FACULTY SENATE MEETING AGENDA MATERIALS

for

7 October 2019

The University Committee encourages senators to discuss the agenda with their departmental faculty prior to meeting.
AGENDA

1. Memorial Resolutions for:
   - Professor Emeritus Louis Berninger (Faculty Document 2832)
   - Professor Emerita Ingegerd Keith (Faculty Document 2833)
   - Professor Emeritus Joseph Kepecs (Faculty Document 2834)
   - Professor Emeritus James W. Jefferson (Faculty Document 2835)
   - Professor Emeritus Jack C. Westman (Faculty Document 2836)
   - Professor Emeritus Terry Millar (Faculty Document 2837)
   - Professor Emeritus David B. Johnson (Faculty Document 2838)
   - Professor Emeritus James Stern (Faculty Document 2839)

2. Announcements/Information Items.
   - State of the University
   - University Committee Report

3. Question period.

4. Minutes of May 6. (consent)

5. Highlights of Faculty Legislation 2018-2019. (Faculty Document 2840)

6. Our Shared Future Plaque (with guests Aaron Bird Bear and Omar Poler)

7. Proposal to Change *Faculty Policies & Procedures* 9.07 to Clarify That Committee for Faculty Rights and Responsibilities (CFRR) Serves as the Impartial Hearing Officer in Dismissal Cases. (Faculty Document 2841) (for vote)

8. Proposal to Change *Faculty Policies & Procedures* Chapter 7 to Specify Support for Joint Appointments. (Faculty Document 2823) (first reading)

Upcoming Faculty Senate Meetings – 3:30 p.m., 272 Bascom Hall

**November 4, December 2, 2019**

**February 3, March 2, April 6, May 4, 2020**
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Louis Berninger

Professor Lou Berninger passed away on February 14, 2019, in Sarasota, Florida at the age of 89. Lou graduated with B.S. and M.S. degrees from Michigan State University and a Ph.D. from the University of Wisconsin-Madison before serving as a faculty member for 30 years in the Department of Horticulture. He served his country in the U.S. Marine Corps at Quantico, Virginia before completing his doctorate. He married Miriam Annette Walker in 1951 and they were married for 67 years. They had four children: Mary Lou, Linda, Jo Ann, and Doug, along with seven grandchildren and five great grandchildren.

Lou was very well respected within both academic and professional horticultural circles and was remembered by many for his kindness, his positive attitude, and his long service to the horticultural industry. Lou was recognized by the American Society for Horticultural Science as a fellow. Lou helped establish the Extension committee of the American Society of Horticulture Science and served as the first chairman. He served as the national president of Pi Alpha Xi, an honorary organization in professional horticulture. He published extensively, spoke frequently at conferences, and hosted the Garden Almanac TV show on WHA-TV. Lou developed and coached a statewide Future Farmer's of America floriculture contest that produced a national winner in 1974. He coached flower judging teams for approximately ten years and hosted the national intercollegiate flower judging contest in 1980.

Lou was actively involved in including foreign graduate students in family activities, including hosting two students for a summer and inviting students to holiday activities. This generated many fond memories among his children. Lou was an avid Badgers fan and was a regular presence at Wisconsin football, hockey and basketball events. He had season tickets in the upper deck in the first row on the 45-yard line for Badger football for more than 45 years. Lou and Miriam would travel back to Wisconsin each fall after retirement to attend games, enjoy tailgating with colleagues and friends and staying for the 5th quarter. While working on campus, Lou often stopped at the dairy store at Babcock Hall for his favorite butter pecan ice cream on the way to his car at the end of the day. Lou also enjoyed taking Midvale elementary school students for an ice cream treat at Babcock Hall after touring the horticulture greenhouses.

After he retired, Lou served as head of marketing for the ornamental division of Speedling, Inc. He and his family loved to travel, garden, and spend time with friends. In retirement he served as President of the Sarasota-Manatee chapter of the Wisconsin Alumni Association. He was inducted into the Hall of Fame of the Wisconsin Green Industry Federation in 2012. Lou was buried with military honors at the Sarasota National Veterans Cemetery. His children remember how his sparkling wit, charming personality and frequent smile made everyone feel welcome. His family thanks the university and all his colleagues for fostering a wonderful and uniquely rewarding working relationship.
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emerita Ingegerd Keith

Dr. Ingegerd (Inge) Keith, Professor Emeritus in the Department of Comparative Biosciences in the School of Veterinary Medicine at the University of Wisconsin-Madison, passed away on May 15, 2019.

Born on June 14, 1941 in wartime Sweden, Professor Keith earned her undergraduate degree (Zoology, 1968) and master’s degree (Zoology, 1971) from the University of Stockholm. She received her Doctorate in Human Medicine (M.K. degree, 1976) from the Karolinska Institute in Stockholm, Sweden. She developed an interest in neuroendocrine cells in the lung, and the effects of hypoxia while working with Dr. James Will in the Department of Veterinary Science at the University of Wisconsin-Madison. She received her Ph.D. degree in 1980, and briefly continued as a postdoctoral fellow in the Cardiopulmonary Group.

In 1981, Professor Keith became an affiliate faculty member within the Department of Veterinary Science. In 1982, Professor Keith became an Assistant Professor in the Department of Structural and Functional Sciences (now the Department of Comparative Biosciences) within the newly established School of Veterinary Medicine at the University of Wisconsin-Madison. She was promoted to Associate Professor in 1987, and Professor in 1996 within the Department of Comparative Biosciences.

