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

1. Memorial Resolutions for:
   - Professor Emerita Emily B. Campbell (Fac doc 2922)
   - Professor Emerita Helen F. Marsh (Fac doc 2923)
   - Professor Emeritus Kenneth Kunen (Fac doc 2924)

2. Announcements/Information Items

3. Question period

4. Minutes of December 7, 2020 meeting (consent)

Reports

5. Update on Sustainability Initiatives

6. Committee on Women in the University Annual Report for 2019-2020 (Fac doc 2925)

7. PROFS, inc. Annual Report for 2019-2020 (Fac doc 2926)

Old business

8. Promotion from Associate Professor to Professor (Addition of Faculty Policies and Procedures 7.16) (first reading) (Fac doc 2879 Rev 2)

9. Changes to Faculty Policies and Procedures Chapter 6: Amending FPP 6.25.B (Budget Committee) and FPP 6.54.B (University Committee), and Removing FPP 6.34 Commission on Faculty Compensation and Economic Benefits (vote) (Fac doc 2907 Rev)

New business

10. Candidates for the Faculty-elected Committees, Spring 2021 (Fac doc 2927)

11. Climate Divestment and Procurement Resolution (first reading) (Fac doc 2928)

12. Changes to Faculty Policies and Procedures Chapter 6: Amending FPP 6.56 (Committee on Women in the University) (vote) (Fac doc 2929)

13. Proposal to Rescind Faculty Legislation II-701, Student Housing Policies and Regulations (vote) (Fac doc 2930)

Upcoming Faculty Senate Meetings – 3:30 p.m.
March 1, April 5, May 3, 2021
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emerita Emily B. Campbell

Emily Bentley Campbell, Professor Emerita of the School of Nursing, an early innovator of advanced nursing practice, died in La Crosse, Wisconsin on May 24, 2020, at the age of 90. Emily was born in Hot Springs, Virginia. She was educated at Johns Hopkins School of Nursing, Duke University and Boston College. She retired from the School of Nursing in 1992, after 28 years of service.

Professor Campbell was recruited to the School of Nursing and University Hospitals to develop the role of the clinical nurse specialist and later the role of the nurse practitioner. She supervised the development of an “experimental clinical unit” in the hospital to implement and test the unique role at UW-Madison. She pioneered the development of a Master’s program to prepare geriatric nurse practitioners. This was among the first programs in the country to offer this type of preparation at the Master’s level.

She continued research in the care of older adults and was awarded the prestigious Robert Wood Johnson Teaching Nursing Home grant. This grant resulted in expanding the scope of care for older people in nursing homes and contributed to the development of a gerontology curriculum which has enhanced geriatric nursing care, nationally, and internationally.

Professor Campbell was an active member of the Institute on Aging and Adult Life. Her work brought national recognition and status to the School of Nursing and the University. She was highly regarded by the faculty and her students, who continue to influence the quality of care for older adults, particularly in long term care settings.

The Memorial Resolution Committee
Judy Bautch
Barbara Bowers
Patricia Lasky
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emerita Helen F. Marsh

Professor Emerita Helen F. Marsh, a revered nursing faculty colleague for 28 years, died in Madison, Wisconsin on Tuesday, January 21, 2020, at the age of 95. Helen was born in Ontario, Canada and was a naturalized citizen of the United States. She was educated at the University of Western Ontario and received her Doctorate in Education with a focus on Guidance, and Student Personnel Administration from Teachers College, Columbia University. Prior to joining the University of Wisconsin School of Nursing faculty in 1964, she was the Education Director and Acting Superintendent of Nurses at Woodstock General Hospital in Woodstock, Canada and the Assistant Director of the Professional Counseling and Placement Service of the American Nurses Association in New York City.

Professor Marsh’s academic scholarship focused on facilitating educational opportunities for hospital diploma educated registered nurses. She was a pioneer in the now current academic trend to provide academic credit for prior experiential learning. She also developed the concept of a professional portfolio which documented student’s prior technical education and work experience. This portfolio provided the base for advance placement in the curriculum leading to a baccalaureate degree in nursing. Her numerous publications and presentations focused on expediting continued education of registered nurses and curricular flexibility.

