Introduction:

The Faculty Welfare Committee met at least twice a month during this school year to consider important problems of concern to faculty welfare and morale. Most of the problems were of continuing concern and interest, although a few new ones related to fringe benefits such as the reduction of registration fees for families of new out-of-state faculty members and a fee-free course for the spouse of a full-time faculty member which were added to the list of faculty concerns.

The Faculty Welfare Committee sincerely believes that the solutions of problems and the additions of benefits recommended by the Committee and adopted by the faculty will be distinct and significant steps in making the University of Wisconsin-Milwaukee a better place where the fearless sifting and winnowing after truth can diligently be pursued.

Finally, the Welfare Committee heartily recommends that this Committee, the UWM Committee, other related Committees, the University Assembly, the Faculty, and the Administration do everything within their power to promote the attainment of the fringe benefits, policies, services, and facilities which the Welfare Committee has recommended and which the UWM Faculty members have supported during the past year and more.

The chairman thanks each Committee member for his work and contribution to the success of the Committee during the past four years. After this fourth and final year as chairman, his major hope is that the University as a whole will be a better place to live and work because of the time and effort contributed by all of the various Committee members towards the maintaining of faculty morale and improving the general welfare of the University community.

The 1967-68 Committee devoted their study and attention on the following problems:

1. The appointment of a properly constituted ad hoc Salary Study Committee.

2. The development of a dual program of fringe benefits which would provide needed salary benefits and service related benefits to all University faculty members.

3. A follow-up of previous concerns related to a faculty handbook, faculty health service, first aid equipment, and faculty rest rooms and emergency facilities.

4. A further refinement of proposals for faculty dining and meeting facilities such as a Faculty Club.

5. A continuation of the liaison with retired faculty members.
This report contains a brief summary of the Committee's findings and recommendations.

I. The Ad Hoc Salary Study Committee

Because of difficulties met in implementing the appointment of this committee as described in Faculty Document 413 of May 24, 1967, the revised appointment procedures described in Faculty Document 422 were presented and approved on October 12, 1967.

The committee members appointed were Paul Anderson, John Bibby, Arthur Else, Russell Fenske, Manuel Gottlieb, George Coundie, Chadwich Haberstroh, Anthony Ingrelli, and Alice Streng.

The co-chairmen of the committee elected by its members are Russell Fenske and Anthony Ingrelli.

The committee has been meeting weekly to move forward on this important assignment.

II. A Dual Program of Fringe Benefits

Most of the work of the Welfare Committee this year was devoted to the study and recommendations for large improvements in fringe benefits for all University Faculty members. See Faculty Document 433, February 15, 1968.

With fringe benefits of only 8.4 percent of the cash salary, Wisconsin faculty members now receive the lowest "package" in the Big Ten. When and if the fringe benefits recommended by the Committee are awarded to the faculty, the new "package" would amount to about 13.6 percent of the cash salary.

Four main features of the plan are:

A. Larger retirement benefits.

B. A larger share of retirement benefits to be paid by the state.

C. Full payment by the state for hospital and surgical insurance including major medical.

D. The provision for summer sabbatical leaves leading eventually to a regular sabbatical leave plan.

All of the fringe benefits described in Document 433 are important and deserve continued attention and forceful action by the administration, faculty groups, and individual faculty members.

III. Follow-up of Previous Concerns

A. Faculty Handbook. Mr. Antin reports that this helpful guide for faculty information will be available by the end of semester II, 1967-68.
B. Faculty Health Services. The same health services are available for faculty members as for students. Essentially this includes emergency care in the event of a minor accident or sudden illness. It also includes those minor consultation services that the nurse is qualified to give. (Aspirin, cold tablets and the like are available in an emergency and the nurses will take a temperature, blood pressure and examine the throat and ears for cold symptoms.) All of this is emergency service, only.

C. First Aid Equipment. Each University building housing staff and students contains first aid supplies that are in the charge of the building chairman. Periodically a list of building chairmen is published by the Secretary of the Faculty.

D. Faculty Rest Rooms and Emergency Facilities. As buildings are remodeled, they will be brought up to state Building Code standards regarding rest rooms and emergency facilities, provided the space is available. This includes a rest room for women with an anteroom that houses a cot for reclining. Such facilities service both students and faculty--no separate facilities are provided. No such facilities are provided for men.

New buildings will contain the above plus a First Aid Room for emergency purposes. New buildings will also contain a faculty lounge with comfortable furniture and a small kitchenette similar to the facility in the P & E building.

IV. Faculty Dining and Meeting Facilities

Two sites for a "Faculty Club" area are being considered:

A. The third floor dining room and adjacent lounge in the new addition to the UWM Union.

B. A lake shore residence donated to the University.

Professor Burton Potteveld is working with the Committee on a potential design of the Union area.

The lake shore residence will be studied further when it becomes available for University use.

Cost estimates will be prepared next year, so that the faculty can indicate its choice of one of the two facilities.

At the present time the Union dining area seems to be the wiser and less expensive choice.

V. Liaison With the Retired Faculty Association

The Committee believes that the time has arrived to develop a better relationship with retired faculty members. Improved facilities should be provided.
Therefore, the Welfare Committee recommends that the Faculty adopt the following guide lines to promote a strong, vital, and concerned liaison between the retired faculty members and the current teaching staff:

A. Recognition of retired faculty at annual University events such as commencement, with special gatherings, should be continued and expanded.

B. Retired faculty should be invited to attend University faculty meetings when appropriate. They should be on departmental mailing lists and should be invited to departmental social functions. Attendance of retired faculty members at departmental meetings should be up to the department.

C. Retired faculty should be invited by departments and groups to give lectures in their area of interest and competence. Appropriate stipends should be provided.

D. Office space and secretarial assistance should be provided retired faculty as it becomes available. Library space should also be assigned as far as possible.

E. Tuition-free courses should be made available to retired faculty.

F. A reading lounge open to retired faculty, with hi-fi, TV, and magazines would be most desirable, especially if the teaching staff and alumni had use of the same lounge.

Faculty Welfare Committee

A. Else
M. Gottlieb
E. Kerr
E. Ludwig
L. Pauly
A. Schoeller, Chairman
High School Visitation Committee:

Membership:

Members of the teaching Faculty to be appointed annually by the deans and directors of the respective schools and divisions: two from the College of Letters and Science; two from the School of Education; (two) from the School of Fine Arts; one from the School of Applied Science and Engineering; one from the School of Nursing; one from the School of Business Administration; one from the School of Social Welfare; and four representatives with Faculty status from the Office of Student Affairs. (FD 352 4-21-66)

Functions:

To supervise and provide for sending representatives to high school career days and other functions and to cooperate with appropriate representatives of the University at Madison in performing this function. (UWM FM 11-14-57; FD 26; FM 5-14-64)

NOTE:

The functions and membership structure of the present High School Visitation Committee is described above for comparison purposes.