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

FACULTY SENATE MEETING AGENDA MATERIALS for 07 December 2020
AGENDA

1. Memorial Resolutions for:
   - Professor Emeritus Robert H. Deibel (Faculty Document 2912)
   - Professor Emeritus Herman Goldstein (Faculty Document 2913)
   - Professor Emeritus Thomas M. Julian (Faculty Document 2914)
   - Professor Emeritus Frederick O. Leidel (Faculty Document 2915)
   - Professor Emeritus Harland Samson (Faculty Document 2916)

2. Announcements/Information Items

3. Update on the Student Experience

4. Update on the Graduate Student Experience

5. Question period

6. Minutes of November 2 meeting (consent)

Reports

7. Campus Diversity & Climate Committee (Faculty Policies & Procedures 6.27.) Annual Report for 2019-2020 (Faculty Document 2917)
8. Athletic Board Annual Report for 2019-2020 (Faculty Document 2918)
9. Budget Committee Annual Report for 2018-2020 (Faculty Document 2919)

New business

10. Request to Discontinue Department of Comparative Literature and Folklore Studies (Faculty Document 2920)
11. Motion to Change Gender Pronouns in Faculty Policies and Procedures and Faculty Legislation (vote) (Faculty Document 2921)

SPECIAL ORDER—NO LATER THAN 4:45 PM

12. Executive Session of the Faculty Senate to Receive the Confidential Report of the Committee on Honorary Degrees (vote)

   Section 19.85(1)(c). Considering employment, promotion, compensation or performance data of any public employee over whom the governmental body has jurisdiction or exercises responsibility (Example: Consideration by a departmental executive committee of job applicants, performance reviews, teaching evaluations or merit increases)

Upcoming Faculty Senate Meetings – 3:30 p.m.
February 1, March 1, April 5, May 3, 2021
Memorial Resolution of the Faculty of the University of Wisconsin-Madison

On the Death of Professor Robert H. Deibel

Former Professor Robert H. Deibel passed away in Sarasota, Florida on January 25, 2020 at the age of 95. Bob was born on December 20, 1924 in Chicago, where he spent his youth. His college education was interrupted by World War II, in which he served as a paratrooper. He was wounded twice, once in the invasion of Holland and again in the Battle of the Bulge, receiving a Purple Heart both times. He was captured during the Battle of the Bulge but managed to escape during the chaos of battle.

After the war ended, Bob returned to Chicago and attended the University of Chicago, from which he earned his BS and MS degrees (1952). He then joined the American Meat Institute Foundation, where he worked as a bacteriologist and eventual chief of bacteriology. During this time, he concomitantly pursued a PhD program at the University of Chicago. Bob published a series of papers that enhanced our understanding of the microbiology of fermented sausages and developed a much-needed starter culture for the meat industry. To help support his family he also worked weekends as a medical microbiologist and supervisor at St. James Hospital. Bob earned his PhD in 1962 and in 1964 joined the Department of Food Science at Cornell University as a tenured Associate Professor.

In 1966 Bob joined the University of Wisconsin as an Associate Professor in the Department of Bacteriology, with a joint appointment in the Food Research Institute. He was promoted to Professor in 1970 and served as Chair of Bacteriology in the late 1970s. During his time on our faculty he taught food microbiology to hundreds of students and received the Jung Award for Excellence in Teaching in 1968. He also served as major professor for numerous graduate students, many of whom went on to become leaders in the field.

Bob’s research and teaching emphasized the translational aspect of microbiology for food production and public health. He embraced the Wisconsin Idea and helped many food companies solve food safety challenges they faced. One story he told was of obtaining water samples from the Madison sewage treatment plant, from which he isolated bacteriophage against Salmonella that he then used to control Salmonella contamination in a local dairy processing plant. Not an approach that one would take today, but it presaged current efforts to use bacteriophage to control microbes in the environment and to treat infected patients. Those of you who were in Madison in the 1970s may remember the Barbara Hoffman murders, at whose trial Bob was an expert witness.

Bob’s work ethic was huge, and he had an entrepreneurial bent that was ahead of his time. This led him to establish a microbiological testing company (Deibel Laboratories) that grew into a national leader. Eventually these outside activities and opportunities led Bob to resign his faculty position and focus on these business ventures, although he retained an affiliate appointment in the Department of Bacteriology.

After leaving UW-Madison, Bob and his wife Carol operated nine food-related laboratory companies, which he and his son Charles later managed. Bob remained actively engaged with these companies and was a regular presence at the annual meetings of the International Association for Food Protection, until the last years of his life, when chronic health problems made it difficult for him to travel.
Bob received numerous accolades and awards for his many contributions to food safety. These include recognition by the American Meat Institute for his contributions to the meat and poultry industries (2008), the Barnum Award from the International Association for Food Protection (2009), the William C. Frazier Memorial Lectureship in (2010), and election to the Wisconsin Meat and Livestock Hall of Fame (2012).

Throughout his lifetime Bob was devoted to his family. He is survived by his wife Carol, his son Charles, his daughter Virginia, and grandchildren. Bob wished to contribute to the training of future generations of scientists who would continue his legacy in food microbiology and food safety. He and his wife Carol made an extremely generous donation that funds two graduate fellowships: The Robert and Carol Deibel Fellowship in Food Safety, and the Robert and Carol Deibel Fellowship in Probiotics.

Scientist, educator, food safety expert, entrepreneur; Bob Deibel had a lasting impact on UW-Madison and beyond.

MEMORIAL COMMITTEE:
Charles Czuprynski
Charles Kaspar
Kathy Glass
Mike Doyle
William Sperber
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Herman Goldstein

Herman Goldstein, Professor Emeritus of Law, died on January 24, 2020, in Madison, at the age of 88. He left behind a wealth of good work and good works, having contributed to the betterment of the policing profession through his scholarship, and having made better the lives of his family, friends, colleagues, students, mentees, and police officers throughout the world.

Professor Goldstein was born in New London, Connecticut, in 1931. He originally intended to pursue a modest career in city government, and obtained a master’s degree in government administration from the Wharton School of the University of Pennsylvania. In 1954, he took a position as an assistant city manager in Portland, Oregon, where he first spent time with police officers and became fascinated with the complexity of their work. Several years later, he worked as a researcher and analyst for the American Bar Foundation Survey of the Administration of Criminal Justice, a landmark empirical project often credited with “discovering” the breadth of police discretion. Through that work, he spent countless hours riding in police cars throughout the Midwest, developing a rich knowledge of the challenges and opportunities of modern policing. From 1960 to 1964, he served as executive assistant to the famous, reform-minded Chicago Police Commissioner O.W. Wilson, and helped undertake a wholesale restructuring of that agency.

He left Chicago in 1964 to join the University of Wisconsin Law School, with a grant from the Ford Foundation to develop new teaching materials relating to policing as it existed “on the street.” This focus on the law-in-action represented a major paradigm shift for law schools. In collaboration with Professor Frank Remington, Professor Goldstein went on to produce both scholarship and teaching materials that focused on the ability not only of the police, but also of other criminal justice system actors, to solve problems and prevent crime, rather than merely respond to it. The materials they produced, in revised form, are still used in law school classrooms today.

Professor Goldstein is best known for the development of “problem-oriented policing,” a collaborative, data-focused approach to solving community problems. His scholarly work—including his highly influential books Policing a Free Society and Problem-Oriented Policing—has influenced generations of policing scholars and professionals around the globe and won him the Stockholm Prize in Criminology in 2018. Herman admired the potential for police to serve their communities creatively, and resisted the notion that police were merely “law enforcement officers” charged with punishing those who violated the law. He saw police as caretakers, problem-solvers, and investigators whose knowledge of their communities positioned them to identify, contextualize, and respond to specific crime problems. He emphasized the power of prevention and de-emphasized the need for arrest and brute force. In many ways, his work spoke to the challenges of policing in every era.

In addition to his writing, Professor Goldstein provided on-the-ground assistance to policing agencies throughout the United States and in the United Kingdom, Chile, Israel, The Netherlands, and Australia. Closer to home, he ran a “Police Chiefs in Residence Program” that brought reform-minded police chiefs to the university, and helped develop a first-of-its-kind internship program that placed law students in police agencies to develop solutions to identified crime problems in local communities. Professor Goldstein lent his time and knowledge to numerous organizations and government committees, including the President's Commission on Law Enforcement and Administration of Justice, the National Advisory Commission on Civil Disorders, the National Institute of Justice, New York City’s Knapp Commission, the Police Foundation, and the Police Executive Research Forum.

Professor Goldstein was a true mensch, always making time for those who sought his counsel (and there were many). Although he retired from the faculty in 1994, he remained an active member of the academic community, mentoring younger scholars and advising police officers and agencies. His Jewish faith was an
important part of his life, and he served on the UW-Madison Hillel board and on the board of Beth Israel Center in Madison. Upon his death, scholars throughout the world flooded social media with tributes. Chuck Wexler, Executive Director of the Police Executive Research Forum, perhaps said it best when he declared that Professor Goldstein “was the moral compass for so much of the profession’s work.”

Professor Goldstein was a proud father and grandfather. He is survived by his children Mark, David, and Rahel, and by his grandchildren Ellen, Abigail and Cara Goldstein; Vivian Goldstein; and Noah and Ari Greenlee. He will be remembered by his colleagues as a man with a keen intellect and a generous heart. May his memory be a blessing.
Memorial Resolution of the Faculty of the University of Wisconsin-Madison

On the Death of Professor Emeritus Thomas M. Julian

Thomas Michael Julian, M.D. was born June 30, 1949 in Minneapolis, Minnesota. He attended St. Cloud State College, where he received his B.A. and attended graduate school. In 1974, he earned his MD from the University of Minnesota School of Medicine. He completed his residency in obstetrics and gynecology at the University of Minnesota Hospitals in Minneapolis in 1982. He went on to serve as an assistant and associate professor in the University of Minnesota Department of Obstetrics and Gynecology, where he was also the residency program director (1984-1988).

Dr. Thomas Julian joined the faculty of the University of Wisconsin–Madison Department of Obstetrics and Gynecology in 1988. In addition to serving as director of the Department of Ob-Gyn Division of Gynecology (1988-2011), he was also the ob-gyn residency program director (1989-1998). Dr. Julian was known as an outstanding teacher and mentor, earning numerous teaching awards throughout his career. Physicians who trained in the UW Ob-Gyn residency under Dr. Julian’s leadership described him as a devoted, once-in-a-lifetime teacher and superior surgeon.