Professor Marsh was a member of the American Association for Counseling and Development, and the Society for Research in Nursing Education. She received funding to support her work from the Department of Health, Education and Welfare, Division of Nursing. Professor Marsh also served as a liaison to UW System’s Extended Degree Program. There are innumerable professional nurses who are grateful to her for expediting their goal of receiving a baccalaureate degree in nursing.

The Memorial Resolution Committee
Barbara Bowers
Patricia Lasky
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Kenneth Kunen

Kenneth Kunen passed away on August 14, 2020, in Madison, Wisconsin, of heart failure. Born in 1943 in Queens, New York, his undergraduate degree is from the California Institute of Technology. He earned his Ph.D. in set theory from Stanford University under the direction of Dana Scott in 1968. In his remarkable thesis, he proved the surprising result that in the smallest model of set theory with a measurable cardinal, there is a unique normal ultrafilter. In 1971, he gave an upper bound for the hierarchy of large cardinals by showing that Reinhardt's Axiom, that there is a nontrivial elementary embedding of the universe into itself, is inconsistent with the usual axioms of set theory. This was the first and probably best result of this kind.

He spent his career at the University of Wisconsin-Madison, arriving in 1968 and joining the mathematical logic group: Stephen Kleene, Barkley Rosser, Jerome Keisler, Karel Prikry, and topologist Mary-Ellen Rudin, who were joined by Jon Barwise in 1970. He became a full professor in 1972 and was one of the central figures in the UW-Madison logic group even after his retirement in 2008.

Working with Mary-Ellen Rudin brought him into prominence in the field of set-theoretic topology which applies set theory to problems in general topology. Ken and Mary-Ellen often advised each other's students. Ken also attracted a great many visitors, notably Eric van Douwen, Judith Roitman, István Juhász, Adam Ostaszewski, Jan van Mill, Andreas R. Blass, Frank Tall, and Saharon Shelah. Some came for two weeks, some for a month, a semester, or a year and some came again and again and again. It was Ken's insights and interests into everyone's problems which drew them. He had the understanding and suggestions to be of real help. Ken was not just a brilliant and productive mathematician, but was admired most for his generosity with his mathematical ideas, conjectures, and problems.

His many honors include an Alfred P. Sloan Fellowship and an H. I. Romnes Fellowship. He advised 28 graduate students and published over 120 papers in set theory, set-theoretic topology, and computer science. Ken was an editor for the Annals of Mathematical Logic, The Journal of Symbolic Logic, The LMS Journal of Computation and Mathematics, and The Transactions of the AMS. He, with Jerry Vaughan, edited the influential Handbook of Set-Theoretic Topology. Ken also edited the set theory section of the Handbook 1 of Mathematical Logic. He wrote two textbooks, including the influential and much used Set Theory: An Introduction to Independence Proofs, and the more recent The Foundations of Mathematics, a beginning graduate-level introduction to mathematical logic.

He loved to teach and was a superb and enthusiastic lecturer, a brilliant teacher, excited about mathematics and endlessly patient with his students. Ken was also famous for the mountainous heaps of model polyhedra which overflow his office. These models were made for him over the years by the students in his Math 131 class (Geometry for Elementary School Teachers). He said once he taught that course because he loved it, he loved having the opportunity to teach students to love the subject. Ken had been for years a favorite speaker at any conference including general topology among its topics. He was known for giving crystal clear talks with impeccable logic and clarity and for this reason was much in demand.
As a young man he was on the Caltech swim team (butterfly), and after his move to Madison became an avid cycler. Family life yielded the pleasures of camping, canoeing, and hiking. He spent years tending a family vegetable garden and was known for his hearty appetite. He earned a first degree black belt in karate (leaving his family in his wake) and for a few years, was a regular sailboarder on Lake Mendota. In retirement, he loved foreign travel, visiting his sons' families on the west coast, and taking long, contemplative walks in the local woods. He especially enjoyed his membership at the First Unitarian Society of Madison, cherishing the contacts and friendships he made there.

