with members of PERHE on August 27, 1979.

UWM, DUO, and Extension

In its continuing concern about the relationship among UWM, the Division of Urban Outreach (DUO), and UW-Extension, the University Committee met with members of the Urban Extension Advisory Council (Anthony Catanese, Chairman) and later with Extension Vice Chancellor Peter Pere, Vice Chancellor Walters, and Dean Martin Haberman.

Bachelor of Science: Allied Health

In considering the APC Committee's recommendation to approve the B.S. in Allied Health (Fac. Doc. #1130), members of the Senate and Dean Halloran raised questions about the relatively few L & S course requirements for this degree. The Senate voted that the University Committee appoint a committee to try to resolve the question of requirements and make recommendations at the March Senate meeting. The committee, comprised of Professors Leon Schur (Chair), Phil Connel, William Halloran, Michael Lackman, Howard Pincus, Franklin Stein, Kenneth Watters, and Alan Weston, recommended an amended program (Fac. Doc. #1130A) which was supported by Deans Weston and Halloran, and was approved by the Senate.

Task Force on Evaluation of Administration

The Committee had discussed for several years the possibility of appointing an ad hoc task force to develop proposals for faculty evaluation of administrators.
The task force was appointed and will be submitting reports and recommendations to the University Committee for subsequent faculty action. Members of the task force are Professors Ed Knoblock, Jerry Leer, Martine Meyer, Corliss Phillabaum, Diane Pollard, Carl Pope, Ethel Sloane, Sammis White, Kenneth Wodtke, David Luce (Chairman), and a student, Tom La Loggia.

Composition of Athletic Board

The Committee developed and forwarded to the Senate a proposal for changes in the membership of the Athletic Board. As approved by the Senate on March 15, 1979, the new Board will have a majority of faculty members and/or academic staff as voting members, but will also have five students and two alumni representatives.

Appeals Procedures Workshop

UW System Administration sponsored a series of workshops on policies and procedures for appeals of reappointment and tenure promotion decisions. Representatives of the University Committee and the UWM administration attended the Milwaukee session.

Library Appointments

After meeting with William Roselle, Director of the Library, and with the Library's Executive Committee, the University Committee endorsed their recommendation for the continuation of faculty appointments in certain key positions in the Library rather than filling all positions, in the future, with members of the academic staff.

Sabbaticals

The modest program for sabbaticals to improve teaching effectiveness continues. At the suggestion of Vice Chancellor Walters, the University Committee recommended that the Sabbatical Selection Committee be changed from an academic-year to a calendar-year term. This will permit a given Selection Committee to follow through on the entire process from the initial announcement in spring to the actual review of proposals in October and November.

Non-Tenured Faculty Changing Divisions

It was agreed that it is implicit in the wording of Chapter 3.03, UWM Policies and Procedures, that a non-tenured faculty member can change divisions, provided that her/his department has multiple affiliation, that the departmental executive committee approves the change, and that the change occurs prior to being considered for promotion to tenure. More explicit wording in Chapter 3.03 does not seem necessary.
Alternate Membership on Divisional Committees

Because of problems encountered by Divisional Executive Committees, the University Committee recommended that Chapter 3.04(2), [UWM Policies and Procedures], be modified to stipulate that a quorum consist of six voting members, and that each past member should continue as an alternate member of his/her respective Divisional Committee for a period of five years. This recommendation (Fac. Doc. #1122) was approved by the Senate on December 13, 1978.

Academic Staff

Three issues with regard to the Academic Staff were considered. The first was an alleged practice on several campuses of the UW System of hiring persons as teaching academic staff members rather than tenure-track faculty. The short- and long-term effects of this practice for the System were discussed.

A second issue was concerned with the status of tenure-track faculty relative to academic staff members in case of financial exigency and lay-offs. This matter was discussed in conjunction with appointing a Task Force to Study System Document 1081: PROGRAM SPECIFIC REDUCTION. The Task Force was composed of two faculty members, one administrator, and two members of the academic staff. Recommendation was made by the Task Force to table drafting of a plan until such time as faculty adopt a Program Specific Reduction Plan.

The third issue was the calculation of the probationary period for a faculty member who has transferred from the teaching academic staff. A recommendation from the University Committee to allow 10 years total probationary service at this University in cases when the person receives a terminal degree while serving as academic staff was passed by the Faculty Senate and campus administration. Subsequent discussion at Regents' meetings caused campus administration to withdraw this item for further study and resubmission in the fall of 1979.

Search and Screen Committees

On March 27, the University Committee submitted fourteen nominees for the six faculty positions on the committee to Search and Screen for the Chancellor. After President Young announced his choices for composition of the committee, the Faculty Senate reacted by passing a motion on May 3 requesting that President Young (a) add more women and/or minority faculty and (b) reflect a commitment to affirmative action principles on future search and screen committees for administrative posts. The University Committee forwarded the Senate motion to President Young, but he did not appoint additional members.