Dr. Thomas Julian was a prolific researcher. He published extensively on women’s pelvic floor dysfunction and cervical pathology, his clinical areas of expertise. Dr. Julian was a highly sought-after speaker, giving hundreds of presentations at local, national and international conferences. He was a longtime member of many industry leadership organizations, including the American Association of Gynecologic Laparoscopists, Society of Pelvic Reconstructive Surgeons, American Urogynecologic Society, and the American Society for Colposcopy and Cervical Pathology. Dr. Julian retired from the university in 2011.

Dr. Thomas Julian passed away on February 14, 2020 at the age of 70. He was a beloved and respected member of the UW–Madison Department of Obstetrics and Gynecology who will be remembered by friends, family and colleagues for his dry wit, unwavering honesty, and generosity of spirit.
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Frederick O. Leidel

Frederick Otto Leidel, age 102, passed away on Friday, September 20, 2019. He was born in Milwaukee, Wisconsin on December 3, 1916, to Alma and Otto Frederick Leidel.

Despite growing up during the great depression, Fred graduated from the University of Wisconsin-Madison in June 1940. He worked for the Hamilton Standard Propeller Division of United Aircraft Corporation during World War II, designing propeller blades for such aircrafts as the P-51 Mustang and the B-17 and B-29 bombers. He joined the University of Wisconsin faculty following World War II as Professor of Engineering-Drawing and Descriptive Geometry, and Associate Dean of Engineering-Freshmen. He retired in 1982 and was awarded emeritus status in the Department of General Engineering.

Following his retirement, Fred remained an active member of the Madison community. He was active in the Lake Edge Lutheran Church and the Masons. He also regularly attended gatherings of local World War II veterans. In his neighborhood, he was well known for riding his bicycle nearly every day through his 90s. The bicycle become three-wheeled at some point and near the end of his bike riding, his walker would be thrown into the basket behind his seat. He was a long-time volunteer at Schenk Elementary School where he was known as “Grandpa Fred” and shared his passion for education by reading to kindergartners. He was recognized for this service in a “Making a Difference” segment on Channel 15.

Fred is survived by his son, James (Alice) Leidel; daughter, Linda Trowbridge; stepson, Russell (Jeanne) Lerum; granddaughters, Sara Kunkel (Gary) and Stacy Leidel (Ross Edwards); step-granddaughters, Elyse Lerum (Yier Shi) and Carla Lerum; great-grandchildren, Elizabeth Kunkel, Emily Kunkel, Eva Edwards and Will Edwards; step-great-grandsons, Treysen Shi and Myles Shi; stepdaughters-in-law, Sally Lerum (James) and Nancy Lerum (Dennis); and special friend, Jonie Fobes. He was preceded in death by his first wife, Dorothy; his second wife Margarette; his stepsons, Dennis and James Lerum; and brother, Donald Leidel.
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor and Dean Emeritus Harland E. Samson

Harland Samson, Professor Emeritus of Continuing and Vocational Education and Dean Emeritus of Summer and Inter-College Programs, passed away on September 10, 2019 at the age of 90.

He was born September 30, 1928 in rural Minnesota and attended high school in nearby Rochester. Upon graduation, he enlisted in the Air Force for three years. Following military service, he completed an undergraduate teaching degree in distributive (now marketing) education at the University of Minnesota-Twin Cities. He developed and taught high school marketing courses in Garrison, North Dakota between 1953-55 before joining the faculty at the University of Northern Iowa. While teaching at University of Northern Iowa (1955-1963), he also completed his Ph.D. at the University of Minnesota (1964) and served for a year as the acting state marketing education consultant with the Iowa Department of Public Instruction.

In the fall of 1963, he joined the University of Wisconsin faculty with a special assignment -- to launch the first Wisconsin program in marketing teacher education. Initially, he taught courses in the School of Business, while also developing marketing education courses as a faculty member in the then recently-created Department of Educational Policy Studies in the School of Education. The federal Vocational Education Act of 1963 created incentives for high schools and community colleges to offer multiple career pathway programs beyond agriculture, home economics, and trade and industrial education. To advance the emerging field of marketing education in Wisconsin high schools and technical institutes (now colleges), Dr. Samson delivered most of his teaching certification courses statewide via the Educational Telephone Network (ETN). Through his advanced and extensive use of the ETN, he was one of early pioneers in the development of distance learning at the university level. For numerous fields of study, his work was an exemplar for the integration of campus-based undergraduate and graduate instruction with the university’s outreach mission. These early marketing and vocational teacher education efforts served as a catalyst and foundation for the leadership roles he later undertook in School of Education and for the campus.

His colleagues and graduate students concur that he was the most significant ‘thought leader’ in marketing education as the field was developing from the late 1960s to the 1990s. Through writing, advising, and consulting his scholarship shaped the foundations of, specialties within, and the delineation of best practices in marketing education. His scholarship informed the development of marketing education standards and program outcome assessments in the Wisconsin technical institutes and colleges for several decades.

Through his textbooks and teacher education initiatives, Harland played a leading role in defining and developing marketing education courses and programs nationally over two decades. The 5th edition of his widely-used Retail Merchandising text was published in 1993. His other textbooks, which anchored courses in advertising and visual merchandising, were also adopted for use in high schools nationally.

Harland’s PhD graduates are widely regarded as some of the leaders in education. Through his commitment to career-long mentoring, they served as: professors at leading research institutions, presidents of community and technical colleges, leaders in other college and university settings,
and program or agency leaders in state departments or boards of education. Many of their professional contributions echoed or reflected in some way the key role of cooperative education and workplace learning championed in Harland’s scholarship.

His commitment to advancing educational practice reached beyond marketing education. With support from the WI Department of Public Instruction, in the summer of 1965 he conducted a 6-week pilot program to prepare 30 high school local principals, vocational education coordinators, and counselors to strengthen the design and implementation of career pathway programs, as required by recently enacted federal legislation. After more than 25 years of sustained efforts, in 1990 Professor Samson conducted a landmark state-wide assessment of vocational education in Wisconsin high schools, which generated several major recommendations (e.g., broadening the purpose to include preparation for college and continuing education, strengthening local program leadership). For more than a decade, these recommendations directly informed major improvements in Wisconsin high school offerings and high school-technical college partnerships.

Harland’s early and effective use of distance learning technology in adult, continuing, and extension education demonstrated to others his exemplary academic leadership expertise. In 1974-75, he chaired the newly established Department of Continuing and Vocational Education – one of the UW’s first Inter-College departments. Soon thereafter, Dean John Palmer invited him to be an associate dean responsible for the School of Education’s summer session programs and the expanding continuing education efforts with UW-Extension. In 1984, following his campus-wide assessment study of summer sessions, Chancellor Irving Shane invited Harland to serve as Dean of Summer and Inter-College Programs, a position he held until retiring in 1993.

Harland and his wife of 67 years Faye Finley Samson (who passed away May 20, 2020) had a deep and abiding love affair with the University, as demonstrated by their commitment to students pursuing teaching and leadership roles, which they deemed important for schools and colleges. In the 1990s, Harland guided the establishment of the UW Foundation’s Roy Fairbrother Fellowship fund. For decades, he mentored technical college and high school marketing instructors through continuing education experiences (usually in the summer), which enhanced their capacity to continuously upgrade their programs and instruction. In 2000, the Samsons established a scholarship for returning adult undergraduate students majoring in secondary or post-secondary science education.

Dr. Samson is survived by three sons: Craig, Lee, and Kirk and their families. His generosity of spirit, curiosity, perpetual energy, and focus on leading innovation will be missed by his family, as well as a wide circle of friends and colleagues.

MEMORIAL COMMITTEE
L. Allen Phelps (chair)
Chére Campbell Gibson
Richard L. Lynch
Alan B. Knox
Chancellor Rebecca Blank called the online meeting to order at 3:31 p.m. with 192 voting members present (113 needed for quorum.) Memorial resolutions were offered for Professor Emeritus Klaus L. Berghahn (Faculty document 2908) and Professor Emeritus Peter Lipton (Faculty document 2909).

Chancellor Rebecca Blank reported on a national survey on student engagement indicated that 91% of last year’s seniors ranked the academic quality of UW-Madison as good or excellent. UW-Madison’s peer average is 82%.

The Nicholas Recreation Center has opened to a limited capacity. The new Meat Science and Animal Biologics Discovery Building is holding a virtual open house.

There has been an uptick in positive cases for students and employees, but rates remain between 1-2%. The cases are widely dispersed on campus except for athletics; this outbreak is being addressed by the Big Ten Conference and UW-Madison doctors.

According to preliminary results from a campus-wide survey to undergraduates, many students would like at least one face-to-face class in the spring. A more expansive COVID-19 testing program will include twice per week for all students and at least once per week for faculty and staff who are regularly on campus. The current 6,000 tests processed per week will ramp up.

Mental health continues to be a concern. Crisis calls are up 300% and the need for counseling services has doubled from last year (especially for students grieving the death of a family member to COVID-19). University Health Services added 10 more mental health counselors.

Diversity Forum last week had over 5,000 registrants. UW-Madison welcomed 85 new faculty of color (about 50%), and 13.5% of the incoming class is from under-represented groups. UW-Madison is retaining more than 96% of students of color. Chancellor Blank stressed the need to continue to build on progress, not just look at the numbers. Culture on campus must change. Watch for more training and educational opportunities. The Vice Chancellor for Research and Graduate Education, Steve Ackerman, is launching a competition to fund research projects exploring the causes of racial inequities in the United States.

Many revenue sources are down, especially in the auxiliaries, and COVID-19-related expenses are up. Testing and health protocols will cost about $50 million this year. State funds are down $55 million, and tuition dollars are down a little. The overall budget shortfall is expected to be $320 million. Steps taken to address the shortfall include furloughs, hiring freezes, and tapping reserve funds. On the other hand, UW-Madison received $20 million in federal funding, there will be a 2% pay increase on January 1, and a $15 per hour minimum wage will be implemented. Base budget cuts to all units will be announced in the coming weeks.