Kenneth is survived by his wife Anne in Madison; his son Isaac, daughter-in-law Laura, and grandchildren Elijah and Greta in Seattle, Washington; and his son Adam and daughter-in-law Karen in Livermore, California.
Chancellor Rebecca Blank called the online meeting to order at 3:31 p.m. with 175 voting members present (113 needed for quorum.) Memorial resolutions were offered 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) and Professor Emeritus Harland Samson (Faculty Document 2916).

Chancellor Rebecca Blank reported on the efforts to make sure all eligible students had the opportunity to vote in November. The virtual winter commencement will be December 13 with soccer player (and UW-Madison alum) Rose Lavelle as the keynote speaker.

A hybrid model of instruction will be offered this spring. In a recent survey of undergraduates, 41% indicated they wanted all, or almost all courses face-to-face and another 34% indicated they wanted a mix of face-to-face and remote instruction. All undergraduates will be tested for COVID-19 twice per week this spring regardless of living on or off campus. Faculty and staff will also be tested regularly.

The Campus Planning Committee considered the student request to remove Chamberlin Rock, which had a derogatory nickname in the early part of the last century. The rock is next to an Indian mound so the Ho-Chunk were consulted as well. The committee recommended removing the rock and is considering options. The Wisconsin Historical Society must approve any removal plan as it would disturb a cataloged burial site. UW President Thomas Chamberlin (1887-1892) would be recognized elsewhere on campus if the rock is removed.

University Committee Chair Professor Kirsten Wolf reminded everyone of the UW System plan to move all employees to a biweekly payroll in July 2021.

Chancellor Blank addressed a couple of questions.

The minutes of the November 2, 2020 meeting were approved by consent.

Vice Chancellor for Student Affairs Lori Reesor talked about balancing public health and safety with the need for students to engage and connect with others. The Wisconsin Unions have added classroom and study space to their repertoire of services offered. The Nicholas Recreation Center opened at limited capacity. There’s more outreach to students, especially for those in quarantine and isolation. She outlined the support provided in the area of racial and social justice in event programming, and working with student advocacy groups, and creating a new Office for Inclusion Education.

In the undergraduate survey referenced above, 17% of undergraduates were concerned about regularly getting enough food; a majority of first-year students felt somewhat-to-extremely confident about their overall success; 60% felt that there were campus resources where they could get help and 55% felt comfortable seeking help.
Bill Karpus, Dean of the Graduate School, provided an overview of the results of a survey of graduate students this past fall. The response rate was about 35%. Questions centered on factors that may be impeding academic progress. Top challenges for graduate students include a lack of access to field experiences, limited in-person interaction with peers, lack of access to collect face-to-face research data, and limited access to research office space. The data is parsed by degree pursued, school/college, and disciplinary division, and reveal some interesting patterns. The full data is available through NetID access at https://kb.wisc.edu/grad/107389.

Professor Nasia Safdar (Department of Medicine) presented the Campus Diversity & Climate Committee (CDCC) annual report (Faculty Document 2917), Professor Pete Miller (Educational Leadership and Policy Analysis) presented the Athletic Board annual report (Faculty Document 2918), and Professor Michael Collins (School of Human Ecology) presented the first report of the Budget Committee (Faculty Document 2919). Associate Dean Sue Zaeske with the College of Letters & Science presented information about the Discontinuation of the Department of Comparative Literature and Folklore Studies (Faculty Document 2920).

University Committee Chair Professor Kirsten Wolf moved adoption of Faculty Document 2921, which proposed removing all gendered pronouns in Faculty Policies and Procedures and Faculty Legislation. The document was approved.

Professor Matthew Berland (Department of Curriculum and Instruction, District 27, and member of the Committee on Honorary Degrees) moved to convene in closed session pursuant to Wis. Stats. 19.85(1)(c) and (f) to consider the recommendation of the Committee on Honorary Degrees. The motion was seconded and passed at 4:46 p.m. Professor Berland presented background information on the honorary degree nominee. Senators voted by electronic ballot whether to award the degree. The candidate was approved with 129 votes cast. Professor Berland moved to reconvene in open session. The motion was seconded and passed at 4:56 p.m., at which point Chancellor Blank adjourned the meeting.