Professor Keith’s most important and influential work was in respiratory biology and the physiological roles that neuroendocrine cells perform in the lung. In particular, she examined the response of lung neuroendocrine cells to hypoxia in adult and newborn animals. In addition, she looked at the effects of various toxins on these cells, including nicotine, diesel exhaust, asbestos, and bacterial endotoxins. She was also an active collaborator, and contributed to research involving wildlife, bladder function, prostate biology, and cancer. As a teacher, Professor Keith helped develop the curriculum for the new veterinary school in Veterinary Histology and taught in that class from 1983 until her retirement in 2001.

Professor Keith was particularly active in promoting women in scientific research and academia, and served on the advisory board for the “Women and Science” committee at the University of Wisconsin-Madison. In 1994, she was recognized for her service and was given the American Association of University Women (AAUW) Wisconsin Equity Initiative Award, and the Leadership in Education Award. She was a Facilitator for Women and Science Distance Education Programs from 1998-2001.

Professor Keith was beloved by her many associates and colleagues. Proud of her Swedish heritage, she spent parts of many summers in her family’s cabin adjacent to the King’s Forest Wilderness Area in Sweden. More locally, Professor Keith spent time in a rustic cabin on Chambers Island in Door County, Wisconsin, where she and her family could fish and sail back-and-forth to the mainland. With her love of the wilderness, Professor Keith and her husband, Lloyd, bought a gold claim on Vancouver Island, British Columbia, and panned for gold with some success. Professor Keith was a deer hunter who shared her fall hunting adventures with her colleagues, describing how her deer stand was equipped with an extension cord to keep her coffee warm and operate her electric blanket! Her other hobbies included silversmithing, stained glass work, weaving, rock hounding, gardening, and home remodeling/restoration.
Professor Keith is survived by her husband, Lloyd Keith, Emeritus Professor in Wildlife Ecology, her beloved children, and great- and grandchildren.

Memorial Resolution Committee

Linda A. Schuler, Professor
Department of Comparative Biosciences

John A. Oaks, Professor Emeritus
Department of Comparative Biosciences

Stephen M. Johnson, Associate Professor
Department of Comparative Biosciences

Thaddeus G. Golos, Professor and Chair
Department of Comparative Biosciences
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Joseph Kepecs

Joseph Goodman Kepecs, M.D. was born October 8, 1912 in Philadelphia, Pennsylvania. He attended the University of Chicago, where he received his B.S. (1935) and M.D. (1937). He completed his psychiatric internship at Elgin State Hospital in 1937, followed by an 18 month internship at Cook County Hospital in Chicago (1938-1939). He completed his psychiatric residency at St. Elizabeth’s Hospital in Washington DC in 1941. He went on to serve as an Army Psychiatrist from 1941 to 1946, and subsequently received psychoanalytic training from the Chicago Institute for Psychoanalysis, graduating in 1949.

Dr. Joe Kepecs became a Professor of Psychiatry at University of Wisconsin School of Medicine & Public Health in 1965 and received emeritus status in 1984. He served as attending physician in the Department of Psychiatry at Michael Reese Hospital in Chicago from 1950-1965. Additionally, he was a professorial lecturer in the Department of Psychiatry at University of Chicago (1960-1965) and for the Chicago Institute for Psychoanalysis (1957-1960). He became a faculty member at the Chicago Institute for Psychoanalysis in 1974.

Throughout his career, Dr. Joseph Kepecs produced numerous publications, focused on psychoanalysis and psychiatry. During his time at UW, he served as a Psychoanalytic Training Analyst for the Chicago Institute of Psychoanalysis. He was President of Chicago Psychoanalytic Society (1964-1965), and President of Wisconsin Psychoanalytic Study Group (1979-1980). Additionally, he was a member of the American Psychoanalytic Association, American Psychosomatic Society, and the American Psychiatric Association. He was a beloved member of the UW Psychiatry Department and especially appreciated for his attention to supervision of residents and trainees.

Joseph Kepecs passed away on November 18, 2016 at the age of 104. Friends and colleagues have described him as an exceptionally warm and friendly person. He will be remembered for his sharp mind and wry sense of humor. Richard Levine, a longtime friend and colleague, reflects on his passing: “He was an ancient Redwood whose fall to earth diminishes all of us… An exemplar of our better angels. Joe is irreplaceable. A reminder of what Aeschylus wrote, "Let us dedicate ourselves to making more gentle life in this world."
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus James Jefferson

James Walter Jefferson, MD ‘64 (PG ’67, ’74), age 81, passed away on March 31, 2019, at his home in Captiva, Florida. Known as “Jeff,” he was a professor emeritus in the University of Wisconsin School of Medicine and Public Health’s (SMPH) Department of Psychiatry.

A native of New York, Jefferson earned his medical degree from the SMPH, where he was inducted into Alpha Omega Alpha. Following his internship at St. Luke’s Hospital, New York City, he completed an internal medicine residency at UW Hospital and Clinics and a cardiology fellowship at the University of Chicago. Jefferson served as a research cardiologist in the U.S. Army and went on to complete a psychiatry residency at UW Health.

Dr. Jeff Jefferson had a distinguished career in clinical medicine, teaching and research that spanned more than five decades. While at the SMPH, he also was the president of Healthcare Technology Systems in Madison, Wisconsin, and a distinguished senior scientist at the Madison Institute of Medicine.

