Resolution on Faculty Representation

Whereas, the current salary freeze has revealed the inadequacy of existing mechanisms for the representation of faculty interests on economic matters; and

Whereas, there is a pressing need to consider means for enhancing faculty input into the determination of salary policy at the state level; and

Whereas, in the consideration of any such changes it is essential to preserve and indeed to strengthen the existing system of shared governance over matters of academic program and of hiring, tenure and promotion, and other personnel decisions as the best guarantor of academic freedom; and

Whereas, it is equally essential to recognize the diversity of campuses and their missions within the UW System and to maintain as much local autonomy as possible;

Therefore, be it resolved that the Faculty Senate of the University of Wisconsin-Milwaukee affirms that the following three principles should guide further deliberation on the problem of faculty representation:

1. The system of shared governance in which faculty have primary responsibility for academic program and for personnel decisions—including hiring, tenure and promotion—should be excluded from any system of collective bargaining.

2. In any new system of representation, the faculty of the University of Wisconsin-Milwaukee should be represented in a separate unit.

3. Assuming these conditions can be fulfilled, the faculty should have the right to decide by themselves whether or not to bargain collectively and, if so, through which agent to be represented.

Be it further resolved that the Faculty Senate charges the University Committee, in consultation with the Task Force on Collective Bargaining, to advise the faculty and state legislators on the relationship between these principles and any proposals for enabling legislation.

Submitted by,

Margaret Atherton, Philosophy
James Gibulka, Administrative Leadership
James Cronin, History
David Mulroy, Classics