University Committee Chair Kirsten Wolf thanked the more than 90 faculty members who attended the town halls on promotion to full professor. The University Committee will be
discussing all the comments and working on a revised document for a first reading at the February 1 Faculty Senate.

Chancellor Blank addressed several questions.

The minutes of the October 5, 2020 meeting were approved by consent.

Professor Jordan Rosenblum (German, Nordic, Slavic, District 59) presented the Lectures Committee Annual Report for 2019-2020 (Faculty document 2910). There was one question.

The senate discussed and voted on changes to Faculty Policies and Procedures Chapter 3 that creates a mechanism for academic staff to maintain graduate faculty status following retirement or resignation (Faculty document 2906). The changes passed.

The senate discussed changes to Faculty Policies and Procedures Chapter 6 (Faculty document 2907), which would remove the Commission on Faculty Compensation and Economic Benefits. The senate approved postponing consideration of this item until the February 1 Faculty Senate meeting, with the document updated to include corresponding changes to the duties of the Budget Committee and the University Committee.

The senate discussed and voted on a resolution in support of instruction and training on diversity, equity, inclusion, and social justice (Faculty document 2911). The resolution was amended and passed.

The meeting adjourned at 5:09 pm.

Heather Daniels
Secretary of the Faculty
I. Statement of Committee Functions

The Campus Diversity & Climate Committee (CDCC) is a shared governance committee that:

1. Advises the administration, faculty, staff, and students on campus diversity and climate which, as noted in the UW-Madison Institutional Statement on Diversity, is a source of strength, creativity, and innovation for this campus. The CDCC values the contributions of each person and respects the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. As part of that community, the CDCC is committed to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals.
2. Works collaboratively with and advises the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
3. Provides for faculty, staff and student participation in long-range planning and serves as a gateway of information to and from shared governance communities.
4. Reviews campus committees pursuing discrimination goals regarding missions and coordination.
5. Meets with campus leadership to discuss policy and progress on climate and diversity.
6. Works with the Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer to plan the annual campus-wide policy and progress forum.
7. Makes policy recommendations.
8. Reports annually to the Faculty Senate, Academic Staff Assembly, University Staff Congress, and the current student governance body.
9. Provides updated reports to all shared governance groups of the students, staff, faculty, and to the general public.

The committee’s “Operating Procedures” (11 September 2019) are available upon request from the Office of the Secretary of the Faculty.

Professor Nasia Safdar (Medicine) and Director of Education and Faculty Development Tetyana Schneider (Ophthalmology and Visual Sciences) co-chaired the committee in 2019-2020 and have been elected to serve as faculty and academic staff co-chairs, respectively, in 2020-2021.

II. Acknowledgement of Partnerships

The CDCC highly values ongoing collaborations and thanks the following individuals who have partnered with the CDCC in 2019-2020:

- Diversity Officers/Multicultural & Disadvantaged Coordinators: Assistant Dean Tom Browne (College of Agricultural & Life Sciences) and Director of Diversity Affairs Mel Freitag (School of Nursing) who partnered with the Academic Success subcommittee;
- Division of Diversity, Equity, & Educational Achievement: Director of Communications Mary Carr Lee and Events & Logistics Specialist Krystal Tucker, who partnered with the Diversity Forum subcommittee;
- Wisconsin Union: Communications & Community Relations Director Esty Dinur (Wisconsin Union) who served on the Diversity Forum subcommittee;
- UWPD: Assistant Chief Kari Sasso and Executive Director of Recruitment, Diversity, & Inclusion Louis Macias, who partnered with the Policy Recommendations subcommittee.
CDCC members greatly appreciated the contributions and insights of Deputy Vice Chancellor, Vice Provost and Chief Diversity Officer Patrick Sims and congratulate him on his appointment as Executive Vice Chancellor and Provost of the University of North Carolina School of the Arts. The committee also wishes former Assistant Vice Provost Sherri Charleston well in her new role as Chief Diversity & Inclusion Officer at Harvard University.

III. Current Activities

Membership (FPP 6.27.A.5-6.). On 13 November, the committee voted unanimously to recommend addition of a postdoc member, appointed by the Office of Postdoctoral Studies (VCRGE), to serve for a one-year term, renewable for an additional year. On 2 December 2019, Professor Nasia Safdar presented the Campus Diversity & Climate Committee (CDCC) annual report for 2018-2019 to the Faculty Senate (Faculty Document 2859) and moved to add a postdoctoral scholar to the CDCC membership (Faculty Document 2160). The motion was seconded and passed by voice vote without dissent. The Office of Postdoctoral Studies appointed Emma Brandt, a Postdoctoral Fellow in the Mahmoud Lab (Cell & Regenerative Biology), to serve from May 2020 through June 2021.

Standing Subcommittees:

**Academic Success.** Members continued ongoing discussions with Assistant Director for Advising Technology & Assessment Jeff Shokler (Office of Undergraduate Advising), Campus Crossroads advisors, Campus Diversity Officers (MDCs), and other campus partners about how to maximize the capabilities of the recently adopted Starfish advising platform. Conversations focused on how Starfish could become a “one stop” location making resources readily available and helping students navigate support systems. Starfish also has untapped capabilities to serve as an “early warning system” and could support student success planning (calendaring meetings, creating checklists, making referrals).

**Diversity Forum.** Members partnered with DDEEA colleagues to finalise plans for the 2019 forum, evaluate its success, develop an inaugural call for proposals, and initiate planning for the 2020 forum.

UW-Madison’s 2019 Diversity Forum, Building Bridges to a Better Future: Opportunities through Access & Exposure, attracted more than 1300 participants—a new attendance record. Detailed program information and more than four hours of video footage are linked from the Creating Community website. John Quiñones, ABC News correspondent and creator and co-host of the What Would You Do? hidden camera television series met with students, faculty, staff, and community members at a special reception in advance of the forum and delivered a well-received keynote address: The forum concluded with What Will You Do? Equity in Action, a workshop presented by Annette Miller, Founder and Chief Executive Officer of EQT By Design. A 2021 keynote will be delivered by Robin DiAngelo, author of White Fragility. A late night diversity forum was not held in Winter 2019.

In Spring 2020, the planning team analyzed responses to a post-event survey conducted by DDEEA Diversity & Climate Researcher James Yonker. More than 40% of participants responded to the request for evaluations (600 evaluations, ~30,000 words in response to open-ended questions). Results informed logistics and programming decisions for the 2020 Diversity Forum. An inaugural call generated 49 breakout session proposals for the Fall 2020 Forum. DDEEA Director of Communications Mary Carr Lee chaired a selection committee including representatives of diversity and inclusion focused shared governance committees, DDEEA colleagues, and stakeholders from across campus. Oscar Mireles represented the Campus Diversity & Climate Committee on the selection committee.

**Leadership Meetings.** Following changes to CDCC functions, members recommended changing the subcommittee’s charge.
Policy Recommendations. Members analyzed 2018-2019 school/college diversity and inclusion reports submitted to Chancellor Rebecca Blank and Provost John Karl Scholz and developed recommendations for consideration by the full committee. The committee’s discussion focused on:

- the need for a unified approach to strategic planning, assessment, and programming, especially with regard to how climate assessments are undertaken
- strategies for communicating effectively about ongoing efforts, concerns, and progress
- providing for accountability and incentivizing engagement in diversity & inclusion efforts within UW-Madison’s performance management system
- recognizing the need for professional development and competency building opportunities for faculty and staff as well as students

The CDCC would like to see VCFA and VCSA divisions included in annual reporting, along with schools and colleges.

Awards. On 13 November, the committee unanimously approved a plan providing for annual CDCC representation in the selection process for UW-Madison’s Outstanding Women of Color Awards and UW System’s Outstanding Women of Color in Education Award. Two committee members will be appointed to serve on a campus-wide selection committee convened by the Division of Diversity, Equity & Educational Achievement. The committee appointed Lori Lopez, Oscar Mireles, and Tetyana Schneider to represent the Campus Diversity & Climate Committee on the 2020 Outstanding Women of Color Award Selection Committee.

Deferred Action for Childhood Arrivals (DACA). On 6 May, the CDCC voted unanimously to endorse a Resolution to Support UW-Madison DACA Employees prepared and adopted by the Committee for Immigration & International Issues, chaired by Professor Alfonso Morales (Planning & Landscape Architecture). This resolution also was endorsed by the Committee on Women in the University (22 April), Faculty Senate (Faculty Document 2894, 4 May), and Academic Staff Assembly (ASA Document 737, 11 May).

Sexual Assault/Sexual Violence. On 12 February, Violence Prevention Manager Molly Zemke (University Health Services) presented initial findings from the 2019 AAU Survey. About 30 institutions participated in this national survey, fielded by Westat. In addition to assessing the prevalence of sexual assault, the survey measures knowledge of campus resources and level of trust in the campus response to sexual misconduct.

Across AAU institutions, about 1/3 of undergraduate students will experience sexual assault. Rates are higher in underrepresented groups, with disproportionately high rates of assault experienced by women of color, particularly American Indian and Alaskan Native students, and by LGBTQ+ students who identify as bisexual, queer, or transgender. Alcohol remains a common factor, although questions from 2015 and 2019 are not directly comparable. It’s more likely that a perpetrator will have consumed alcohol prior to an assault.

At UW-Madison, about 22% of students asked to take the survey responded. The 2019 survey shows that students have increased knowledge about sexual misconduct and sexual violence; however, some confusion about process and resources remains. Knowledge about UW-Madison resources has increased slightly since 2015. The level of trust in our campus response has increased slightly for international and graduate students and has decreased slightly for domestic and undergraduate students. Transparency of process improves trust. UW-Madison graduate students were more likely than AAU peers to report being assaulted by a fellow student than by a member of the faculty or staff. In 77% of instances, alcohol was consumed by the perpetrator and/or victim. Among victims who were drinking, about one third were unconscious at the time of the assault.

CDCC members and UHS colleagues share strong concerns that students who are marginalized experience disproportionate levels of sexual violence and want to partner in identifying leverage points and actions UW-Madison can take. A coordinating council will review feedback from campus listening
sessions held in November and report on steps the university can take to prevent assaults and support survivors.