Dr. Jefferson taught generations of psychiatrists how to provide high-quality, evidence-based care to people suffering from mental illness. He was widely seen as an expert in the use of lithium, the gold standard treatment of bipolar disorder. His background in cardiology helped inform an approach that took into account medical and psychiatric problems, as well as their interactions. Jefferson evaluated the effects of lithium on the heart, brain, kidney, skin, liver, blood cells and other organs. He played a leading role in understanding how to manage its risks, which made it possible for millions of patients with bipolar disorder worldwide to be effectively and safely treated with lithium. In 1973, he established the Lithium Clinic at UW Hospital and Clinics. Dr. Jefferson developed the Lithium Information Center, which developed an international reputation because at that time, the use of lithium was new and could be difficult to administer, with serious side effects. The center ultimately contained more than 40,000 articles for patients and professionals.

Calling Jefferson a highly valued member of the Department of Psychiatry, with a wry sense of humor, and noting that he collected the rapidly growing literature on the use of lithium, Ned H. Kalin, MD—chair of the UW Department of Psychiatry—credited him for bringing the scientific basis of psychopharmacology to a multitude of medical students and psychiatry residents when the use of medications to treat mental illness was taking hold.

Jefferson published many articles in major journals, created patient guides and co-authored notable books, including, in 1973, Primer of Lithium Therapy. He and John Greist developed and ran a successful continuing medical education conference, a tradition the Department of Psychiatry now maintains. Jefferson received numerous awards and traveled the world to lecture on many topics on all seven continents, including twice in Antarctica.

His wife, Susan Jefferson, recalls a 2003 trip they took to West Virginia, where they visited numerous springs, including Lithia Springs. Some of the springs had been discovered in the 1700s, and by the 1850s, people had built resorts around them. There, the couple collected lithia water bottles and other artifacts for his historical collection—which includes commonly available products that contained lithium, such as beer and soft drinks.

Dr. Jefferson was a highly valued member of the Department of Psychiatry, a consummate clinician, colleague, academician, gentleman, husband, parent and friend.
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Jack Westman

Jack C. Westman, M.D., Professor of Psychiatry at the University of Wisconsin-Madison from 1965 to 1996, is best known for pioneering the community interdisciplinary team approach to families with children and adolescents who have significant mental health and behavioral problems. In the 1970s he developed Child Advocacy Teams, which expanded to become Coordinated Services Teams in Wisconsin and ultimately Wraparound Teams at the national level.

Jack Westman was born on Oct. 28, 1927, the son of Conrad A. and Alice E. Pederson Westman. He graduated from Cadillac High School in 1945, and went on to obtain his Bachelor of Science (1949) and Doctor of Medicine (1952) from the University of Michigan. He completed a one year internship at Duke University Medical Center in Durham, NC (1952-1953), after which he married his wife Nancy Kathryn Baehre on July 17, 1953. He served as a military psychiatrist for two years with the U.S. Navy and Marine Corps from 1954-1955. In 1960, he completed his four year child and adolescent psychiatry residency at the University of Michigan Medical Center.

Dr. Westman joined the faculty in the Department of Psychiatry of the University of Michigan in 1960, where he served as the Director of Outpatient Services at the Children’s Psychiatric Hospital in Ann Arbor, MI, from 1961 to 1965. Subsequently, he joined the faculty at the University of Wisconsin Department of Psychiatry in 1965, where he established the Child Psychiatry Division at the University of Wisconsin Medical School.

Dr. Westman was a prolific author, and throughout his career he published extensively on individual differences in children, the impacts of child abuse and neglect, child advocacy, family therapy, and public policy. He has contributed to over 150 journal publications, as well as fourteen books, including Individual Differences in Children (1973), Child Advocacy: New Professional Roles for Helping Families (1979), The China-America Alliance (2016), The Cancer Solution: Taking Charge of Your Life with Cancer (2015), and Parent Power: The Key to America’s Prosperity (2013). For 15 years, he served as an editor of “Child Psychiatry and Human Development” from 1984-1999.

Dr. Westman served as President of the American Association of Psychiatric Services for Children (1978-1980), President of the Multidisciplinary Academy of Clinical Education (1992-1998), President of the Wisconsin Council of Child and Adolescent Psychiatry, and President of Wisconsin Cares, Inc., a non-profit advocacy organization for families. He served as vice president of Big Brothers Big Sisters of Dane County and Mental Health America of Wisconsin. He served as a fellow of numerous associations, including the American Academy of Child and Adolescent Psychiatry, the American College of Psychiatrists, the American Psychiatric Association and the American Orthopsychiatric Association. Additionally, Dr. Westman consulted for various institutions, including the Joint Commission on Mental Health of Children, Madison Public Schools, and the Mendota Juvenile Treatment Center at the Mendota Mental Health Institute.

For his outstanding contributions to the field of child and adolescent psychiatry, Dr. Westman received numerous awards, including: Wisconsin Association for Mental Health Award for Service to Children and Citizen of the Year Award; Wisconsin Judicial College Teaching Award; American Association of Psychiatric Services for Children Award for Outstanding
Service to Child Mental Health; Prevent Child Abuse America Donna J. Stone Award; American Psychiatric Association Agnes Purcell McGavin Award.

In 1968, Dr. Westman and his beloved wife Nancy co-founded Project Understanding, a Mississippi-Wisconsin exchange program, after the assassination of Dr. Martin Luther King. Additionally, in 2000, they together established Canyon Scholars, a scholarship program for Tarahumara Indian youth in the Copper Canyon of Mexico.