The meeting adjourned at 4:57 pm.

Heather Daniels
Secretary of the Faculty
Committee on Women in the University  
*(Faculty Policies & Procedures 6.56.)*  
Annual Report, 2019-2020

I. Statement of Committee Functions

The Committee on Women (CWU) in the University:

1. Recommends to administrative offices and governance bodies changes in university priorities, policies, practices, and programs that would improve the status of women
2. Collaborates and consults with administrative offices and governance bodies to more fully support gender equity, employee engagement, an inclusive and respectful culture, and diversity
3. Evaluates and monitors the status of women employees at the university.

The committee’s “Operating Procedures” (reaffirmed 25 September 2019) and “Statement on Diversity and Representation in Committee Membership” (adopted December 1999 and reaffirmed 4 November 2019) are available upon request from the Office of the Secretary of the Faculty.

Professor Marah Curtis (School of Social Work) and Kate Moran (Facilities Planning & Management) led the committee in 2019-2020. Associate Professor Vaishali Bakshi (Psychiatry) and Kate Moran (Facilities Planning & Management) are leading the committee in 2020-2021.

On 13 May 2020, committee members voted to recommend updating the committee’s name to *Committee for Women in the University*, reflecting contemporary perspectives and language.

II. Current Activities

CWU values partnering with fellow shared governance committees and the university administration in an ongoing, collaborative effort to achieve gender equity and create inclusive environments for work and learning. In 2019-2020, the committee worked with the Office of Compliance, Office of Human Resources (Cultural & Linguistic Services, EID Coordinator, Office of Learning & Talent Development), Office of the Secretary of the Academic Staff and Academic Staff Survey Work Group, Office of the Secretary of the Faculty, University Health Services Prevention team, and WISELI.

**Awards & Recognition.** The committee congratulates recipients of UW-Madison’s Outstanding Women of Color Awards, all of whom are prominent on campus and in the broader community for their notable professional accomplishments and efforts to achieve social justice:

**UW-Madison – 13th Annual Outstanding Women of Color Awards**
Desiree Bates, Computational Chemistry Leader, Chemistry, College of Letters & Science
Shiva Bidar-Sielaff, Chief Diversity Officer, UW Health and City of Madison Alder (District 5)
Gina Green-Harris, Director, Center for Community Engagement & Health Partnerships, School of Medicine & Public Health
Eden Inoway-Ronnie, Chief of Staff, Office of the Provost
Laura Minero-Meza, Doctoral Student, Counseling Psychology, School of Education
Ahna Skop, Professor, Genetics, College of Agricultural & Life Sciences
Jasmine Zapata, Assistant Professor (CHS), Pediatrics, School of Medicine & Public Health and Centennial Scholar, UW Institute for Clinical & Translational Research

Award recipients were announced at the Diversity Forum and recognized at a campus-wide reception: [2019-2020 UW-Madison Outstanding Women of Color Awards Reception](#) (5 March 2020).

The committee joins the Women Faculty Mentoring Program in celebrating excellent mentoring of women assistant professors:
2019 Slesinger Awards for Excellence in Mentoring
Beth Meyerand, Professor, Biomedical Engineering, College of Engineering and Medical Physics, School of Medicine & Public Health
Joan Schmit, Professor, Risk & Insurance, Wisconsin School of Business

This year’s awards were generously supported by the Women’s Philanthropy Council Collaborative Giving Project and the Irvine Women Faculty Mentoring Program Fund. Each recipient designated a gift of $2,500 to a university initiative.

CWU Survey. Twenty-five years after fielding a survey of women faculty and academic staff to establish priorities for the newly created Committee on Women in the University, CWU developed a contemporary survey to “take the pulse” of campus and learn what employees of all genders believe are most important areas for continuing and new effort as the committee continues its work to advance the status of women at UW-Madison. The survey was fielded to women faculty and academic staff in late spring, generating more than 2,600 responses. 95% of individuals who started to fill out the survey submitted a response. Additional waves to include perspectives of postdocs and university staff are planned. A combination of factors, including timing of other institutional surveys, Fair Labor Standards Act (FSLA) reviews, Title & Total Compensation Project efforts, and the university’s COVID-19 response, have strained OHR’s capacity and prevented the committee from offering translations in Hmong, Mandarin, Nepali, and Tibetan. The Office of the Secretary of the Faculty supported translation of the survey instrument into Spanish.

