ANNUAL REPORT AND RECOMMENDATION OF THE FACULTY WELFARE COMMITTEE

I. FACULTY WELFARE COMMITTEE RESOLUTION ON UWM FACULTY CLUB

1. Whereas in the 1966 Welfare Committee Survey of Faculty Opinion:
   (a) over 2/3 of the responding faculty declared that present facilities for faculty dining, meeting and social activity were "inadequate;"
   (b) a very high percentage favored creation of some kind of faculty club to provide for dining, social and meeting needs; and
   (c) over 3/4 of the faculty responding favored location of a club within an enlarged Student Union or in a separate structure within "easy walking distance of the campus;"

2. And whereas the Welfare Committee has concluded that no club is possible without clear agreement on basic principles of finance, club membership and government;

3. And whereas it is important now to determine whether club facilities should be sought within the new Student Union or outside;

4. Therefore be it resolved that:—

   (a) This faculty approves in principle an annual levy on its payroll for all faculty members, at a full rate for all faculty members of professorial rank and for all faculty members of non-professorial rank at half rate, to be contributed as an annual membership fee to provide for the annual capital cost of the club facilities if built new,
or for their reconditioning and proper furnishing if donated used.

(b) It is understood that the annual capital cost will be held down to the lowest figure possible consistent with obtaining on-campus or near-campus location of desirable club facilities including a bar to meet dining, social and meeting activities; that an available University site on-campus or lake shore will be contributed; that University borrowing and credit facilities will be used to obtain low-cost long-term credit; that maintenance work on a reimbursable basis will be provided by University building staff.

(c) That current operating costs of the club facility shall be met by fees and charges for service, which charges shall be sufficient to provide for operating expenses, supplies and replacement of depreciable equipment and furnishings, and a proper reserve.

(d) That the club would include bar facilities, possibly with individual lockers rented out to members.

(e) A faculty corporate organization with a board of trustees would be needed to govern the institution and appoint staff.

(f) That we express first preference for club facilities located in the new Student Union, or if that should not be possible, on the top floor of a new University building, and if that should not be possible an east side mansion if one could be obtained on or near a lakeside site.
II. FACULTY WELFARE COMMITTEE PARKING RESOLUTION

1. Whereas at the beginning of this academic year charges for faculty and staff parking were boosted substantially;

2. And whereas the Department of Curriculum and Instruction did on September 12, 1968 address to the Welfare Committee an extended complaint objecting to the increase in parking rates and deficiencies in parking service for faculty and staff;

3. And whereas it was ascertained from a recently conducted survey of campus parking in 27 urban institutions of higher learning including UWM that staff parking charges at UWM were the highest for all surveyed institutions;

4. And whereas the Welfare Committee did inquire into the matter of parking charges and facilities and studied reports relating to the same and consulted about the matter in a joint session with Mr. Al Fiorita, administrator in charge of parking;

5. And whereas it was ascertained that charges for current use of parking lots for the year closing June 30, 1968 yielded revenues ($70,005) approximately double that of operating expenses ($37,916), with no indication that the surplus represents a proper annual charge on investment;

6. And whereas it was ascertained that the 1415 additional parking spaces scheduled for construction during the next four years will be located in underground facilities attached to new UWM construction, with an average construction cost per space of $3,149, and that this high cost is chiefly attributable to the expensive nature of underground construction and inability to obtain efficient land use or building design;

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7. And whereas it was further ascertained that debt service on these high construction costs were to be at the unusually high interest rate for tax-exempt loans of 5%, that amortization was to be for 34 years only and that debt service for the first eight years was double, which altogether called for annual debt service per space on new construction over the next few years of $242 per space;

8. THEREFORE BE IT RESOLVED BY THE FACULTY OF THIS UNIVERSITY THAT:
   a. We urge the principle that in a motorized community faculty and staff should be provided with parking facilities at or near their place of work as a standard item of work equipment like a telephone or a desk or a typewriter and that university facilities should be constructed or adapted to conform to this principle;
   b. pending adoption of this principle, we insist that if faculty and staff are to pay for their parking that adequate parking facilities of economical design be provided in suitable locations and that charges for use of same be for operating costs only, maintenance and repair outlays plus debt service if any at the lowest possible interest rate on a long-term loan basis;
   c. we believe that in several respects charges for parking exceed what is properly chargeable for the same and we are alarmed that planned new construction provides for costly design and high cost debt service the burden of which should not be placed upon staff and faculty.
III. We also recommend that our medical insurance plan be modified to allow for reimbursement for expenses of dental surgery other than ordinary extractions.

**Faculty Welfare Committee**

Manuel Gottlieb, Chairman  
Arthur Else  
Elizabeth Kerr  
Paul Anderson, Secy.  
Ludwig Pauly  
Elizabeth Ludwig