Student Priorities:

**ASM Equity & Inclusion Committee.** On 12 February, Crystal Zhao summarized efforts to advance four key initiatives in 2019-2020: (1) Diversity Training: increasing the diversity of staff presenters, with a focus on regional differences as well as differences across many other dimensions of diversity; (2) Inclusive Teaching: expanding capacity for faculty, instructional academic staff, and graduate assistants to provide a more inclusive and welcoming teaching & learning environment, with tailored content for those who are newer to the conversation as well as those with prior knowledge; (3) Open House: working with University Housing and UW-Madison administration to resolve concerns about how sex and gender are recorded, protect and expand access to Open House, and address instances of bias and HIB; (4) SIC: securing funding for diversity and inclusion efforts and addressing structural concerns about how funding is awarded. In future years, committee members expressed willingness to collaborate when ASM Equity & Inclusion Committee and CDCC priorities align.

**Student Inclusion Coalition.** On 11 March, Jared Biddle (President, Black Student Union and Vice President, Student Inclusion Coalition), and Kingsley Pissang (President, Student Inclusion Coalition) outlined the flow of events following UW-Madison’s 2019 Homecoming and described areas of effort for UW-Madison administration and the Student Inclusion Coalition, with a strong focus on actions to improve support systems and to ensure permanent and increased funding for institutions and student organizations that primarily serve and include predominantly marginalized groups. A comprehensive list of demands can be found on [SIC’s Twitter thread](https://twitter.com). Associate Vice Chancellor for Student Affairs Gabe Javier intended to participate in the meeting but was called into UW-Madison’s Emergency Operations Center to respond to COVID-19 related issues. The committee will schedule a follow-up meeting to continue discussion and identify how to advocate for positive change in concert with DDEEA, VCSA, and SIC leadership.

### III. Current and Future Issues and Areas of Effort

In 2020-2021, the committee will:

- Collaborate with DDEEA to evaluate the Fall 2020 Diversity Forum and plan for the 2021 Diversity Forum
- Explore and recommend professional development and competency building opportunities/resources for faculty and staff
- Continue working with University Health Services colleagues to identify and support actions to reduce the rate of sexual assaults and sexual violence
- Address priorities identified by the committee in Fall 2019
V. **Committee Membership**

Campus Diversity & Climate Committee, 2019-2020

<table>
<thead>
<tr>
<th>Faculty:</th>
<th>Member</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lori Lopez</td>
<td>Communication Arts</td>
<td>2019</td>
</tr>
<tr>
<td>Kristen Malecki</td>
<td>Population Health Sciences</td>
<td>2018</td>
</tr>
<tr>
<td>Nasia Safdar (co-chair)</td>
<td>Medicine</td>
<td>2018</td>
</tr>
<tr>
<td>Dietram Scheufele</td>
<td>Life Sciences Communication</td>
<td>2019</td>
</tr>
</tbody>
</table>

**Academic Staff:**

- Elise Ahn | International Division | 2019 | 2020 |
- Jorge Cardona | Wisconsin Center for Education Research | 2019 | 2021 |
- Tetyana Schneider (co-chair) | Ophthalmology and Visual Sciences | 2018 | 2021 |
- Liz Valentine | University Health Services | 2017 | 2020 |

**University Staff:**

- Heidi Hakseth | Mercile J. Lee Scholars Program | 2017 | 2020 |
- Juli Loker | Physician Assistant Program | 2017 | 2020 |
- Holly Johnson | Center for Limnology | 2019 | 2021 |
- Carol Pope | Center for the First-Year Experience | 2017 | 2020 |

**Students:**

- Adeela Ali (undergraduate student) | 2019 | 2020 |
- Adrian Lampron (undergraduate student) | 2019 (S I) |
- Elizabeth Peterson (undergraduate student) | 2019 | 2020 |
- Andy Steuber (graduate student) | Curriculum & Instruction | 2020 (S II) |
- Crystal Zhao (undergraduate student) | 2019 (S II) |

**Community & Alumni:**

- Prenicia Clifton | Division of Continuing Studies |
- Larry Jolón | Center for Leadership & Involvement | 2019 | 2022 |
- Gia Gallimore | Wisconsin Foundation & Alumni Association | 2019 | 2022 |
- Oscar Mireles | Omega School | 2019 | 2022 |

**Ex-Officio/Non-Voting:**

- Patrick Sims | Office of the Provost/DDEEA | 2016 |

**Staff:**

- Lindsey Stoddard Cameron | Office of the Secretary of the Faculty | 2016 |
ATHLETIC BOARD
ANNUAL REPORT FOR 2019-2020

Introduction

The Athletic Board has broad responsibilities under the Faculty Policies and Procedures. It fulfills these essential duties by relying on individual committees that report to the Board. These include: (I) the Academics and Compliance Committee; (II) the Personnel Committee; (III) the Finance, Facilities, and Operations Committee; and (IV) the Equity, Diversity, and Student Welfare Committee. Each committee meets several times during the year and consults regularly with Athletic Department staff. The chairs of each committee and the Board chair also consult with staff, the University Committee, and many others to discuss pertinent issues. The Board’s work is carried out in the context of intense public and media interest in Wisconsin athletics. The 2019-20 academic year, including the board’s service, was deeply impacted by Covid-19. In this report, we provide an overview of the board’s work and department outcomes amid this historically challenging year.

Multiple academic records were set by UW student-athletes during the 2019-20 academic year. UW student-athletes carried a 3.246 cumulative GPA at the end of the Spring 2020 term. This is the highest recorded cumulative GPA on record.* 105 UW student-athletes held cumulative GPAs over 3.70 and were named Distinguished Scholars by the Big Ten Conference. Also, 330 UW student-athletes were named Academic All-Big Ten during 2019-20. This represents the most UW student-athletes ever named Academic All-Big Ten in a single year. Additionally, 380 UW student-athletes achieved the Dean’s List, Dean’s Honor List, or Dean’s High Honor List. This represents the most UW student-athletes ever named to these Honors lists in a single year.

The academic performance of UW student-athletes is a major interest of the Board and the Athletic Department. The Academic Progress Rate (APR) is a measure used by the NCAA to monitor graduation of student-athletes at each institution. Teams must maintain a minimum score of 930. The 2018-19 APR, which is the most recently available reporting year, was well above 930 for UW in all sports, including perfect 1,000 single-year APR scores for eleven sports: Football, Men’s and Women’s Golf, Men’s and Women’s Swimming & Diving, Women’s Cross Country, Women’s Hockey, Women’s Soccer, Softball, Women’s Tennis, and Volleyball. Of note, seven sports, including Men’s Basketball, Men’s and Women’s Golf, Men’s Swimming & Diving, Women’s Cross Country, Softball, and Wrestling each received APR Public Recognition Awards for achieving a multiyear APR in the top ten percent of all Division I teams in their respective sports. Football finished with a 986 multiyear APR, placing it in the top fifteen among all NCAA Football Bowl Subdivision teams.

UW student-athletes currently major in eighty-four diverse areas of study. Personal Finance, Retailing & Consumer Behavior, Communication Arts, and Economics are the most common majors among undergraduate student-athletes. Additionally, of these eighty-four areas of study, there are currently sixty-eight different areas in which ten or fewer
student-athletes have declared as majors. A total of 150 current student-athletes graduated with either a Bachelor’s or Master’s degree during the 2019-20 academic year. A total of 930 UW student-athletes have graduated since the 2014-2015 academic year.

These exceptional results may be attributed to the dedicated efforts of the student-athletes, the Athletic Department’s Academic Support staff, and the University at large.

*Note: As with all UW students, Spring 2020 term GPAs were calculated based on SD/UD grading due to COVID-19.

**2019-20 Athletic Board Membership**
The Athletic Board consists of 23 voting members and one (1) non-voting member.
- Tricia Droes University staff
- Suzanne Gilreath Student-athlete
- Tess Hackworthy Student-athlete
- Alexandra Hader ASM
- Jacquelyn Hank Academic staff
- Tammie Hodgson University staff
- John Horn Ex-oficio
- Emily Janicik ASM
- Robert Kalejta Faculty
- Bruce Klein Faculty
- Susan Lederer Faculty
- Dan Lisowski Faculty
- Jeff Mack Alum
- Andrea Mason Faculty
- Kenneth Mayer Faculty
- Paul Mccann Alum
- Douglas Mcleod Faculty
- Peter Miller Faculty
- Jeanan Moe Alum
- Seth Pollak Faculty
- John Schaefer Alum
- Ann Sheehy Faculty
- Karl Shoemaker Faculty
- Charlie Trevor Faculty
- Gretchen Viney Academic staff

**Committees**
During the period under review, the chair appointed members to four standing committees of the Board: Academics and Compliance Committee; Equity, Diversity and Student Welfare Committee; Finance, Facilities and Operations Committee; and the Personnel Committee. Each committee is responsible for reporting or referring items to the plenary Board.

Board organization is related to the structure of the Division of Intercollegiate Athletics (usually referred to as the athletics department): the athletics department has one director, seven associate directors, and several assistant directors. In 2019-20, three committees of the Athletic Board served as “boards” that worked in concert with four of the associate directors (Academics and Compliance; Finance, Facilities and Operations; Equity, Diversity and Student Welfare). The Personnel Committee worked with seven sport administrators (one assistant and six associate athletic directors) and one department head (human resources). The Medical Advisory Group (part of the Equity, Diversity and Student Welfare Committee) includes the head trainer and an assistant director.

I. Academic and Compliance Committee
Co-Chairs: Bruce Klein and Seth Pollak

The Academic and Compliance Committee, charged with reviewing academic and compliance issues, met five (5) times during 2019-20. The Board is responsible for approving competition schedules with more than six (6) missed days of class. The committee approves or denies schedules based on several factors, including but not limited to the various student-athlete academic performance measures (FGR, GSR, APR). Student-athletes with a cumulative GPA of less than 2.5 remain limited to six (6) missed days of class, irrespective of committee approval. Teams that have schedules with less than six (6) missed days of class are also reviewed by the committee but are typically approved automatically.

Academic Services, led by Dan Rohrer, introduced various members of its staff to provide context on the daily work done to support UW student-athletes. The Committee was provided with an overview of the NCAA’s academic measurement tools – APR and GSR – as well as the internal measures Academic Services calculates in their Annual Report. After COVID-19 caused the university to pivot virtually, the challenges and successes of online learning, along with information on directed studies, were presented to the full board. Finally, the Committee continued to celebrate the academic achievement of UW student-athletes, i.e., Academic All-Americans, Division IA FAR Award Winners, and NCAA Postgraduate Scholarship recipients.