Dr. Westman passed away peacefully on April 2, 2019, in Newton, Mass. He was preceded in death by his beloved wife, Nancy; and son, Daniel. He is survived by his sons, John and Eric; his grandchildren, Matthew, Laura, Carly, Peter, Megan, Eric, Luke, Clay, Alexander; and his sister, Carolyn Swanson.
Memorial Resolution of the Faculty of the University of Wisconsin-Madison

On the Death of Professor Emeritus Terrence Staples Millar II

Terrence (Terry) Staples Millar II was born on September 18, 1948, and grew up in rural Michigan, where he met his lifetime partner and eventual spouse of 50 years, Susan Bolyard. Terry served in the U.S. Marine Corps during 1967-1969. Upon his return from the Vietnam War, he resumed his studies in mathematics at Cornell University, earning a Bachelor’s degree in 1970, followed by a PhD in 1976 under the direction of Anil Nerode.

During the 1980s, Terry was one of the world’s leading researchers in computable model theory, an area which had been started by the Novosibirsk school of algebra and logic under Mal’cev and Ershov as well as, in the West, work of Fröhlich and Shepherdson, Rabin, and Nerode; and for a decade, Terry and Goncharov from Novosibirsk, both with coauthors, ended up proving the same results independently and almost simultaneously, but leaving many questions open to the current day.

In the late 1980s, computable model theory fell briefly out of fashion, and Terry remembered his other great talent, administration, first serving for many years as Associate Dean in the Graduate School and finally as assistant to the Provost. Terry was instrumental in helping the UW-Madison to win the $300 million NSF project commonly called Ice Cube, which is the world’s largest neutrino detector located at the South Pole and encompassing a cubic kilometer of ice. Ice Cube was built during the time period 2004-2011, and for many years, Terry was the person responsible for oversight of the project, involving 44 collaborative institutions in 12 countries.

Terry worked tirelessly and passionately to bring together mathematicians and educators to improve K-12 math education in US public schools. One of his major initiatives in this area was SCALE: System-Wide Change for All Learners and Educators, a $35 million NSF funded program to improve math and science education in the Los Angeles Unified School District, the Madison Metropolitan School District, Denver Public Schools and Providence Public Schools. The Middle School Math Specialist Program, a series of in-service math content courses, is now required for all middle-school math teachers in the Madison Metropolitan School District.

Diversity and access to excellent education opportunities for all was another of Terry’s passions. In the early 1990’s he was involved in the establishment of the Mathematics Department’s Wisconsin Emerging Scholars (WES) program: an opportunity for calculus students to attend extended sections focused on complex problems with access to peer mentors. Participation in the program has had a significant effect on closing the achievement gap for students from underrepresented groups in mathematics. Terry continued his support of the WES program even after retirement in 2015. He was also instrumental in starting the Graduate Education and Research Scholars (GERS) program in the College of Engineering, a fellowship program to provide professional development and peer support for students from underrepresented groups in engineering.

Terry had a vision for institutional change, always defining a path forward for where UW-Madison needed to be many years into the future. He appreciated that the strength and greatness of UW-Madison is derived from all groups and collaborations amongst them. This was evident by his staunch support of the university and academic staff, graduate students, women and people from underrepresented minority groups on campus, as well as a wide variety of interdisciplinary STEM initiatives.
Terry was first and foremost a devoted spouse, father, grandfather and friend. He delighted in all things family and friends, including good food, cello music, Frisbee golf and Grandpa Math. He was blessed to be surrounded by love in the 16 months after being diagnosed with pancreatic cancer, which took his life on March 19, 2019. Terry is survived by his wife Susan Millar, daughter Jessica Millar, son Matthew Millar, brother Bruce Millar, sister Leslee Flanagan, and five grandchildren Sara and Lora Kenyon, and Adara, Sterling, and Matthias Millar. He will be greatly missed by these and other extended family members, as well as by the many friends and colleagues who have been deeply influenced by his vision for a more inclusive academy, his determination to bring about lasting change, and his mentorship and support.
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus David B. Johnson

David B. Johnson, age 97, Professor Emeritus of Economics and Industrial Relations, died on February 16, 2016 at Oakwood Village, University Woods in Madison Wisconsin

Born in Madison on July 24, 1920, to Helen Fay Johnson and Paul Browning Johnson, he lived with his parents in several cities, including Wauwatosa, Wisconsin where he attended elementary and junior high school. Returning to Madison in 1933 he graduated from Wisconsin High School in 1935, and later from Antioch College in Yellow Springs Ohio in 1942. He married Marjorie Kaun in December 1941. Enlisting in the Army Signal Corps, Dave served in the European Theater of Operations in World War II.

After his discharge, he joined the staff of the National Labor Relations Board in Cincinnati, Ohio, but opted to enter graduate school at the University Wisconsin in 1947. He and Marjorie lived in Badger Village for three years before he accepted a position as an industrial relations officer in Washington, D.C., with the U.S. Atomic Energy Commission. While in Washington he completed his doctoral dissertation under the direction of Professor Edwin E. Witte and received his PhD in 1955.

Dave joined the faculty in the Department of Economics, University of Wisconsin in 1957. He served as associate chairman and chairman of the department from 1962 to 1968. This was a period of growth and revitalization of the department which he helped to direct as associate chairman (1962 – 1965) and chairman (1965-1968). Johnson’s affability set a standard of collegiality in the department which he led during the turbulent period (1967 – 1968). It began with the Dow Demonstration in the fall and continued with the Black Student Strike in early 1968.