Diversity & Inclusion. CWU strives to act in ways that foster diversity and inclusion. In 2019-2020,
  • Jennifer Hanrahan represented the committee on the Outstanding Women of Color Awards selection committee for UW System’s Outstanding Women of Color in Higher Education Award and UW-Madison’s Outstanding Women of Color Awards.
  • In December 2019, CWU leadership and members participated in a DDEEA hosted “Joint C’s” meeting intended to strengthen collaborations among DEI-focused divisional bodies and shared governance committees. CWU followed up by inviting Deputy Vice Chancellor & Chief Diversity Officer Patrick Sims to discuss possible ways to strengthen the impact of shared governance collaborations and actions.
  • Following an inaugural DDEEA call for proposals, CWU members participated in the selection process for 2020 Diversity Forum breakout sessions.
  • In May 2020, CWU unanimously endorsed a Resolution to Support UW-Madison DACA Employees prepared and adopted by the Committee for Immigration & International Issues.

Family Leave. In January 2020, Lindsey Stoddard Cameron presented draft Family Leave Work Group recommendations and invited feedback. Committee members suggested leading with an envisioned optimal state and presenting recommendations in that context, and provided links to research on “presentism” to augment the work group’s understanding of institutional benefits of providing FMLA-related leave.

Sexual Assault and Sexual Misconduct. In December 2019, Amanda Jovaag (Director of Prevention and Campus Health Initiatives, UHS) and Katherine Loving (Healthy Campus Team Manager, UHS) shared preliminary findings from UW-Madison’s 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 measured knowledge of campus resources and level of trust in the campus response to sexual misconduct. About 22% of UW-Madison students asked to take the survey responded. 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, 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. 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. 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. A coordinating council is convening to review feedback from campus listening sessions held in November and is expected to report on steps the university could take in Spring 2020. Committee members asked numerous clarifying questions about survey response data and discussed how CWU could best contribute to environmental change. The committee and UHS colleagues drew connections between the 2015 and 2019 AAU surveys and the Color of Drinking survey fielded by UHS and discussed how CWU might contribute to UHS/campus efforts to implement the Culture of Respect program at UW-Madison. Kate Moran will serve as a liaison from CWU to the Culture of Respect implementation team.

**Women & Leadership Symposium.** CWU continues to partner with women deans, the Office of Human Resources, the Women’s Philanthropy Council, and others to present the *UW-Madison Women & Leadership Symposium* each summer. In December 2019, the committee recommended future speakers and topics for the symposium and related Coffee & Conversation Series. While the COVID-19 pandemic precluded a face-to-face symposium in Summer 2020, the planning team has committed to develop a number of e-learning events.

The committee thanks the Women’s Philanthropy Council for continuing to underwrite the symposium and for sponsoring follow-up “Coffee & Conversation” programming presented by the Office of Learning & Talent Development and UW-Madison’s women deans. Since 2010, the Women’s Philanthropy Council has generously provided $92,500 in support.