Under the direction of Joel Ott, the compliance staff continued to provide education, proactively monitor regulatory compliance, and self-report violations. The compliance office continued its educational programing utilizing various methods to increase awareness of rules and foster a compliance conscious environment. A letter from the NCAA Division I Committee on Academics Subcommittee on Data commending Wisconsin for its diligence and cooperation during the University of Wisconsin-Madison’s NCAA Division I Academic Performance Program Data Review Process
evidenced the great collaboration of Academics and Compliance with the Registrar’s Office. The compliance office reviewed documentation submitted by coaches and other staff to ensure compliance as it relates to National Letter of Intent Signings and donation requests. Additionally, the compliance office shared updates with coaches and staff throughout the legislative cycle. The Athletic Department reported no Level I or Level II violations and fourteen Level III violations to the NCAA during the 2019-20 academic year. These numbers are consistent with previous years and evidence the university’s commitment to maintaining a level of trust that encourages self-reporting as a vital component of the department’s compliance efforts.

2019-20 Academics and Compliance Committee Roster

Seth Pollak and Bruce Klein  
Dan Rohrer/ Katie Smith  
Andrew Norman  
Susan Lederer  
Peter Miller  
Kenneth Mayer  
Rob Kalejta  
Doug McLeod  
Charlie Trevor  
Karl Shoemaker  
Gretchen Viney  
Paul McCann  
John Schaeffer  
SA rep  
ASM rep  
Tricia Droes  

Co-Chairs - Faculty  
Staff Liaisons  
Legal Counsel  
Faculty  
Faculty  
Faculty  
Faculty  
Faculty  
Academic Staff  
Alumni  
Alumni  
SAESO/SAAC  
ASM  
University Staff

II. Personnel Committee
Co-Chairs: Ken Mayer and Andrea Mason

The Personnel Committee worked alongside the Board and Athletic Department staff to monitor procedures related to search and screen policies, the hiring of coaching staff, and matters related to sport liaisons. One area of focus involved the clarification of the duties of each sport liaison. Said individual is expected to monitor the student-athlete experience. The Post Season Bonus Policy dated October 2015 had no substantive changes. The Board continued to review head coach evaluations, which are brought to the full Board for approval.

The personnel committee’s typical review of student-athlete evaluations was challenging in the Spring 2020 semester. In previous years, the personnel committee
reviewed and discussed coach evaluations four times during the spring semester: once in January, once in April, and twice in June. The committee met as planned in January. Since several teams’ seasons were cancelled on very short notice, not all teams were able to complete seasons and not all student-athletes were able to complete coach evaluations that would typically be addressed in the April and June meetings. Personnel committee co-chairs Mason and Mayer were able to meet with department sport administrators and athletic board team liaisons to discuss each of these sports’ coaches during this period.

### 2019-20 Personnel Committee Roster

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ken Mayer</td>
<td>Co-Chairs - Faculty</td>
</tr>
<tr>
<td>Andrea Mason</td>
<td></td>
</tr>
<tr>
<td>Craig Hanson</td>
<td>Staff Liaisons</td>
</tr>
<tr>
<td>Andrew Norman</td>
<td>Legal Counsel</td>
</tr>
<tr>
<td>Bruce Klein</td>
<td>Faculty</td>
</tr>
<tr>
<td>Dan Lisowski</td>
<td>Faculty</td>
</tr>
<tr>
<td>Susan Lederer</td>
<td>Faculty</td>
</tr>
<tr>
<td>Andrea Mason</td>
<td>Faculty</td>
</tr>
<tr>
<td>Kenneth Mayer</td>
<td>Faculty</td>
</tr>
<tr>
<td>Peter Miller</td>
<td>Faculty</td>
</tr>
<tr>
<td>Rob Kalejta</td>
<td>Faculty</td>
</tr>
<tr>
<td>Seth Pollak</td>
<td>Faculty</td>
</tr>
<tr>
<td>Jeff Mack</td>
<td>Alumni</td>
</tr>
<tr>
<td>Doug McLeod</td>
<td>Faculty</td>
</tr>
<tr>
<td>Charlie Trevor</td>
<td>Faculty</td>
</tr>
<tr>
<td>Ann Sheehy</td>
<td>Faculty</td>
</tr>
<tr>
<td>Karl Shoemaker</td>
<td>Faculty</td>
</tr>
<tr>
<td>Jackie Hank</td>
<td>Academic Staff</td>
</tr>
<tr>
<td>Gretchen Viney</td>
<td>Academic Staff</td>
</tr>
<tr>
<td>Paul McCann</td>
<td>Alumni</td>
</tr>
<tr>
<td>John Schaefer</td>
<td>Alumni</td>
</tr>
<tr>
<td>Jeanan Yasiri Moe</td>
<td>Alumni</td>
</tr>
<tr>
<td>Tammie Hodgson</td>
<td>University Staff</td>
</tr>
<tr>
<td>Tricia Drees</td>
<td>University Staff</td>
</tr>
<tr>
<td>ASM rep</td>
<td>ASM</td>
</tr>
<tr>
<td>ASM rep</td>
<td>ASM</td>
</tr>
</tbody>
</table>

### III. Finance, Facilities and Operations Committee

Co-Chairs: Karl Shoemaker and John Schaefer

The Finance, Facilities and Operations Committee met three (3) times during the 2019-20 fiscal year, which began July 1, 2019 and ended June 30, 2020. The committee primarily focuses on the following functions as detailed in University Faculty Policies and
Procedures 6.26. Athletic Board: D.9) Sets policy for and approval of uses of Division of Intercollegiate Athletic Facilities; D.10) Participates actively in the development of fiscally responsible departmental budgets and approves them for recommendation to the chancellor; D.11) Approves prices and policies for tickets for Division of Intercollegiate Athletic events; and certain aspects of D.12) Monitors compliance with all rules and regulations of the NCAA, Big Ten and WCHA; reviews and approves petitions to the NCAA, Big Ten, and WCHA; takes appropriate action on proposed legislation by the NCAA, Big Ten and WCHA; certifies to the NCAA, Big Ten and WCHA compliance with their eligibility requirements. The Athletics Department supports 23 sports and approximately 900 student-athletes. The committee meets 3-4 times per year to discuss financial reports, construction activities, and any other business of the department.

The committee reviewed the Baker Tilly Financial Audit Report that was issued January 6, 2020. This report is used to assess internal controls and agreed upon procedures. The department again ended the year slightly in the black, contributed money to the rest of campus, and had a clean audit opinion from the external auditors. Annual operating revenues during fiscal year 2018-19 were $132,865,841, which exceeded annual operating expenses of $132,704,603, leaving a positive net margin of $161,237. The committee reviewed the fiscal year 2020-21 budget and recommended its approval to the full Board. At each meeting, the committee tracked the budget to actual progress, noting actual results trended in-line with budget pre-COVID and then material adjustments as a result of the COVID impact. Issues at the forefront of our discussions this year prior to COVID included planning for two significant building projects, the South End Zone of Camp Randall and an addition at the Kohl Center. Once COVID hit, discussions pivoted to the financial impact on current and future operations. Due to the historically sound financial management, the Athletic Department is in a better position to make it through these challenging times than the majority of their peers.

Senior staff continue to plan for the economic future of the Athletic Department, though now with a materially different fact pattern than had been considered prior to the pandemic. The co-chairs met regularly with members of the senior staff to discuss various issues. The mechanisms and procedures for substantive interaction between the Division of Intercollegiate Athletics and the Athletic Board through the Finance, Facilities and Operations Committee are in place and working.

2019-20 Finance, Facilities & Operations Committee Roster

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Karl Shoemaker and John Schaeffer</td>
<td>Co-Chairs</td>
</tr>
<tr>
<td>Adam Barnes / Jason King</td>
<td>Staff Liaisons</td>
</tr>
<tr>
<td>Andrew Norman</td>
<td>Legal Counsel</td>
</tr>
<tr>
<td>Doug McLeod</td>
<td>Faculty</td>
</tr>
<tr>
<td>Andrea Mason</td>
<td>Faculty</td>
</tr>
<tr>
<td>Kenneth Mayer</td>
<td>Faculty</td>
</tr>
<tr>
<td>Peter Miller</td>
<td>Faculty</td>
</tr>
</tbody>
</table>
IV. Equity, Diversity and Student Welfare Committee

The Equity, Diversity and Student Welfare Committee met five (5) times during 2019-20.

During the 2019-20 academic year, the Equity, Diversity and Student Welfare Committee (EDSW) addressed multiple issues. The committee discussed the social justice efforts in the athletic department, led by the Inclusion and Engagement office, mental health issues facing student athletes with the Athletic Department (AD) staff psychologist, and the nutrition program. EDSW evaluated the AD career development programs and the job placement statistics for student athletes. Time demands on student athletes were discussed, in line with the national attention now being paid to this topic. EDSW completed a detailed gender equity review, paying attention to specific issues such as equal access to practice facilities and trainers, proportional opportunities to participate, proactive publicity efforts, and recruiting and retention practices. With the onset of Covid-19 toward the end of the spring semester, EDSW co-chairs Hank and Lederer took active roles in communicating with AD leaders on plans for assisting student-athletes with travel home, training adaptations, and physical/mental health needs associated with the pandemic.

2019-20 Equity, Diversity & Student Welfare Committee Roster

Jackie Hank and Susan Lederer  Chairs
Doug Tiedt  Staff Liaison
Andrew Norman  Legal Counsel
Susan Lederer  Faculty
Seth Pollak  Faculty
Gretchen Viney  Academic Staff
Rob Kalejta  Faculty
Ann Sheehy  Faculty
Andrea Mason  Faculty
Bruce Klein  Faculty
Tammie Hodgson  University Staff
Faculty Athletic Representative Activities

Ann Sheehy and Peter Miller served as the University of Wisconsin’s Faculty Athletics Representatives (FARs) to the Big Ten and NCAA. Activities of FARs included (a) attending Big Ten and NCAA meetings; (b) reviewing and approving waivers, compliance violations, and requests for reinstatement; (c) certifying coaches through the administration and grading of certification exams; and (d) monitoring the implementation of policies and standards related to missed class days for conference championship events. FAR meetings, traditionally held approximately six times per year, were ramped up to multiple times monthly with the onset of Covid-19. Conference FARs met every other Monday morning (via Zoom) with Big Ten Commissioner Kevin Warren and other conference leaders, with the intent of learning about and advocating for student welfare.