After a year of leave at the National University of Singapore, Dave returned to the Department of Economics of the University of Wisconsin and later became Dean of International Studies and programs from 1972 to 1980. He served simultaneously for two years as Director of the Industrial Relations Research Institute from 1978 to 1981 and as Director of the Center for Development from 1984 to 1988, when he retired from the university. Johnson was national Secretary-Treasurer of the Industrial Relations Research Association from 1962 to 1973. A longtime labor arbitrator, he was elected to the National Academy of Arbitrators in 1980 and continued to arbitrate until 2000.

Dave Johnson was loved and admired by family and friends for his intellect, sense of humor, compassion and generosity. An avid gardener and writer, he traveled widely with his wife Marjorie, and remained civically and politically engaged until his health failed toward the end of his life.

Survivors include one of his three children, Timothy E. Johnson of Burlington, Vt; six grandchildren, and one great grandson. His wife Marjorie died in 2012; their younger son, David Demcey, in 2007; and their daughter, Deborah Dodge Durkee, in 2014.

W. Lee Hansen, Chair
Edgar L. Feige
Jeffrey Williamson
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus James Stern

James Stern, age 98, Professor Emeritus of Economics and Industrial Relations, died in Sarasota, Florida, on December 21, 2018. Born in New York City on November 3, 1920, Jim grew up on the south shore of Long Island. He graduated from Antioch College with a degree in mechanical engineering. He entered the U.S, Navy in 1943, serving as chief engineer on a destroyer escort in the Pacific through the island campaigns up to Okinawa. After the war he was recruited for a staff job by the United Auto Workers but decided to work on an automobile assembly line in Hamtramck, MI. which he did for a year. He was then recruited by Walter Reuther as assistant director of the UAW Research and Engineering Department. Four years later he joined the Economic Cooperation Program (the Marshall Plan) spending two years in Paris as its chief of the productivity section of the European Labor Division.

He returned to academia at the University of California Berkeley where he earned a PhD in economics. He became a professor at the University of Wisconsin-Madison in 1962 and was granted emeritus status in 1986. He served with distinction as Director of the Wisconsin Industrial Relations Research Institute in the late 1970s and early 1980s. For the next few years he alternated teaching here at Madison and at the University of Hawaii. In the early 1970s, Jim was a visiting research professor at the University of Warwick in England and also at the London School of Economics. After his retirement he taught and did research at both Macquarie and Monash Universities in Australia, and he held a Senior Fulbright Award at the University of Sydney.

Jim was a world recognized authority on labor relations, productivity, and the effect of automation on labor. He wrote extensively on these topics. He served as an officer in leading arbitration and industrial relations associations; he also received grants from the U.S. Department of Labor and Transportation, and also the World Bank. He served as an arbitrator in more than 600 disputes and as a special magistrate in Florida for public employee disputes, and he continued arbitrating into his 80s.

Jim was grateful to have two intellectual and beautiful and loving wives. In 1943 he married Joanne Alexander, with whom he had two children, Mark Stern and Nina Richter. Joanne died in 1985. In 1991 he married Judy Rose and gained two stepchildren, Michael and Steven Rose. He has been blessed with numerous grandchildren and great grandchildren. Judy Rose died in 1999. Jim was a loving father; he teased everyone joyfully and brought the family together for many adventures and much fun.

Jim loved tennis and golf throughout his life and was also an avid bridge player and bird watcher. At age 89 and 90 he scored his age in golf, and in his 97th year, he still played nine holes, routinely scoring in the low 50s. Madison was Jim’s primary home for 50+ years where he thrived and much enjoyed his many friends, colleagues, and the community at large. He resided in Sarasota, Fla. in his later years and loved his time and dear friends at Bayport and Plymouth Harbor.

W. Lee Hansen, chair
Edgar L. Feige
Jeffrey G. Williamson
Chancellor Rebecca Blank called the meeting to order at 3:31 p.m. with 138 voting members present (109 needed for quorum). Memorial resolutions were offered for Professor Emeritus Allen Bringe (Faculty Document 2824), Professor Emeritus Kemal H. Karpat (Faculty Document 2825), and Professor Emeritus William Stuart Sykes (Faculty Document 2826). The 2018-2019 Hilldale Awards were presented to: Arts and Humanities Division: Professor Jin-Wen Yu (Dance), Biological Sciences Division: Professor Linda Schuler (Comparative Biosciences), Physical Sciences Division: Professor Ellen Zweibel (Astronomy), Social Sciences Division: Professor Patricia Devine (Psychology).

Chancellor Blank reported on the upcoming commencement ceremonies, which will include honorary degrees for Tom Brock and Steve Miller. She also reported on the newly created American Family Data Science Institute, the latest round of cluster hires, and several faculty awards. She also provided updates on the state budget process, graduate student support, and several administrative searches. She concluded by acknowledging departing Provost Sarah Mangelsdorf’s contributions and dedication to this campus.

University Committee Chair Rick Amasino (University Committee, District 120, Biochemistry) summarized his year as chair, highlighting the return of Extension to campus, the Titling and Total Compensation project, and several other UC activities and efforts. The minutes of the meeting of April 1, 2019, were approved with one correction. Chancellor Blank called attention to Faculty Document 2827, which summarizes the results of the Spring 2019 faculty committee general elections. She also called attention to the annual report for the Committee on Undergraduate Recruitment, Admissions, and Financial Aid (CURAFA, Faculty Document 2828).

