Introduction:

The Faculty Welfare Committee met officially sixteen times. This Committee has been involved in carrying out some of the recommendations made to the faculty last year and approved by the faculty at the May 19 meeting. Since then there has been a follow-up of this action with members of the University administration this year. As a result the Committee hopes that its previous report and recommendations are resulting in some definite benefits to the faculty in matters of faculty welfare.

The number of items studied this year is fewer than usual because of the great amount of time that was given to complete a study of the need for faculty dining and lounge facilities. (As you will see toward the end of the report, a survey was made by our Committee and computerized so that the opinion and the wishes of the faculty could be represented in this important report.) The matter of fringe benefits was also accelerated to some extent by this Committee; but these problems have been turned over for more complete attention to a new Committee on Fringe Benefits chaired by Dr. Bicknell of the Madison faculty. (Committee members on this all-university committee from the Milwaukee campus are Dr. Pailey, Social Welfare; Dr. Lundgren, Commerce; and Dr. Bivens, Economics. These members and the committee chairman have been supplied with reports from the Welfare Committee indicating to them our previous recommendations in the interests of the UWM faculty.)

We hope that the studies, findings and recommendations of this committee will result in more adequate and satisfactory working conditions, benefits, and policies for the University faculty, at least on the Milwaukee Campus. If there are any questions or further suggestions on the problems usually considered by your Faculty Welfare Committee, these concerns should be presented to any member of the Committee, or to the chairman (preferably in writing) at the earliest opportunity. The cooperation and willingness to work on individual portions of this study exhibited by committee members have made it possible for us to accomplish as much work as we have.

I. Summary of special problems investigated by the Faculty Welfare Committee:

A. New Retirement Regulations:

The committee helped to provide information for the faculty about the new retirement regulations: Dr. Bicknell of the Madison campus was invited to the October 14, 1965, faculty meeting to inform UWM members about the new regulation and the procedures that would be necessary to enroll in this new program. Later on during the winter, through the invitation of the Secretary of the Faculty and the business office, Dr. Mark Ingraham was invited to give further details and answer many questions about these new regulations. The date of decision for individual faculty members was April 1, 1966, which has now been reached; and therefore, any changes in your desires about this program await further instructions from the Retirement Board.

We are happy to announce that additional questions concerning details of retirement regulations and insurance problems can now be answered on the Milwaukee campus, by directing them to Dr. Jaworski, Personnel Director, and his staff. This service should prove to be very helpful to many of the members of the Milwaukee faculty.

B. Blood Bank Drive:

The committee promoted the 1965-66 Blood Bank Drive early in the fall. Unfortunately only forty-eight donors enrolled, so it was necessary to cancel the blood bank of the UWM campus. Lack of interest evidenced by the Milwaukee faculty during the last two
years has made it impossible to have a blood bank unit come up to the campus for donations.

The thirteen pints remaining in our blood bank were donated to one of the members needing it with the remainder going to the Milwaukee Blood Bank. Faculty members interested in this service should contact the Milwaukee Blood Center on N. 17th and W. Walls Sts. By donating blood yearly to this center a person can protect himself and his family for any blood transfusions that may be needed.

C. Emergency Medical Attention:

Despite rumor to the contrary, it was determined by the committee that emergency medical attention is available to the faculty at the Student Health Center. But, according to the personnel at this Center, such service does not include regular medical attention which should be sought from a person's private physician. However, in cases of emergency, some facilities are being provided to each building chairman; and emergency facilities can also become quickly available by calling the nurse on duty at the Student Health Center. Probably this very minimal fringe benefit should be upgraded sharply to include the diagnosis of simple ailments and their treatment. Yearly physical examinations might also be added.

D. Long-Term Illness:

The Faculty Welfare Committee made a follow-up of last year's recommendation to clarify the policy of long-term illness at the University, by confering with the Chancellor and the Vice Chancellor this fall. As an outgrowth of this conference, Vice Chancellor Vevier met with the deans and the directors of our institution to discuss this problem and to clarify what would be done in the various departments. The following policy, as stated in a letter from Vice Chancellor Vevier, was discussed at this meeting: "The deans and directors are prepared to pick up the load after the first emergency flurry is over and employ a substitute for the ill faculty member without jeopardizing or reducing the quality of the academic program."

E. Faculty Handbook Review:

The committee reviewed the first copy of the forthcoming Faculty Handbook being prepared under the direction of Mr. John Solon. It is hoped that this Handbook will answer many of the detailed questions that new faculty members, in particular, have about faculty procedures, regulations, and opportunities. The Handbook should be available to present to faculty members very shortly.

F. New UWM Campus Newsletter:

We commend the administration for the fine new venture in the publication of the UWM Campus Newsletter, of which several issues have now been received—an idea proposed in our previous Welfare Committee reports of 1963-64 and 1964-65. We hope that the faculty is finding the newsletters helpful in keeping abreast of new developments and procedures on the Milwaukee campus. This publication should prove an interesting supplement to the UW Memo, which has published fort-nightly.