Current Issues and Concerns

The 2019-20 academic year was, for athletics, a tale of two semesters. The first semester witnessed numerous successes academically and competitively, promising developments in student welfare, and stable financial conditions. The second semester brought Covid-19 and all of its overwhelming accompaniments. The athletic department, like the broader university, entered a new reality in many ways. Particularly, the department faces significant short and long-term challenges in areas of student welfare and financial stability. This being said, the athletic department’s infrastructure for adapting in such a difficult period appears solid in comparison with peer institutions across the conference and NCAA.

Student welfare issues for UW athletics must also continue to be closely examined as they relate to social justice. As the broader university and surrounding community are called to reflect upon past practices in areas of race, equity, and health -- and to advance with urgency in the present and future, so too is the Athletic Department. UW Athletics serves close to 900 student-athletes on 23 teams. Hundreds of staff and coaches work in the department. With renewed commitment, the athletic board should learn about the department’s efforts with and for these valued members of the campus community. The board can lend key guidance and support in ensuring that all are granted robust opportunities to flourish in the department and beyond.

Finally, intercollegiate athletics is in the midst of a major period of reform. Judicial and legislative action targets areas of “pay for play” and “name, image, and likeness.” Significant changes are underway addressing student-athletes’ opportunities to transfer between schools. Inquiry into student-athlete safety – for example, prevention of
concussions -- continues forward. All of these and other areas of possible change are seen at institutional, conference, and national levels. These matters, together with the instability brought forth by Covid-19, shape a terrain of Division 1 intercollegiate athletics that is marked by more uncertainty than any time in recent memory.

In this shifting landscape, the Athletic Board must be especially active in lending watchful support and oversight. The board should work in concert with the Athletic Department and university administration to advocate for UW’s commitment to holistic student-athlete experiences across a broad program of sports. Student welfare and opportunity are at the heart of the Board’s work with the Athletic Department and shall remain so in this active era of change.
University of Wisconsin-Madison
Shared Governance Budget Committee 2018-2020 Report

Authored by Members of the UW-Madison Budget Committee
Approved by UW-Madison Budget Committee: August 28, 2020

Background

The UW Budget Committee was chartered in summer of 2016. The charge of this committee is to advise the Chancellor, Provost, Academic Planning Council, University Committee, and relevant colleges and divisional committees on issues of budgetary impact. The Budget Committee also provides feedback on budget planning and analysis for the offices within Finance and Administration. In September 2018, the UW Budget Committee delivered a report to shared governance about the budget operations of UW-Madison, improving awareness and transparency of budget issues and effects on the campus community.

This report provides further information for the academic years 2018-19 and 2019-20. The audience for this information includes the University Committee, Faculty Senate, Academic Staff Assembly, University Staff Congress, Associated Students of Madison, as well as faculty and staff across the UW-Madison campus. The Budget Committee also welcomes suggestions for topics for the Committee to consider in the AY2020-21. The Committee seeks to be a partner; a place where units, planning councils, and senates can express ideas, concerns, and proposals.

Activities

Since the last report, the Committee has held 16 meetings. Meeting dates and topics include:

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>9/14/18</td>
<td>Capital Budgeting</td>
</tr>
<tr>
<td>11/8/18</td>
<td>State Budget and State Relations</td>
</tr>
<tr>
<td>12/14/18</td>
<td>School of Education Budgeting Processes</td>
</tr>
<tr>
<td>2/6/19</td>
<td>Segregated Student Fees</td>
</tr>
<tr>
<td>3/11/19</td>
<td>UHS and Mental Health Expenses/Demands</td>
</tr>
<tr>
<td>4/18/19</td>
<td>Administrative Transformation Process</td>
</tr>
<tr>
<td>9/30/19</td>
<td>Annual Budgets and Projections</td>
</tr>
<tr>
<td>11/15/19</td>
<td>School of Human Ecology Budgeting Processes</td>
</tr>
<tr>
<td>12/20/19</td>
<td>Division of Continuing Studies and Summer Programs</td>
</tr>
<tr>
<td>1/17/20</td>
<td>Housing</td>
</tr>
<tr>
<td>2/14/20</td>
<td>Performance Budgeting: Provost Scholtz on Budget Model</td>
</tr>
<tr>
<td>3/13/20</td>
<td>Extension Merger</td>
</tr>
<tr>
<td>4/17/20</td>
<td>COVID-19 Budget Implications</td>
</tr>
<tr>
<td>6/10/20</td>
<td>COVID-19 Budget Updates</td>
</tr>
<tr>
<td>7/17/20</td>
<td>Budget Process Overview</td>
</tr>
<tr>
<td>8/26/20</td>
<td>Committee Report Approval</td>
</tr>
</tbody>
</table>
Focal Issues for Shared Governance 2018-2020

1. School, College and Departmental Budget Processes

The committee heard two presentations from budget managers at the school and college level. On December 18, 2018, we heard from the School of Education. On November 15, 2019 the committee invited the financial manager from the School of Human Ecology. Several themes emerged from these discussions. First, faculty and staff often do not understand how budgeting processes work. There is a low level of ‘budgeting literacy’ outside of budget and finance offices, and as a result there are many myths and misconceptions about budgeting processes and procedures. Second, there is often a lack of transparency in how decisions are made at the campus level, which trickles down to schools and colleges. Systems should be more standardized and clearer, including for how budgets are managed at the departmental level. Third, many if not all units are managing multiple systems, including shadow systems that are created and locally maintained. These systems cause frustration, potentially risk continuity of operations when staff turnover, introduce errors, and ultimately undermine trust in how budgets are managed. As campus moves towards new IT systems and more standardized budgeting, it is crucial that staff and faculty are trained in how systems work, and also that decision making is as transparent as possible. The perception of ‘side deals’ with campus and within schools and colleges undermines faculty and staff trust in the system.

2. Budget Model Formula for Allocated 101 Funds for Teaching to Schools and Colleges

The allocation of 101 funds has been a topic at several committee meetings, including meetings with school, division and college leadership, as well as Provost Karl Scholz on February 14, 2020. In general, the budget model, which has been in place for nearly five years, is working as intended, but remains a relatively small portion of the total budget process. The summer budget model is the closest to the vision of a fully-implemented performance budgeting system, where schools and colleges can generate revenue based on activities, but even that system is still evolving. There are several barriers to expanding the use of the budget model. First, the IT systems and tracking of metrics, as well as real time budgets and expenditures, is not fully developed enough to support a system that faculty and staff are comfortable with. Better infrastructure, training and communication is needed to understand how the model works and to generate trust that the model will fairly allocate resources. Second, some units provide high intensity teaching and outreach that is not accurately captured by credit hours. Third, there are concerns that changes in HR systems (for example, Title and Total Compensation, TTC) could change how resources are allocated. While many of UWs peer institutions are moving to performance-based budgeting, UW remains slow to build out the infrastructure needed to expand the budget model currently.

3. Online Programs / Summer Term

In the December 2019 committee meeting, Jeff Russell, Dean of the Division of Continuing Studies (DCS) and Vice Provost for Lifelong Learning, presented on the role of DCS on campus. UW-Madison uses a hybrid approach for continuing education, with schools/colleges offering academic degrees with support from DCS. Such support
includes (but is not limited to) summer, pre-college, and adult learner (lifelong learning) programming. While DCS has been proactive with innovating programming, including distance learning, a goal is to leverage technological advancements to increase capacity for program delivery (increase programming access) and increase revenues. As one example, the pool of adult learners is growing, and one segment of this pool includes adults who are a few credits shy of completing an undergraduate degree. Offering an online degree completion option can attract people from this segment, thereby increasing undergraduate enrollment and revenues.

Two key DCS issues have budgetary impact. First, DCS needs a financial model for professional master’s and certificate programs, especially as the pool of adult learners continues to grow. Second, technological investments will be pivotal for increasing access to programmatic content, though such investments are costly on many dimensions. Thus, the scalability of programs must receive strong consideration.

4. Extension Merger

The return of Wisconsin Public Radio, Wisconsin Public Television, UW Cooperative Extension and UW-Extension Conference Centers to the UW-Madison, as part of the Board of Regents restructure of the UW System, offers considerable opportunities to the campus. Cooperative Extension was headquartered on campus for many years, and its return strengthens the campuses Wisconsin Idea mission. Similarly, public broadcasting began on the UW-Madison campus, fostering additional statewide connections and partnerships through public radio and television.

The sheer number of individuals involved in the operations of these 4 entities, however, and the range of their programming remains challenging. Interim Vice Provost for Extension and Public Media, Casey Nagy has overseen the merger and reported out to the committee at its March meeting. The committee was pleased to hear that the overall process has gone smoothly and that no major budget implications have been encountered.

5. Budget for Auxiliary Units: Housing

In the January 2020 meeting, Jeff Novak, Director of University of Housing, spoke about the current financial structure of University Housing and future needs. University Housing is considered a major auxiliary unit on campus. It is self-supporting; rent and laundry constitute the major revenue streams, while mortgage and construction payments constitute the major costs. Given its status as an auxiliary unit, efforts to improve operational efficiency – with an eye towards sustainability – play a crucial role. Recent efforts include streamlining dining services/capacity and replacing to-go containers with reusable containers.

From a budgetary perspective, Jeff Novak stressed the need for greater access to both short- and long-term financing to assist with capital projects. Such financing is crucial because demand for housing exceeds supply, with around 800 students on waitlists for rooms (at least before COVID). Greater access to financing is also important because of financial impact of delays in the state approval process. Jeff Novak estimates each year a project is delayed increases the cost of the project by $1 million.
6. Segregated Fees

The budget committee invited the UW-Madison Teaching Assistants Association (TAA) to attend our meeting on February 11, 2019, to learn about their effort to have segregated fees either a) cancelled through UW policy or b) paid for by the unit sponsoring their assistantship. The budget committee made no recommendation on either approach. The budget committee also invited representatives from the Student Services Finance Committee (SSFC), and the Associated Students of Madison (ASM) to attend our meeting on March 11, 2019 to learn about their work to support more mental health services on campus. SSFC and ASM representatives mentioned that they would support an increase in segregated fees, if the fees were directly tied to increased mental health services.