Professor Joe Kemnitz (District 83, Cell & Regenerative Biology) presented the annual report for the Archives Committee (Faculty Document 2829). Professor Steve Ventura (University Committee, District 120, Soil Science) reported on the creation of an academic department to house faculty from Cooperative Extension (Faculty Document 2830). Dean of Continuing Studies Jeff Russell (Civil & Environmental Engineering) reported on the incorporation of the Department of Labor Education into the Division of Continuing Studies (Faculty Document 2831). There were no questions or comments on any of these presentations.

Professor Amasino moved to refer Faculty Document 2821 (Approval of Possible Academic Staff Title: Professor of Practice) to an ad hoc committee. The motion was seconded and passed by voice vote with no discussion. Professor Amasino moved approval of Faculty Document 2822, which changes the method of appointment of certain members of the Campus Diversity and Climate Committee (CDCC). The motion passed unanimously by voice vote with no discussion.

Chancellor Blank adjourned the meeting at 4:25 p.m.

Steven K. Smith
Secretary of the Faculty
Highlights of Faculty Legislation, 2018-2019

Clerical cleanup
- *Faculty Policies & Procedures* 3.01B: change reference from 6.49 to 6.04D
- Faculty Legislation II-400 (Library glossary) removed because of obsolescence

Reports/policies
- Academic calendar through Spring 2026 (approved Feb 2019)
- Professors of Practice (2821), Teaching (2776), and Research (2777)

Resolutions, Endorsements, and Support
- Endorsement of UW-Madison Policy on Consensual Relationships ((Fac doc 2764, Nov 2018)
- Resolution to transfer tenure of University of Wisconsin-Extension Faculty to University of Wisconsin-Madison (Fac doc 2783) 1st reading Nov
- Resolution of Support for Graduate Assistants (Fac Doc 2775, Nov 2018)
- Resolution in Support of “professor’ titles for instructional academic staff (Fac doc 2776, Apr 2019)
- Resolution in support of “research professor” titles for Academic Staff (Fac doc 2777, Apr 2019)
- Statement responding to a new policy under discussion at the Board of Regents about productivity of degree programs (Fac doc 2778, Dec 2018)
- Resolution calling for transparency around TIAA investments (Fac doc 2812, Apr 2019)
- Approval of Possible Academic Staff Title: Professor of Practice (Fac doc 2821, May 2019)

UW Extension integration
- UW-Extension faculty who will be eligible to serve on committees after July 1, 2019, may be named to or run for such committees during this semester (Fac Doc 2787, Dec 2018)
- Senate apportionment relating to faculty transferring to UW-Madison from UW-Extension (Fac Doc 2820, Apr 2019).
- UW-Madison Division of Extension Academic Governance Structure. (Fac Doc 2830, May 2019)
- Incorporation of the Department of Labor Education into the Division of Continuing Studies. (Fac Doc 2831, May 2019)

*Faculty Policies and Procedures (FPP), new sections and edits to committees*
- FPP 6.42. Information Technology Committee leadership to include the past chair and the chair elect (Fac doc 2800, Feb 2019)
- FPP Chapter 9. Appeals of discipline must be filed within 30 days (Fac doc 2811)
- 6.27.A5. & A.6. Campus Diversity and Climate Committee membership regarding community members (Fac doc 2822, May 2019)

Confirmation of Associate Professor Kurt Paulsen (Planning & Landscape Architecture) to serve on the Campus Planning Committee for a 4-year term to represent environmental concerns

In addition to the legislative actions outlined above, the Faculty Senate heard 36 Memorial Resolutions in tribute to their deceased colleagues, and received 18 regular annual reports from standing committees.
Proposal to Change Faculty Policies & Procedures 9.07 to Clarify That the Committee for Faculty Rights and Responsibilities (CFRR) Serves as the Impartial Hearing Officer in Dismissal Cases

A recent Legislative Audit Bureau audit (http://legis.wisconsin.gov/lab/media/2853/19-5full.pdf) found, inter alia, that UW-Madison’s faculty grievance policy “did not include the concept of an impartial hearing officer” as required by statute. A subsequent review by the Office of the Secretary of the Faculty, Workforce Relations, and Legal Affairs determined that Faculty Policies & Procedures 9.07. did indeed include this concept although it was not specifically labeled as such. This modification simply makes explicit the previously implicit fact that, in dismissal cases, the CFRR serves as that impartial hearing officer.

With mark-up

9.07. COMMITTEE ON FACULTY RIGHTS AND RESPONSIBILITIES.

A. When a faculty member appeals a disciplinary action to the committee, the committee shall:
   1. Conduct fact-finding hearings if requested by the faculty member or by the provost or if deemed necessary by the committee;
   2. Make recommendations to the chancellor concerning the validity of the appeal.

B. When a faculty member appeals dismissal, the committee shall under UWS 4.03 serve as the standing committee to hear and act on the case, except for cases involving allegations of misconduct in scholarly research in which the Hearing Committee on Misconduct in Scholarly Research shall be the standing committee, under Faculty Document 867a. For the purposes of Wisconsin State Statute Wis. Stats. s. 36.115(4)(b), this panel serves the role of impartial hearing officer.