**III. Data on Women Faculty & Staff**

In April and May 2020, Jenn Sheridan, Executive & Research Director of the Women in Science & Engineering Leadership Institute (WISELI) presented findings from the most recent WISELI Faculty Work Life Survey, with a strong focus on intersectionality. She described responses to questions about campus climate, harassment, employee satisfaction, perceptions of “fit,” and workplace climate. Group differences in experience of campus climate persist, with women, faculty of color, faculty with disabilities, and faculty pursuing research outside the mainstream of their departments, and faculty in the arts and humanities reporting more negative experiences. More respondents believe harassment is taken seriously and more believe they know what steps to take than in past years. Women with disabilities and women in the LGBTQ community report experiencing harassment significantly more frequently than peers and are less likely to believe the process for addressing concerns is effective. Satisfaction with research resources, teaching resources, salary, career progression, and general job satisfaction is significantly better for women faculty in 2019 compared to 2016. Significant gender differences in satisfaction with resources for research, teaching, outreach have disappeared. Women, faculty of color, faculty with disabilities, Arts & Humanities faculty, and faculty with “non-mainstream” research interests are less satisfied with job and career progression. Satisfaction and concomitant intent to stay are linked to having high quality, positive, collegial relationships with colleagues and students. Strong research collaborations are especially important. Salary and administrative burden remain frequently cited reasons for dissatisfaction. For women, top reasons to leave UW-Madison include reducing stress, work environment, and concerns about the direction of state government. While, overall, intent to leave is decreasing, faculty of color, “non-mainstream” faculty, and tenured faculty are significantly more likely to leave UW-Madison in the next three years compared to their peers. Women of color cited different reasons for leaving: to improve prospects for tenure and promotion, find a more supportive work environment, be near extended family, quality of life in Madison, racial/ethnic disparities and cultural/identity needs. Women of color were less likely to remain than other women due to collaborations with colleagues, quality of life in Madison, and proximity to extended family. This research highlights the importance
of continuing efforts to improve workplace climate and interpersonal interactions and mentoring.

Statistical Computing Specialist, Social Sciences Computing Cooperative Statistical Computing Specialist Russell Dimond shared cognate data from the most recent survey of Academic Staff Work Life Survey. Not surprisingly, academic staff members’ climate experiences and perceptions largely parallel those of faculty peers. Academic staff report having less faith in processes for resolving complaints related to sexual harassment and other hostile or intimidating behaviors. The most striking findings related to workload, with many academic staff reporting they are working more hours, have a workload that is too heavy, regularly do work outside of their primary duties to accommodate for positions that have been eliminated or are not currently staff, and that fulfilling additional responsibilities keeps them from doing important parts of their primary job. These experiences coincide with worse perceptions of workplace climate, more frequent reports of experiencing hostile or intimidating behavior, greater dissatisfaction with work, and increased likelihood of intent to leave.

In AY 2020-2021, CWU looks forward to learning about findings and outcomes of the Spring 2020 EID Survey, which collects feedback about the work experience and workplace environment for employees in VCFA divisions in order to make continual improvements in the areas of employee engagement, inclusion, diversity, and well-being.

CWU will also work with the Office of Academic Planning & Analysis and WISELI to continue monitoring longitudinal institutional data on women employees.

IV. Current and Future Issues or Concerns

In 2020-2021, the committee will focus on:

- CWU survey of employees
- Flexibilities and resources for employees who are caregivers
- Impacts of alcohol on safety and campus climate

and priorities identified by the committee in Fall 2020.
V. Recommendation

On 13 May 2020, the committee voted to recommend changing Faculty Policies & Procedures 6.56., to replace the name Committee on Women in the University with the name Committee for Women in the University, reflecting contemporary perspectives and language.