G. Faculty Parking:

Problems concerning faculty parking were considered by the committee at the request of some of the faculty members. Dr. Becker, the former parking committee chairman, and Dr. Summers, the new chairman of the Parking and Transportation Subcommittee of the Campus Planning Committee, were consulted about the future plans for solving, or at least mitigating, the parking problem at UWM. Because of the importance of this
J. Sabbatical Leaves:

One of the committee members continued the study of Fringe Benefits as regards Sabbatical Leaves. Although official thinking on this question is divided, it appears to this committee that the question of Sabbatical Leaves at the University should be further reviewed with the possibility that Sabbatical Leaves be combined with the present program of University support for research activities. The report of this study follows:

Sabbatical Leaves vs. Research Grants

Progress Report*

Many major universities have a dual sabbatical and research leave system. This plan seems desirable since apparently both systems are required to serve the needs of the institution and of the entire academic community.

The research grant system enables young scholars to pursue creative and research interests without waiting seven years for the sabbatical pause. It also enables them to establish themselves as scholars and artists and so to become eligible for grants and fellowships from sources outside the University. On the other hand, the sabbatical system would maintain the efficiency of those faculty members who are chiefly interested in instructional programs and in administration. It would also enable the whole faculty to pursue such non-research interests as study of materials and facilities not locally available, pre-doctoral and post-doctoral study and the preparation of new teaching materials.

This year the UWM full time academic staff numbers 680. A quick count of the faculty directory indicates that of these 322 faculty members have the doctor's degree. Thus a minority of the UWM current faculty is in the professional scholar category.

Fears are often expressed that a dual research grant-sabbatical grant system would depress salary levels or cause the research grant system to be curtailed. This effect seems unlikely because.

1). The UW system would find it necessary to maintain competitive salary levels with comparable university systems which already have a dual system.
2). The research grant system leads to profits from research which are fed back into WARP funds. Research also brings outside grants to the University.

Questions for further study:

1). What proportion of the UWM faculty has received research-grants or other grants during the last seven years?
2). What proportion of the UWM faculty is on leave each year? (Dean Ingraham's study finds 5-6% on leave is average in public universities.)
3). Would a sabbatical plus a research system mean that too many faculty members would be withdrawn from teaching for the best interests of the institution?

The Faculty Welfare Committee is of the opinion that a further study of the questions is necessary.

*The sources consulted for this study were The Outer Fringe by Mark Ingraham; A Survey of Sabbatical Leave Policies and Practices in Major State Universities and Land Grant Institutions by W. Hugh Stickler, Dept. of Higher Education, Florida State University; Conversation with administrative personnel; and the 1965-66 UWM Faculty Directory.
# Comparison of UW Research Leave System with Sabbatical Systems

Based on Studies of Stickler and Ingraham

<table>
<thead>
<tr>
<th>Sabbatical</th>
<th>UW System</th>
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</thead>
<tbody>
<tr>
<td>Often used by land grant U. To &quot;leaves other than sabbatical&quot;* including research leaves. (See attached lists of leave systems in 85 institutions.)</td>
<td>Research leaves only financed from UW institutional funds.</td>
</tr>
<tr>
<td>Paid for by regularly budgeted funds.</td>
<td>Paid for by WARP** funds plus budgeted funds.</td>
</tr>
<tr>
<td>Awarded only to tenure faculty by 50% of institutions studied. Of these, 15% exclude assistant professors; 66% exclude instructors. Awards after six years of service are given to all eligible faculty members upon approval of plans for leave.</td>
<td>Awarded to all ranks. Six years service are not required. May be awarded to some individuals more frequently than once in seven years. They are given preferably to young faculty members with the Ph.D. or to artists and musicians with a record of creative achievement and recognition.</td>
</tr>
<tr>
<td>May be awarded for pre-doctoral or post-doctoral study and travel, for study of facilities in other universities, and preparation for teaching, etc.</td>
<td>Awarded to carry out promising research proposals.</td>
</tr>
<tr>
<td>Purpose: to increase and maintain a faculty member's value to the institutions and to the profession. To improve teaching and administrative efficiency.</td>
<td>Purpose: to carry out a potentially productive research project and to enable promising young scholars to get started.</td>
</tr>
<tr>
<td>Aids in recruiting and in retaining faculty members.</td>
<td>Aids in recruiting and in retaining faculty members.</td>
</tr>
<tr>
<td>Increases and maintains faculty competence.</td>
<td>Increases and maintains faculty competence.</td>
</tr>
<tr>
<td>May prolong and maintain mental alertness and physical health of faculty, and so yield dividends in continued usefulness.</td>
<td>Financial profits from research are realized and are fed back into WARP. The funds are thus revolving. Also, research begun with U funds may make possible future grants from other sources.</td>
</tr>
<tr>
<td>Would equally benefit UW and UWM faculties.</td>
<td>Benefits a smaller portion of UWM faculty than the U-W-Madison faculty because there is a smaller proportion of Ph.D.'s at Milwaukee.</td>
</tr>
</tbody>
</table>

*Dean Ingraham's study does not define types of leaves included under this heading.  
**Wisconsin Alumni Research Fund
Paid Leave Systems in Major State Universities and Land Grant Institutions

The universities given are those covered in the Stickler study. These were cross-checked with the data in Dean Ingraham's study.

