Members of the 1980-81 University Committee: Professors Michael Lacktman (Chair), Max Kurz, Ann Meyer, Paul Nystrom, Howard Pincus, Rachel Skalitzky and Ethel Sloane

This report highlights some of the work of the University Committee during the past year. Further information concerning the matters in this report is available in the Committee Minutes and Newsletters.

Thirty-seven meetings were held from September 1980 - August 1981 on Faculty Governance Issues. These are Open Meetings, with the exception of the Executive Session within the meeting, according to Section 19.85(1)(f) of the Wisconsin Statutes.

Chairperson Michael Lacktman and other members of the University Committee regularly attended meetings of the Board of Regents, UW-System Faculty Council, System Faculty Representatives.

Meetings were held with Chancellor Frank E. Horton on a regular basis. The University Committee and Academic Staff Committee met once each semester to discuss mutual problems and goals.

The University Committee met separately with Regents Majerus, Erdman, Beckwith, and Harrow; System Vice-President Kauffman, and President O'Neil.

**TASK FORCE ON THE STUDY OF COLLECTIVE BARGAINING**

In view of the continued interest in the issue of collective bargaining within the UW System, the University Committee reappointed John Bibby, Edith Bjorklund, Robert Ingle, and Martin Schmidt to the Task Force on the Study of Collective Bargaining for the 1980-81 academic year. Ted Bratanow and Andreas Huyssen were appointed as replacements for two members who were on sabbatical leave.

**CHANCELLOR'S PLANNING GROUP**

Professor Max Kurz represented the University Committee (1980) on a Biennial Budget Planning Committee established by Chancellor Horton. The purpose of the ad hoc committee was to consider a short-term methodology which would ensure the involvement of departments and colleges in the orderly development of biennium requests for UWM.

**SEXUAL HARASSMENT**

At a special Faculty Senate Meeting on February 3, the Faculty Senate approved a policy statement on sexual harassment in response to a draft definition and policy statement from the Board of Regents.

The University Committee appeared before the Board of Regents at its March meeting in Milwaukee to voice strong objections to the draft policy statement on sexual harassment presented to the Board by UW System Administration. This statement differed substantially from the policy statement that had been approved by the UWM Faculty Senate at a Special Senate Meeting on February 3. In May, a revised policy statement developed by System Administration was again presented to the Board of Regents for review. The University Committee made the following statement to the Board:

"...We have reviewed the current draft that is before you today and want to indicate that we now endorse the policy statement portions of the draft that relies, to a great extent, on the EEOC guidelines. In the implementation portion of the statement, we endorse the concept of granting campus autonomy in the development of the complaint and grievance process. We anticipate that complaints and grievances against faculty can be addressed through our existing disciplinary processes in accord with current statutes and regulations and in a manner consistent with definitions of sexual harassment contained within the policy statement." The Regents adopted the revised statement.
FACULTY EVALUATION OF ADMINISTRATION

The University Committee appointed the Task Force on Evaluation of Administration in January 1979, based upon an earlier recommendation received from the Academic Program and Curriculum Committee. The Task Force was chaired by David Luce (Philosophy), who presented a report to the Faculty Senate for adoption and implementation. Several recommendations within the report were approved by the Senate at the meeting of May 14, 1981. Implementation of the approved recommendations has been delayed pending further clarification.

SHARED GOVERNANCE

The Chancellor established a study group on shared governance. The UWM group submitted its report to Chancellor Horton. In response to the important issues raised, the University Committee initiated two committee-of-the-whole discussions at the December and February meetings of the Faculty Senate.

ADMINISTRATORS VOTING IN DEPARTMENTAL EXECUTIVE COMMITTEES

According to UWM Policies & Procedures, Sec. 4.04 (1) & (4) and past opinions issued by the University Committee, a departmental executive committee has the authority to revoke a member's rights of discussion and voting for the duration of that member's appointment as an administrator.

MEETINGS WITH LEGISLATORS

Members of the University Committee participated in discussions with nine members of the Wisconsin Legislature during a meeting on December 19 at which Chancellor Horton presented an overview of UWM's 1981-83 biennial budget request.

