JOINT REPORT AND RECOMMENDATIONS OF THE FACULTY WELFARE COMMITTEE AND THE SUMMER SESSION COMMITTEE CONCERNING MATTERS RELEVANT TO THE OPERATION OF THE SUMMER SESSION

Pursuant to instructions from a general meeting of the faculty held on February 12, 1959, the Faculty Welfare and Summer Session committees have met jointly on two occasions to consider the resolution submitted by the Welfare Committee and other matters relevant to the operation of the summer session. We report herewith the actions taken by the committees.

Section 1.

We jointly recommend the adoption of a general eight-week summer session to be instituted in the summer of 1960 and to involve regular teaching loads for which the faculty will be remunerated at a single University rate. We further recommend that summer session budget allocations be sufficiently increased to maintain not only the present program, but also to strengthen this important segment of our total operation.

Section 2.

Since the foregoing recommendation cannot be effected before the summer of 1960, special provisions should be made for the 1959 session. We therefore ask for the adoption of the following resolutions.

Resolution A:

Whereas the Faculty of the University of Wisconsin--Milwaukee receives 15% of its annual salary for the six-week session, and

Whereas the faculty of the University at Madison receives 20% of its annual salary for the eight-week session, and

Whereas in general both faculties teach approximately the same total number of hours and/or credits for the summer session, therefore

Be it resolved that the Faculty of the University of Wisconsin--Milwaukee considers that a substantial inequity exists in the summer teaching loads and pay scales between the Madison and Milwaukee units of the University.

Resolution B:

Whereas the recommended eight-week summer session cannot be effected until 1960, and

Whereas an inequity exists in the current teaching load and salary scale for the University of Wisconsin--Milwaukee summer faculty, therefore

Be it resolved that, as a temporary measure, funds be made available to adjust the 1959 summer session pay scale to 16-2/3 per cent of the annual salary.
Section 3.

Finally, we urge that the recommendations contained in UW Faculty Document No. 1328, June 2, 1958, entitled "Report of the Special Committee on Salary Policy," be implemented. Portions of that report relating to summer session salaries are given below.

"The committee was asked to consider also the matters of compensation in the summer session.

The basic salary of the University of Wisconsin for summer session instruction of eight weeks is 20 per cent of the previous year's salary (i.e., 2½ per cent per week). The salary is prorated for shorter sessions (15 per cent for six weeks at the University of Wisconsin—Milwaukee). The assumption, therefore, is that the academic year lasts ten months and the summer session two months, justifying a 20 per cent salary for the summer term.

The committee believes that the University's compensation for summer teaching involves two factors, equity for the faculty member and competition with other institutions. Both factors suggest that consideration be given to raises in summer service salaries based on the assumption of many other universities that the academic year is nine months and on an approximation of two-ninths rather than 20 per cent of the previous year's salary for the standard eight-week session, and that a proportionate equalization of salaries be worked out for persons on a 12-month salary basis. Twelve-month salaries do not average by rank 120 per cent of the ten-month salaries."

FACULTY WELFARE COMMITTEE:

R. Briskey
J. Brundage
G. Dunlevy
A. Else (Chairman)
F. Voigt

SUMMER SESSION COMMITTEE:

J. Baier, Ex-officio
G. Denemark, Ex-officio
M. Freeman, Ex-officio
C. Kleyenstein
J. March, Ex-officio
F. Salamun
G. Shipman
M. Summers (Chairman)
A. Suppan, Ex-officio
J. Van Vleet, Ex-officio