Without mark-up:

9.07. COMMITTEE ON FACULTY RIGHTS AND RESPONSIBILITIES.

A. When a faculty member appeals a disciplinary action to the committee, the committee shall:
   1. Conduct fact-finding hearings if requested by the faculty member or by the provost or if deemed necessary by the committee;
   2. Make recommendations to the chancellor concerning the validity of the appeal.

B. When a faculty member appeals dismissal, the committee shall under UWS 4.03 serve as the standing committee to hear and act on the case, except for cases involving allegations of misconduct in scholarly research in which the Hearing Committee on Misconduct in Scholarly Research shall be the standing committee, under Faculty Document 867a. For the purposes of Wis. Stats. s. 36.115(4)(b), this panel serves the role of impartial hearing officer.
Proposal to Change Faculty Policies and Procedures Chapter 7 to Specify Support for Joint Appointments

A number of incidents and discussions over recent months have raised concern about how well our campus supports faculty with joint appointments, particularly assistant professors. Working with the Vice Provost for Faculty and Staff and with the Office of the Secretary of the Faculty, the University Committee has developed some recommendations on changes to Faculty Policies and Procedures that would bolster mentoring and oversight for jointly appointed faculty, as indicated below. In addition to modifying FPP, the UC will work to develop guidance for deans and chairs on joint appointments, including best practices and guidelines on appointment letters, mentor committees, review processes, and on what information to provide to divisional committees and outside evaluators in order to appropriately assess interdisciplinary work.

The role of appointment letters is crucial for all faculty, but particularly for those with appointments spanning more than one department. In these letters, the following information needs to be clearly specified:

- composition of mentoring and/or oversight committees, specifying how many representatives from each department will be included;
- the sequence and prioritization of votes and decisions across departments, i.e., where ultimate decisions lie (see 7.05 C below); and
- how the appointment terms could change over time.

Proposed revisions (with markup)

### 7.02. DEPARTMENTAL ROLE.

Faculty appointments may be granted only upon affirmative recommendation of a departmental executive committee as provided in Chapter 5, except in the specific situation provided for under UWS 3.08(3) and 7.10. of these Faculty Policies and Procedures. If the appointment is to be divided among several departments, each must make an affirmative recommendation regarding the appointment. One department shall be identified as the principal sponsor of the recommendation for appointment for the purposes of 5.20.A.2. of these rules and this department shall be considered the tenure home. The fraction of a divided appointment in a department and/or the tenure home may be changed only by mutual agreement among the appropriate departmental executive committees, dean(s), and the individual concerned. The appointment must be at the same rank in each department.

### 7.03. RECRUITING AND APPOINTMENTS. (See UWS 3.02 and 3.03.)

A. An initial faculty appointment is an appointment granted to an individual who has not previously held a faculty appointment in the university. An initial appointment may be probationary or with tenure. The provisions of 7.14. and 7.15. of these rules apply to initial appointments with tenure.

B. Faculty recruitment and the selection of individuals to whom appointments may be offered is the responsibility of the departmental executive committee. The procedures shall be consistent with UWS 3.02.
C. Faculty appointments shall be offered only in accordance with the provisions of UWS 3.03 and these regulations and with appropriate administrative approval.

D. Each person to whom a faculty appointment or reappointment is offered shall receive notification of that appointment in accordance with UWS 3.03. In the case of joint appointments, this notice shall be issued by the tenure home department but must include information as to the nature and implications of the joint appointment and the role of all involved departments in guidance, oversight, and evaluation.

E. A part-time appointment is an appointment for the equivalent of an academic year at one-half time or more, but less than full-time, in the university faculty as defined in 1.02 of these rules.

F. If tenure for a part-time or jointly appointed faculty member is recommended by a department, the following procedures shall be followed:

1. Deans and divisional executive committees shall follow the normal tenure review procedures, as provided elsewhere in this chapter.
2. A department is responsible for making clear to the dean, to the divisional executive committee, and to the appointee, what continuing commitment would be assumed by granting tenure (see 7.19. of these rules).

[7.04. – No changes proposed.]

7.05. GUIDANCE AND ANNUAL EVALUATION FOR PROBATIONARY FACULTY.

A. The departmental executive committee shall establish procedures for the guidance and annual evaluation of each probationary faculty member and for the review of probationary appointments (see 7.06. of these rules). A written description of these procedures shall be filed with the relevant dean(s), the secretary of the faculty, and the provost. This must include specification of the voting rules of the departmental executive committee and how joint appointments will be handled. A copy of this description and the departmental and divisional executive committee criteria for the granting of tenure (see 7.14.C. and D. of these rules) shall be given to each probationary faculty member at the time of his/her appointment.

B. Primary responsibility for the guidance of the probationary faculty member shall be assigned to one or more members of the departmental executive committee. The departmental executive committee shall ensure that guidance of probationary faculty members includes implementation of 5.21.E.

1. It is desirable that the faculty member(s) assigned responsibility for the guidance of the probationary faculty member remain the same throughout the probationary appointment unless the probationary faculty member requests a change.
2. In some circumstances it may be desirable to formally include tenured faculty from outside the department in the guidance of probationary faculty, for example in interdisciplinary fields in which no member of the department has expertise close to that of the probationary faculty member.
3. Guidance of probationary faculty should include information and advice on the areas of responsibility of tenure-track professors: research, teaching, service, and outreach. Experts outside the department who can provide specific information...
and advice on research, teaching and pedagogical effectiveness, and service and outreach should be consulted when appropriate as determined by the probationary faculty member and/or the guidance committee. Guidance committees should monitor teaching responsibilities and service assignments for appropriateness of workload and match of assignment to the probationary faculty member’s expertise.