VI. Committee Membership

Committee on Women in the University, 2019-2020

<table>
<thead>
<tr>
<th>Faculty:</th>
<th>Member Term</th>
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<tbody>
<tr>
<td>Cécile Ané</td>
<td>Botany and Statistics 2019 2022</td>
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<tr>
<td>Vaishali Bakshi</td>
<td>Psychiatry 2019 2021</td>
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<tr>
<td>Marah Curtis (co-chair)</td>
<td>Social Work 2016 2022</td>
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<tr>
<td>Aslı Göçman</td>
<td>Geography 2019 2023</td>
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<tr>
<td>Christina Hull</td>
<td>Biomolecular Chemistry 2019 2022</td>
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<tr>
<td>Beth Larson</td>
<td>Kinesiology 2018 2021</td>
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<td>Academic Staff:</td>
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<td>Chariti Gent</td>
<td>Liberal Arts &amp; Applied Studies 2019 2022</td>
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<tr>
<td>Elizabeth Jach</td>
<td>Office of the Dean, School of Education 2018 2021</td>
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<tr>
<td>Kristi Obmascher</td>
<td>Academic Affairs &amp; Programs, DCS 2018 2021</td>
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<tr>
<td>Liz Sadowski</td>
<td>Radiology 2017 2020</td>
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<tr>
<td>Suzanne Swift</td>
<td>Office of the Provost 2018 2020</td>
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<tr>
<td>Rachael Willits</td>
<td>Dean of Students Office 2016 2022</td>
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<tr>
<td>University Staff:</td>
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<tr>
<td>Lydia Dalton</td>
<td>Pyle Center, General Services Spring 2020</td>
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<tr>
<td>Jennifer Furger</td>
<td>Learning &amp; Talent Development, OHR 2019 2020</td>
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<tr>
<td>Jennifer Hanrahan</td>
<td>Office of the Provost 2017 2020</td>
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<tr>
<td>Laura Ketterhagen</td>
<td>Wisconsin Energy Institute Fall 2019</td>
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<tr>
<td>Kate Moran (co-chair)</td>
<td>Transportation Services, FP&amp;M 2016 2019</td>
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<tr>
<td>Sandy Peterson</td>
<td>Wisconsin Union 2018 2019</td>
</tr>
<tr>
<td>April Schaaf-Jozefowski</td>
<td>Business Services, FP&amp;M 2018 2021</td>
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<tr>
<td>Post-Doctoral Fellow:</td>
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<tr>
<td>Elizabeth Aisenbrey</td>
<td>Surgery 2019 2019</td>
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<tr>
<td>Students:</td>
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<tr>
<td>Dana Maltby</td>
<td>Graduate Student 2019 2020</td>
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<tr>
<td>Sara Park</td>
<td>Undergraduate Student 2018 2020</td>
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<tr>
<td>Ex-Officio/Non-Voting:</td>
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<tr>
<td>Patrick Sims</td>
<td>Office of the Provost, Diversity &amp; Climate 2013 2020</td>
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<tr>
<td>Torsheika Maddox (designee)</td>
<td>Office of the Vice Provost &amp; CDO 2015</td>
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<tr>
<td>Luis Piñero</td>
<td>Office for Equity &amp; Diversity 1999</td>
</tr>
<tr>
<td>Staff:</td>
<td></td>
</tr>
<tr>
<td>Lindsey Stoddard Cameron</td>
<td>Office of the Secretary of the Faculty 1996</td>
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</tbody>
</table>
I  CHARGE

PROFS, the Public Representation Organization of the Faculty Senate, is a non-profit organization established by the Faculty Senate in 1976. The function of PROFS is to represent the UW-Madison faculty’s interests – with particular emphasis on compensation and benefits, the university budget, legislation affecting the university and important regulatory issues – before the state legislature, the governor, other state and federal governmental agencies, the U.S. Congress, and the public.

II  PARTICIPATION

PROFS is a voluntary dues-supported organization, funded through payroll deductions by faculty. Contributions are one-tenth of one percent of one’s salary deducted once each month in which salary is earned.

III  ORGANIZATION

Leadership
The elected members of the University Committee serve as the board of directors of PROFS. For the 2016-17 academic year, the following individuals served on the Board of Directors:

- Terry Warfield*, chair (Accounting)
- Steven Ventura (Environmental Studies and Soil Science)
- Paul Campangola (Biomedical Engineering)
- Kirsten Wolf* (German, Nordic & Slavic)
- Erica Halverson (Curriculum & Instruction)
- Eric Sandgren* (Pathobiological Sciences)

Much of the day-to-day work of PROFS occurs under the supervision of the president and steering committee. Dorothy Farrar Edwards served as president from August 2017 through May 2020. Michael Bernard-Donals was named president in June 2020. The 2019-20 members of the PROFS Steering Committee consisted of:

- Dorothy Farrar Edwards (Kinesiology), former University Committee member, President
- Michael Bernard-Donals (English and Jewish Studies) former University Committee member
- Barbara Bowers (Nursing), former University Committee member
- Thomas Broman (History, Emeritus), former University Committee member
- Barry Burden (Political Science)
- Judith Burstyn (Chemistry), former president, former University Committee member, member of the Faculty Senate
- Bradley Christian (Medical Physics)
- Julie Dawson (Horticulture)
- Nicholas Hillman (Educational Leadership & Policy Analysis)
- Ruth Litovsky (Communications Sciences & Disorders)
- Kristyn Masters (Biomedical Engineering)
- Beth Meyerand (Biomedical Engineering), former University Committee member
- Eric Raimy (English)
-2-