On April 24, the University Committee submitted to Regent Hales seven nominees for one or two faculty positions on the committee to Search and Screen for the President of the UW System. Selected were Professors Jane Nardin and Harold Rose.

The University Committee recently adopted a policy of publishing the names of its nominees, so that the faculty will be fully informed about choices made by administrators.
Reappointment Letters

Several members of the Department of History met with the University Committee concerning the insertion by Dean Halloran of new language in letters of reappointment to assistant professors. The language added the concept of "continuing programmatic need and continuing financial support" to the earlier enunciated concept of their quality of performance. These assistant professors argued (a) that the language contradicted the department's original intent when hiring persons to tenure track positions, and (b) that the Board of Regents must declare a financial emergency before probationary faculty could be legally non-retained for financial or programmatic-need reasons. The University Committee asked the University Counsel to rule on their arguments; Hector de la Mora answered later that the new language "presents no legal breach and therefore complies with language and intent covered under Chapter 5 of the Wisconsin Administrative Code." This matter obviously is one important aspect of the broader problem of faculty participation in decisions about program-specific reductions.

Human Rights

Sometimes, a grievance involves both academic appeal and a discrimination issue, and it was not clear how such cases should best be routed and processed. The University Committee met with the Chairman of the Human Rights Committee, Professor John Stillman, and with the Assistant Dean from Student Services, S. William Winograd. A statement of procedures for appeals with academic and discrimination tracks was developed to be distributed to departmental chairpersons, the Legal Clinic, all Deans, and to be available to all students considering making an appeal. This statement is now being reviewed by the current members of the Human Rights Committee.

Faculty Rights and Responsibilities Committee

Based upon the last two annual reports from the Faculty Rights and Responsibilities Committee and feedback from its former members, the University Committee decided to recommend that the present Faculty Rights and Responsibilities Committee be abolished. Because UWS 6.01 requires that a committee be ready to handle any complaint about faculty misconduct, the University Committee decided to explore the possibility--suggested by the Codification Committee--of converting the Faculty Rights and Responsibilities Committee membership from elected to ex-officio, parallelizing the way that the Dismissal Hearing Committee is composed (UWM Policies and Procedures, Chapter 5.26). This matter was tabled on May 1, and a proposal may be submitted to the Faculty Senate in 1979-80.

Meetings with Deans

In order to gather the deans' perspectives on issues concerning shared governance and emerging problems on the campus, the University Committee instituted a series of meetings with individual deans. Separate meetings were held with Deans William F. Halloran of the College of Letters and Science, Michael J. Stolee of the School of Education, Martin Haberman of the Division of Urban Outreach, Alan J. Weston of the School of Allied Health Professions, and Fred Landis of the College of Engineering and Applied Science.
UWM Planning Commission

The University Committee and the Chancellor formed a joint ad hoc Committee on Long-range Planning. The committee worked all year and produced two reports, distributed to the Faculty Senate and to administrators. The Chancellor accepted the recommendations to form a UWM Planning Commission and to appoint a planner as staff to the commission. Commission members are: Anthony Catanese (Chairman), James Cibulka, Cornelius Cotter, George Keulks, Sol Shalit, Carole Shames, and William L. Walters.

Miscellaneous Activities

The University Committee continued its practice of maintaining communication with state legislators, and met separately with Assemblymen Edward Jackamonis and Ronald Lingren, and Senator Monroe Swan. Members of the Committee testified at two legislative hearings on collective bargaining, and one on the formation of a study committee to examine the tenure system.

On the system level, the University Committee has met with President Edwin Young and Senior Vice President Donald Smith, and separately with Regents Beckwith and McNamara. Individual members have attended a System Planning Seminar, Appeals Procedure Workshop, all meetings of the Board of Regents, the System Faculty Council, and the System Faculty Representatives and have served on the System Biennial Budget Working Committee.

At the campus level, the University Committee met monthly with the Chancellor and Vice Chancellor and once with the Deans' Council. Additional meetings on specific issues were held with the Chancellor, Vice Chancellor, Assistant Chancellor for University Relations, Director of High School and College Relations, Director of University Special Student Office, Chairs of the Faculty Appeals Committee, Human Rights Committee, Athletic Board, Faculty Rights and Responsibilities Committee, Mr. Ralph Olive of The Milwaukee Journal, and several academic deans.

Individual members of the University Committee have participated in other activities including orientation for new faculty members, interviews of candidates for Director of Development and the Equal Opportunity Officer, and service on the Chancellor's Budget Advisory Group, the Economic Benefits Committee, the Task Force on Collective Bargaining, the Task Force on Long Range Academic Planning, the PERHE Conference Committee, search and screening committees for the UWM Chancellor and Dean of the School of Social Welfare, and several other ad hoc and faculty standing committees.

The Committee continued its role as informal ombudsman for the faculty. In addition to hearing complaints and offering advice, it received six grievances, four were withdrawn or otherwise resolved and two were forwarded to the appropriate faculty standing committee.