FACULTY SABBATICALS

The University Committee has requested that Chancellor Horton try to increase UWM's allotment of sabbaticals.

UW-EXTENSION

On March 7, 1981 the Board of Regents Committee on UW Extension held a day-long hearing on the role of Extension. Professors Max Kurz and Howard Pincus represented the University Committee. The presentation focused on the role of UWM in being involved in community outreach services in collaboration with UWM's schools and colleges. A joint UWM-UWEX committee to develop a mutually acceptable and integrated plan for delivery of Extension services in Milwaukee was formed. Two newly elected University Committee members, Professors Phyllis Krutik and Lawrence Baldassaro, served on the committee, which presented its report in August.

UW-CENTERS

The University Committee periodically met with faculty representatives from the Center Campuses of Waukesha, West Bend, and Sheboygan to explore improvement of communications and discuss common concerns. A conference involving UWM faculty and the three centers was held on September 25, 1981 with the goal of improving education for Wisconsin students.

SUMMER COMPENSATION FOR FACULTY RECEIVING GRANTS AND CONTRACTS

The University Committee endorsed the Research Policy Committee's recommendation that faculty and staff holding grants, contracts, or gift funds be eligible to receive three months summer salary provided that all three months be paid from grant, contract or gift funds.
APPOINTMENT OF ASSOCIATE/FULL PROFESSORS WITHOUT TENURE
The University Committee discussed clarification of 5.12(2) of UWM Policies and Procedures with Chancellor Horton. The Regents Resolution 2175 empowers the faculty to de-couple the granting of tenure from the granting of rank for "exceptional cases." The University Committee defines "exceptional cases" as including persons who currently hold rank at other universities as well as those who are renowned in business or industry.

CONFIDENTIALITY OF STUDENT TEACHING EVALUATIONS
The University Committee requested legal opinion regarding the confidentiality of student evaluations of instructors. The reply was that student evaluations of teachers are not privileged communications, and faculty may not bar access to such records.

BASIC SKILLS
The University Committee reviewed the charge developed by Chancellor Horton for the Basic Skills Committee and conducted a Committee-of-the-Whole discussion of basic skills at the May 14 Senate Meeting.

DIVISIONAL EXECUTIVE COMMITTEES
In response to a request to consider a change in the representation on Divisional Executive Committees, the University Committee appointed a group of faculty senators to develop recommendations regarding the appropriate composition of the Executive Committee of the Division of the Professions.

AD HOC SENATE BUDGET COMMITTEE
At its April meeting, the Faculty Senate voted unanimously to accept a University Committee proposal to create a committee on budget for "oversight of all budgetary matters having implications for educational policy." The seven members will be selected via nominations to be made at the September 1981 Faculty Meeting and subsequent mail ballot. An interim summer committee was voted on and approved by the senate.

PROGRAMMATIC NEED
The University Committee, responding to a motion passed by the senate at its May meeting discussed during its summer meetings, procedures to clarify the division of responsibilities between faculty and administrative bodies for integrating considerations of programmatic need and financial support into the process of faculty recruitment, retention, contract renewal, and promotion to tenure.

PARTICIPATION BY UNIVERSITY COMMITTEE MEMBERS ON OTHER COMMITTEES
The following is only a partial listing of other committees on which members of the University Committee served during the year: Max Kurz was part of the Biennial Budget Planning Committee; Michael Lacktman served on the 25th Anniversary Celebration Committee and the Economic Benefits Committee; Paul Nystrom was on the Chancellor's Budget Advisory Committee; Ann Meyer, Max Kurz, and Phyllis Kritek served on the UW-Centers-UWM Liaison Committee; Rachel Skalitzky chaired the Resource Committee of the System Task Force on the Status of Women; Howard Pincus was on the Search and Screening Committee for the Vice-Chancellor; Ethel Sloane represented UWM on the UW-System Undergraduate Teaching Improvement Council and served on the Study Group on Faculty Governance; Phyllis Kritek and Lawrence Baldassaro were members of the UWEX-UWM Committee.