Any change to the collection or cancellation of fees would be a complicated process, including the need for actions by the state legislature and UW System. The committee discussed better strategies to communicate the nature and use of segregated fees, as well as ways for departments and centers to pay these fees through scholarships for students who are funded for tuition remission and stipends. The committee recommends that faculty and staff working with graduate students engage in discussions around the purpose and importance of these fees, as well as how and when the fees are charged and paid.

7. University Health Services (UHS) and Mental Health Services

There is also a substantial increase in the number of undergraduate students seeking mental health services. Visits by students for mental health related services at UHS increased from 20,954 in 2014-15 to 30,160 in 2018-19. UHS needs to hire a projected 33 more full-time employees by AY22-23 per UHS models. UHS has been behind on bringing on additional mental health staff in the past year. The effect of COVID-19 on the demand for mental health services remains to be seen, but UHS will likely have high demand for services in general over the next year. UHS also has space limitations and may need to add space in the planned new construction on campus.

Students segregated fees fund 88% of the UHS budget. Increased funding from campus 101 funds and long-term planning for another facility to provide mental health services may become a critical need in the near future.

8. Capital Projects and State Budget Process

Reports to the committee on the topics of capital projects and state budget approvals provided an overview of budget constraints and advocacy strategies related to UW-Madison as a state sub-organization with delegated authority, excluding Human Resources, from University of Wisconsin System Administration and the State of Wisconsin. Campus-related capital projects are challenging and the process remains time-consuming as well as increasingly costly. By statute, the campus is required to submit a capital budget request biennially based on programmatic need, building conditions, strategic planning and other space-related issues. Depending on funding source, capital projects are executed under separate authorities. With the passage of Wisconsin Act 55 in 2015, the Board of Regents was granted authority to design and construct 100% gift- and grant-funded projects. Other land grant peer institutions and research institutions do not operate under the same level of constraint in decision and
approval processes. The Chancellor has continued to request more flexibility from the State legislature to securing borrowing and other related authorities more in keeping with our peer institutions. Point 5, above, provides evidence of how the ongoing lack of flexibility in financing capital projects has affected on-campus housing.

A key historical data point included 2013 tuition dollars briefly exceeding the long-term declining state revenue. Direct impacts of decreasing state revenue in the form of no facilities maintenance dollars over multiple biennia and no investment opportunities for lifecycle planning were presented as a challenge for UW-Madison to compete with peers now and in the future.

9. Implications of COVID-19

On the April 17th Budget Committee meeting, Laurent Heller attended and gave the group an update on the early impacts of the COVID-19 shutdown on the budget. At that point, it was still unknown as to where we’d be in the fall, but they were doing lots of modeling exercises to determine impacts on the budget given certain scenarios. At the time, furloughs had not been announced yet but the goal was to protect the lowest paid workers. We also discussed the long-term budget cuts that could occur from the State and UW System. Additionally, since UW-Madison has more diverse revenue streams, the impacts of the shut impacted us in ways that it didn’t impact other UW campuses. The issues of university housing and potential refunds were also discussed. We met again over the summer on June 10th for additional updates. At that point the budget impact of the pandemic appeared to be growing, concurrent with the potential state budget constraints. Student enrollment, tuition and fees appeared to be on track with prior projections, but there remains a great deal of uncertainty for fall. There are some additional federal and state funds for testing and protective equipment, but far short of what these expenditures will require.

10. Bigger Picture: Competing Needs and Complex Systems

Meeting with the different units across campus has really highlighted how varied the needs and revenues sources are for each unit across campus, despite us all being part of the same larger organization. The mixture of funding for each unit can come from a variety of sources, such as: tuition, student housing, conferences, grants, just to name a few. In addition, the expenses each unit has are unique to their mission. The needs of the Center from Limnology, for example, are not the same as University Housing, yet to some degree, we need to also operate as one. As a result, changes to budget models or policy, or in our current extreme circumstances, a global pandemic, can impact units differently based on their revenue source. Over the course of the year, it became clear how many factors need to be considered when making changes. Increased transparency, standardization of processes and clearer communications will help reduce confusion about how resources are allocated.

Topics for 2020-2021 Meetings
The Committee has developed a broad sense of budget issues across campus, including familiarity with specific units. This next academic year we will plan to revisit with some of the same units and divisions in light of the campus response to COVID-19, as well as expanding
efforts to enhance diversity and inclusion efforts with faculty, staff and students. Potential meeting topics include:

- Division of Continuing Studies – How has the expansion of online instruction affected operations and instruction? What are the implications for costs and revenues, and what investments does UW need to make across departments?
- Division of Extension – now that Extension has a permanent Dean (Karl Martin) how has the role of Extension at UW Madison evolved? What are the impacts of state and county-based staff as the state and local budgets are in austerity mode?
- UW-System – how will financial issues across campuses statewide impact the UW-Madison campus? Are there potential areas of collaboration of consolidation that have budget savings?
- VCGRE – how has UW-Madison’s research enterprise managed the COVID-19 pandemic? What investments does campus need to keep research funded externally at a high level?
- UHS – how has COVID-19 impacted UHS operations? Is the UHS funding model still feasible given current needs?
- UW Athletics- how has the budget of Athletics weather the pandemic give the losses of revenue as sports seasons are altered? Can UW provide the same level of support as for prior cohorts of student-athletes?
- Housing – Given the lost revenue in 2020 and added costs of operations for the 2020-21 academic year, how will housing maintain its budget and manage future capital and operating expenses?

Conclusions

The UW Budget Committee will be an important conduit between shared governance bodies and campus consistencies this next year. UW-Madison is facing an unprecedented budget environment with a great deal of uncertainties in the future. The Budget Committee welcomes feedback through its members to help UW-Madison adapt and adjust in this challenging environment.
### COMMITTEE MEMBERS

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Department Name</th>
<th>Seat Type</th>
<th>Act. Start</th>
<th>Exp. End</th>
</tr>
</thead>
<tbody>
<tr>
<td>WILLIE</td>
<td>CHOI</td>
<td>BUSINESS</td>
<td>Faculty</td>
<td>7/1/18</td>
<td>6/30/22</td>
</tr>
<tr>
<td>J. MICHAEL</td>
<td>COLLINS*</td>
<td>SOHE / PUB AFFR</td>
<td>Faculty</td>
<td>7/1/17</td>
<td>6/30/21</td>
</tr>
<tr>
<td>SUSAN</td>
<td>COOK</td>
<td>MUSIC / L&amp;S</td>
<td>Faculty</td>
<td>7/1/17</td>
<td>6/30/21</td>
</tr>
<tr>
<td>TARA</td>
<td>CORDES</td>
<td>FP&amp;M</td>
<td>University Staff</td>
<td>10/15/19</td>
<td>6/30/23</td>
</tr>
<tr>
<td>YASMIN</td>
<td>FERGUSON</td>
<td>DOIT</td>
<td>Student</td>
<td>7/1/20</td>
<td>6/30/21</td>
</tr>
<tr>
<td>JOHN</td>
<td>HORN</td>
<td>FINANCE &amp; ADMIN</td>
<td>Admin</td>
<td>1/10/20</td>
<td>6/30/21</td>
</tr>
<tr>
<td>EDEN</td>
<td>INOWAY-RONNIE</td>
<td>GEA</td>
<td>Admin</td>
<td>7/1/19</td>
<td>6/30/23</td>
</tr>
<tr>
<td>GRANT</td>
<td>RUPKALVIS</td>
<td>STUDENT</td>
<td>Student</td>
<td>7/1/20</td>
<td>6/30/23</td>
</tr>
<tr>
<td>NATHAN</td>
<td>SCHULFER**</td>
<td>NELSON</td>
<td>Academic Staff</td>
<td>7/1/19</td>
<td>6/30/23</td>
</tr>
<tr>
<td>ZACH</td>
<td>SMITH</td>
<td>ENGR</td>
<td>Academic Staff</td>
<td>6/14/20</td>
<td>7/1/23</td>
</tr>
<tr>
<td>JANA</td>
<td>VALEO</td>
<td>L&amp;S/HISTORY</td>
<td>University Staff</td>
<td>7/1/18</td>
<td>6/30/22</td>
</tr>
<tr>
<td>KIMBER</td>
<td>WILKERSON</td>
<td>EDUC/REHAB PSYCH</td>
<td>Faculty</td>
<td>7/1/19</td>
<td>6/30/23</td>
</tr>
<tr>
<td>LAURENT</td>
<td>HELLER</td>
<td>FINANCE &amp; ADMIN</td>
<td>Ex Officio</td>
<td>7/1/19</td>
<td>6/30/23</td>
</tr>
<tr>
<td>JENNIFER</td>
<td>KLIPPEL</td>
<td>BUDGET OFFICE</td>
<td>Ex Officio</td>
<td>7/1/18</td>
<td>6/30/21</td>
</tr>
<tr>
<td>DAVID</td>
<td>MURPHY</td>
<td>FINANCE &amp; ADMIN</td>
<td>Ex Officio</td>
<td>7/1/19</td>
<td>6/30/23</td>
</tr>
<tr>
<td>JAKE</td>
<td>SMITH</td>
<td>ACAD STAFF</td>
<td>Friend</td>
<td>7/1/17</td>
<td>6/30/21</td>
</tr>
<tr>
<td>LISA</td>
<td>WALTERS</td>
<td>FINANCE &amp; ADMIN</td>
<td>Friend</td>
<td>7/1/17</td>
<td>6/30/21</td>
</tr>
</tbody>
</table>

* chair ** co-chair
**Budget Committee Background**

https://secfac.wisc.edu/governance/faculty-legislation/6-25-budget-committee/

A. MEMBERSHIP. The Budget Committee shall consist of the following members, to serve staggered terms of four years, except that student terms shall be two years and initial terms of all members shall range from one to four years to create a staggered rotation.

- Four faculty members.
- Two academic staff members.
- Two university staff members.
- Two students, to include both graduate and undergraduate students.
- Ex officio non-voting members: campus budget director; chancellor or designee; provost or designee; and vice chancellor for finance and administration or designee.

Each shared governance group shall determine its own criteria for committee membership. However, there may only be one representative per school, college, or division from each group. No department/unit shall have more than one member on the committee. The shared governance secretaries and student shared governance coordinator shall confer to address any departmental or other diversity concerns prior to finalization of the committee roster and at the time of selecting replacement members.