The two sets of figures are not entirely consistent. Stickler counts 59 sabbatical systems among the 86 institutions studied, while Ingraham lists only 50 sabbatical systems in the same universities. This difference may represent institutions that added sabbaticals in the year between the two studies (Stickler's figures are for 1964 and 1963, Ingraham's for 1963 and 1962) or they may represent some inconsistency in reporting "leaves other than sabbatical."

Research grants were not listed separately in Ingraham's study and there was no breakdown of "leaves other than sabbatical."

Institutions which reported the sabbatical system only

1. Auburn
2. Arizona State Univ.
3. Univ. of Arizona
4. Colorado State Univ.
5. Univ. of Delaware
6. Univ. of Illinois
7. Indiana Univ.
8. North Dakota State
9. Purdue University
10. Kansas State Univ.
11. Univ. of Kansas
12. Univ. of Kentucky
13. Louisiana State
14. Univ. of Maine
15. Univ. of Maryland
16. Michigan State
17. Univ. of Michigan
18. Wayne State University
19. Mississippi State Univ.
20. Univ. of Missouri
21. Univ. of Nevada
22. Univ. of New Hampshire
23. State Univ. of New York
24. Oklahoma State Univ.
25. Oregon State System
27. Univ. of Oregon
28. South Dakota State
29. Utah State Univ.
30. University of Vermont
31. Washington State Univ.
32. Univ. of Wyoming

Institutions which reported Sabbatical Plus "Leaves other than Sabbatical"

1. Univ. of California
2. Univ. of Connecticut
3. Univ. of Hawaii
4. Univ. of Idaho
5. Southern Illinois Univ.
6. Univ. of Massachusetts
7. Univ. of Mississippi
8. Univ. of Minnesota
9. Cornell University
10. Univ. of North Dakota
11. Oklahoma State Univ.
13. Univ. of Puerto Rico
14. Univ. of Rhode Island
15. Clemson
16. Univ. of South Carolina
17. Univ. of South Dakota
18. Univ. of Utah

Institutions which reported "Leaves other than Sabbatical" Only

1. Univ. of Arkansas
2. Univ. of Colorado
3. Georgia Institute of Technology
4. Univ. of Georgia
5. Iowa State University
6. Univ. of Iowa
7. Montana State University
8. Univ. of Nebraska
9. Rutgers, the State Univ.
10. Univ. of North Carolina at Chapel Hill
11. Kent State Univ.
12. Miami University
13. Ohio University
14. Univ. of Oklahoma
15. Univ. of Tennessee
16. Texas Technological College
17. Univ. of Texas
18. Univ. of Virginia
19. Virginia Polytechnic Institute
20. Univ. of Wisconsin
21. Univ. of Washington
22. West Va. University
No Paid Leaves Reported

1. Univ. of Alabama
2. Univ. of Alaska
3. Florida State Univ.
4. Univ. of Florida
5. Montana State Univ.
6. Univ. of New Mexico
7. Ohio State Univ.

II. Recommendations for Faculty action:

A. Faculty dining, meeting and lounge facilities:

1. The faculty supports the idea of having a dining and lounge facility included in the new UWM Union addition.
2. The faculty is willing to pay a reasonable assessment or dues for financing this facility.
3. The faculty supports the recommendation that the University bear the major costs of construction and maintenance of this faculty facility because of its contribution to University purposes and faculty morale.

B. Sabbatical Leaves:

The matter of sabbatical leaves being added to University fringe benefits is of such importance that it should be studied further to see how these benefits could be made available to the faculty.

C. Parking:

1. The UWM faculty heartily recommends that the Regents support individualized study and solution of the parking problem on this campus, separate from the traditions and solutions on other campuses, because of the differences engendered by the metropolitan nature of the Milwaukee area. A solution unique to the Milwaukee campus should be sought.
2. The UWM faculty supports the provision of parking structures and parking areas to accommodate a maximum number of cars to meet today's travel needs most effectively. Expenses should be borne by the state.
3. The UWM faculty supports the idea that parking is a desirable, attractive, necessary fringe benefit for the faculty and should be provided free as a condition of employment.

Faculty Welfare Committee
E. Bonow
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