4. Guidance of probationary faculty with joint appointments should clearly and specifically indicate how mentoring and review committees will be constituted, which department is the tenure home, how the votes and other input of each involved department will be incorporated, and any other information necessary to ensure that probationary faculty with joint appointments have the same support and guidance as other probationary faculty.

C. Responsibility for developing annual evaluations shall be assigned to a committee made up of members of the departmental executive committee. The probationary faculty member shall be informed of the membership of his/her oversight committee. In the case of joint appointments, executive committees shall establish procedures to coordinate the annual evaluations of probationary faculty members, including whether there will be one review committee with members from all involved departments or multiple committees and the specific role of all involved executive committees. At least once each year, one or more members of the oversight committee and the department chair shall discuss with the probationary faculty member departmental and divisional committee expectations and his/her progress toward tenure. The oversight committee shall ensure that the probationary faculty member’s file contains all material relevant to effective evaluation including teaching evaluations and copies of publications.

Membership of the oversight committee may change from year to year at the discretion of the department. This policy allows either for separate guidance and oversight committees or for a single committee.

D. Each year, the oversight committee shall provide the departmental executive committee(s) with an annual evaluation of the progress of the probationary faculty member. When a probationary faculty member has been granted an extension(s) of the tenure clock, the annual evaluation should be conducted in the context of the individual’s progress toward a tenurable record given the time remaining on the adjusted clock. Following discussion of the evaluation by the executive committee(s), a written evaluation approved by the executive committee shall be given to the probationary faculty member. In the case of joint appointments, this written evaluation shall be issued by the tenure home department. The probationary faculty member may respond to the evaluation in writing or may, upon request, address the executive committee regarding the evaluation.

E. The oversight committee shall have primary responsibility, in consultation with the probationary faculty member, for the collection of supporting material and preparation of necessary documentation prior to executive committee review of the probationary appointment (see 7.06 of these rules).

[7.06. – No changes proposed.]
7.07. DEPARTMENTAL PROCEDURES FOR ACTION ON PROBATIONARY APPOINTMENTS. (See UWS 3.06 and 3.07.)

A. All probationary faculty members whose appointments are to be acted upon shall be notified of that fact in writing by the department (or departments, as appropriate, in the case of joint appointments). This preliminary notice should normally be provided early in the semester that precedes the semester in which the action will be taken; an exact date for the meeting of the executive committee need not be specified in the preliminary notice. The notice shall invite the faculty member to submit relevant material for consideration by the executive committee or a subcommittee thereof.

B. As soon as the date is set for the meeting of the executive committee at which action on a probationary faculty member’s appointment is to be considered, the probationary faculty member shall be notified. The notice shall inform the faculty member of his/her right to require that the meeting be open. Under no circumstances shall this notification be given less than twenty days before the meeting, except with the agreement of the probationary faculty member.

C. At the meeting specified in B. above, other persons may be invited by the executive committee to participate. This shall be a closed meeting, unless an open meeting is requested by the individual under consideration. In an open meeting, the individual under consideration may attend, but does not have the right to participate in the debate at this meeting unless specifically permitted by departmental rule.

D. The faculty member concerned shall be notified in writing of the decision of the executive committee within five working days. The notification must further state that the faculty member will be given, upon request, the specific reason(s) for the decision in writing and a reconsideration of the decision.

E. Upon written request by the faculty member concerned, within fifteen days of the receipt of the written notice of the decision, the departmental chair shall provide within thirty days a written statement, which has been approved by the executive committee, indicating its reasons for the decision. The faculty member shall be advised that this statement constitutes a confidential personnel document.

F. A department is responsible for making clear to the dean, to the divisional executive committee, and to the appointee, especially in the case of joint appointments, what the expectations and criteria for promotion are.

[7.07. – 7.17. No changes proposed.]

7.19. OBLIGATION TO FACULTY MEMBERS FOLLOWING APPOINTMENT: CONTINUING COMMITMENT.

A continuing commitment, shared between the department or equivalent unit and the university, is incurred upon the appointment of a probationary or tenured faculty member. For tenured members of the faculty, that continuing commitment extends for as long as the faculty member holds tenure. For probationary faculty members, the term of the continuing commitment coincides with the term of appointment.
A. In the case of an appointment that is less than full-time, the continuing commitment is for the same fraction as the appointment.

B. In the case of an appointment that is divided among several departments or units, the fraction of the continuing commitment assignable to each shall be specified. The department identified in 7.02. of these rules as the principal sponsor of the appointment shall be the tenure home regardless of appointment percentage. The tenure home and the total continuing commitment or its division among departments or units may be changed only by agreement among the individual, the departmental executive committees, and the deans involved.

C. By agreement of the faculty members, the departments, and the dean, the level of departmental activity of the individual may differ from the continuing commitment in any given year. Such an occasional deviation does not in itself alter the continuing commitment. Similarly, a minor change in the division of a joint appointment to accommodate differentials in salary or other support would also not in itself alter the continuing commitment. Neither of these situations would require the procedures or approvals of section 5.14. of these rules.

D. In the event of the dissolution of a department holding a continuing commitment to a faculty member, an effort shall be made to identify an alternative department which is mutually suitable and which will assume the continuing commitment of the former department. If no such department can be found, the continuing commitment will be assumed by the university.