In addition, committee members shall be chosen who have experience with, expertise on, or demonstrated interest in learning about and becoming a campus resource about budgetary matters. The University Committee shall designate the chair from among the faculty members. A co-chair from another governance group may be elected as well.

B. FUNCTIONS.

- Advises and makes recommendations to the chancellor, the provost, and the vice chancellor for finance and administration on institutional budget issues, long-range financial strategies, state biennial budget proposals, and allocations to schools, colleges, and divisions.
- Advises the shared governance executive committees on issues of budgetary impact and the public position to be taken on budgetary issues.
- Meets regularly with vice chancellor for finance and administration.
- Serves as a resource for schools/colleges, departments, and others on matters related to the budget.
- Consults with and advises other committees, such as school/college academic planning councils and campus planning committees, relating to institutional-level budgetary matters. The committee may also recommend the creation of ad hoc committees on budget-related matters.
- Reports to the Faculty Senate, Academic Staff Assembly, University Staff Congress, ASM Student Council, and their respective executive committees upon request.¹

Members on this committee are expected to become knowledgeable resources on the campus budget. Meetings are expected to be monthly or as needed. Some meetings, especially at the beginning of the academic year, may be significantly longer to allow time for understanding the structure of the budget and the process by which it is constructed and finalized.

¹ Based on past practice and discussions with governance bodies, the committee will report each September on the prior year’s activity.
COMMON UW MADISON FUNDING SOURCES / CODES

101- State tax, Federal indirect cost, and tuition funding allocated for the purpose of education and related programs. Salaries on 101 have fringe from the State.
104- Funding from UW-Extension used for off campus credit and non-credit activities.
128- Cost recovery funding used by units selling goods or services, both externally and internally.
131- Tuition generated by self-supporting instructional programs.
133- Non-Federal grants and contracts.
135- VCRGE
136- Cost recovery outreach funding mechanism.
144- Federal grants and contract funding.
150- Federal indirect cost reimbursement used for special allocations.
161- University administered trust funds.
233- Gift funding.
402- Minority and disadvantaged programs.
Request to Discontinue Department of Comparative Literature and Folklore Studies

This request to discontinue the Department of Comparative Literature and Folklore Studies (CLFS) is the culmination of actions taken in the wake of a program review completed in spring 2017. That review identified significant problems with the department and the academic programs within it including distressingly low undergraduate enrollments (only three declared majors); outmoded undergraduate and graduate curricula based on a narrow definition of the field; unacceptably long time to degree and poor placement in the graduate program; inappropriate and ineffective curricular assessment; uneven research productivity across the faculty, especially the senior faculty; a small faculty size which compromised shared governance; and lack of a critical mass of Folklore faculty to deliver the curriculum.

After receiving the program review and recommendations from the L&S Academic Planning Council and the Graduate Faculty Executive Committee, on October 10, 2017, the CLFS Department submitted a request to restructure that had been unanimously approved by its executive committee. Given concerns about the best interest of undergraduate and graduate students while the department and its academic programs were being restructured, on the advice of the L&S and Graduate School deans, the department voted unanimously to request suspension of admissions to the undergraduate and graduate programs effective Fall 2018. These requests were approved by the L&S APC and then the UAPC on December 14, 2017. Subsequently, all academic programs housed in the Department of Comparative Literature and Folklore Studies were either moved to another department and reopened (see below) or discontinued. There are no CLFS undergraduate majors and only a few remaining dissertators in the graduate program all of whom are on track to defend their dissertations by summer 2021. All faculty members have moved their tenure homes to other units. Given that no academic programs, students, or faculty remain in CLFS, on October 5, 2020, the L&S Academic Planning Council voted unanimously to discontinue the CLFS.

Throughout the review and restructuring process, L&S has recognized that UW-Madison’s programs in comparative literature and folklore have long and storied histories. Both are among the oldest programs in U.S. universities in their respective disciplines and both have been home to award-winning faculty and successful graduates. While seeking discontinuation of the current departmental structure housing comparative literature and folklore, L&S reaffirms the intrinsic value of research, teaching, and public engagement by scholar-teachers working in these fields. The relocation of the folklore studies program and comparative literature faculty serves the goal of improving curricula, advising, research, and outreach in these disciplines. With the move to GNS+ Department, the Folklore undergraduate certificate program not only continues, but has been strengthened in its governance, advising, and communications. There remain opportunities for undergraduate students to pursue their interest in the study of comparative literature by taking courses in the English Department, the Integrated Liberal Studies program, and various world language departments. A committee has been formed to explore the idea of developing an undergraduate certificate in comparative literature.

Before seeking discontinuation of the CLFS Department, L&S Academic Planning Council sought assurance that doing so would cause no harm to students, faculty and staff, or academic programs, and that resources, especially donor funds, will be stewarded appropriately after discontinuation of the department.
Students

All undergraduate students who were enrolled in the CLFS major at the time admissions were suspended (Fall 2018) have completed their degrees. Thus, closing the department will not impede the ability of any undergraduate student to complete the major.

When graduate admissions were suspended (Fall 2018), a teach-out plan was implemented for the CLFS doctoral program and currently six students are enrolled, all of them dissertators. The last term in which graduate students can be enrolled in the existing CLFS graduate program and be awarded that credential will be Summer 2021. All six of the current students are on track to complete the program within this timeframe. Should any of these six students be unable to defend their dissertation by the end of the Summer 2021 term, a special committee degree can be awarded, with text that will indicate their area of study (i.e., “Comparative Literature” or “Folklore”).

Academic Programs

Academic programs formerly housed in the Department of Comparative Literature and Folklore Studies have either been moved to another unit and reopened or discontinued.

Two programs were moved to the Department of German, Nordic, Slavic (GNS+), which now serves as the administrative home for the Folklore Program. These academic programs are now administered by an interdepartmental program committee, which successfully submitted proposals to revise and reopen them:

- Graduate Minor (GMIN423) Folklore
- Undergraduate Certificate, Folklore (CERT424)

To support this work, the Subject Listing through which Folklore courses are offered (FOLKLORE) also was transferred to GNS+.

All remaining Comparative Literature and Folklore Studies programs have been approved by the University Academic Planning Council for discontinuation:

- BABS and BMAJ 2215, Comparative Literature and Folklore Studies – final term for awards Summer 2020
- MA225L&S, Comparative Literature and Folklore Studies (Parent Program, no awards granted)
  - MA 225L&S, FOLK ST OPT – final term for awards Summer 2021
  - MA 225L&S, COM LIT OPT – final term for awards Summer 2021
- PHD225L&S, Comparative Literature and Folklore Studies (Parent Program, no awards granted)
  - PHD225L&S, FOLKLORE OPT – final term for awards Summer 2021
  - PHD225L&S, COMP LIT OPT – final term for awards Summer 2021
- GMIN225, Comparative Literature – discontinued Fall 2020
- SCRT424, Special Certificate in Folklore – final term for awards Summer 2020
The COMP LIT subject listing has been transferred to L&S Administration. L&S will work with departments and faculty who teach courses in Comparative Literature to transfer (where appropriate) COMP LIT courses to other departments. Courses that are not transferred will be discontinued and, when that work is complete, the listing will be retired.

Faculty and Staff

All CLFS faculty have moved their tenure homes and budgeted appointments to other departments, the majority of them to English. Two faculty members continue to seek tenure homes that will be a good fit for them as well as for the department. As this process unfolds, these colleagues, one an associate professor and one a full professor, have been appointed Professor of the College.

An academic staff member who taught in the CLFS Department has found a home in the Integrated Liberal Studies program, where she continues to teach comparative literature courses. The former CLFS department administrator found a parallel position in another L&S department two years ago.

Budget and Gift Funds

Budget resources associated with teaching assistantships allocated to Folklore courses for many years have been moved to the GNS+ Department, which has become the administrative home of the Folklore undergraduate certificate program. Likewise, Folklore donor funds and grant funds have been moved to GNS+. Comparative literature donor and trust accounts have been moved to the English Department, where the majority of former comparative literature faculty members now have their tenure homes and the funds are designated for use to support students studying comparative literature.

In conclusion, with no students, academic programs, faculty, or financial resources remaining in CLFS, the College of Letters & Sciences seeks to discontinue the department.
Motion to Change Gender Pronouns in *Faculty Policies and Procedures* and Faculty Legislation

This motion will remove all “he/his” and “she/her” gender pronouns from *Faculty Policies and Procedures* (FPP) and Faculty Legislation and replace them with “they/their” pronouns.

In the lists below, the numbers in parentheses indicate the number of times the pronouns appear on that particular page in the [November 2020 edition](#) of FPP. If there is no parens, the pronouns appear only once.

**He/she pronouns are found on pages:** 7/Section 2.03, 19/Section 4.03, 21/Section 4.30, 28/Section 5.30 (twice), 29/Section 5.31, 68/Section 7.08, 72/Section 7.15 (three times), 75/Section 7.15, 86/Section 8.15, 88/Section 9.05 and 9.06, 89/Section 9.06, 91/Section 9.14, Faculty Legislation II-109, Faculty Legislation II-303 (10 times), II-314 (5 times), II-327, II-332

**His/her pronouns are found on pages:** 3/Section 1.20, 7/Section 2.03, 8/Section 2.03, 9/Section 2.04 and 2.04 (twice), 10/Section 2.10, 17/Section 3.07 (twice), 18/3.08, 19/Section 4.03, 20/Section 4.10, 26/Section 5.14 (three times), 28/Section 5.30, 45/Section 6.34, 47/Section 6.41 (twice), 49/Section 6.43, 62/Section 7.04 (twice), 64/Section 7.05, 65/Section 7.05 (twice), 66/Section 7.07, 67/Section 7.08 and 7.09 (three times), 68/Section 7.11, 77/Section 7.20, 82/Section 8.02, 83/Section 8.12, 84/Section 8.13 and Section 8.15 (twice), 85/Section 9.02 and 9.03 (twice), 86/Section 9.06 (twice), 887/Section 9.06, 88/Section 9.11, 92/Section 10.02, Faculty Legislation II-104, Faculty Legislation II-303 (3 times), Faculty Legislation II-308, Faculty Legislation II-325 (5 times)