- Steph Tai (Law)
- Anja Wanner (English), former University Committee member
- Timothy Yu (English and Asian American Studies)
- Plus University Committee members, noted with an * above

**PROFS Bylaws**
The bylaws of PROFS (on file in the PROFS office) specify the University Committee serves as the PROFS board of directors. The steering committee consists of at least three current members of the University Committee; at least three members with prior experience on the University Committee; one or more at-large members selected from the UW-Madison faculty; at least one member from the Faculty Senate; and one member of the Commission on Faculty Compensation and Economic Benefits. Members who do not serve on the University Committee serve three-year renewable terms. Current University Committee members may serve renewable one-year terms.

**Legislative Representative**
Jack O’Meara continued to serve as PROFS Legislative Representative. Mr. O’Meara meets regularly with the board of directors and the steering committee to update them on legislative proposals affecting the faculty, establish PROFS’ positions on legislation, and determine action. Mr. O’Meara meets with individual legislators and other officials at appropriate times to discuss PROFS issues and urge support of the faculty’s position. PROFS arranges for members of the steering committee and other faculty members to meet with legislators, state officials, regents, the media and the general public, and to testify for or against key legislation.

**Administration**
Michelle Felber is the half-time administrator and website/social media editor. She communicates regularly with faculty with email and through posts to the PROFS website, Facebook, and Twitter and manages the banking and accounts payable. SVA prepares annual taxes and the PROFS president or secretary/treasurer signs checks. The by-laws were amended in 2011 to require a financial review at least every three years. A financial review was completed by SVA in 2017 and is available in the PROFS office for review.

**Lobbying**
As an organization engaged in lobbying, PROFS is required to register with and report to the State of Wisconsin Ethics Commission, filing a lobbying report twice each year. PROFS also reports its interest in any legislative bill, proposal, or budget item, and if it is taking a position, its positions. All reporting is available on the Ethics Commission website, lobbying.wi.gov.

**IV COMMUNICATION**
PROFS communicates regularly with all faculty through e-mail updates and posts to the PROFS website (profs.wisc.edu), Facebook (facebook.com/PROFSUWMadison) and Twitter (@PROFSUWMadison). Communication through social media continues to grow. PROFS has more than 600 Twitter followers and Facebook posts were regularly read by hundreds of Facebook users.
V  MEMBERSHIP

PROFS reaches out to new faculty every fall and continues outreach efforts to veteran faculty members. Revenue from membership held steady. In cultivating membership, PROFS emphasizes its past achievements, including:

• Help securing $86 million in state-supported bonding for UW-Madison Chemistry Building project
• Led campaign for pre-tax retirement contributions, saving faculty about $1,800 per year
• Implementation of first-day health insurance coverage

PROFS also emphasizes its platform for the future:

• Improved state funding for the UW budget, including competitive compensation for all faculty
• Improved communication between faculty and members of the Legislature
• Increased funding for graduate education and research

For more than 40 years, PROFS has played a key role in advocating for UW-Madison and its faculty. PROFS’ sole charge is to advocate on behalf of faculty and needs continued support of the faculty to maintain its efforts. Faculty are always welcome to support PROFS by completing the form in the PROFS brochure or on PROFS web site, profs.wisc.edu.

VI  2019-20 LOBBYING & LEGISLATION: PROFS’ ACTIONS AND POSITIONS

PROFS was active during the 2019-20 legislative session, meeting with key legislative and university leaders. PROFS participates in more informal discussions, sending emails, making telephone calls, stopping in offices, and talking with people at meetings and in the halls of the Capitol. Over the course of the academic year, PROFS met with UW System Interim President Tommy Thompson, Regent Tracey Klein, Senate Majority Leader Scott Fitzgerald, and Governor Tony Evers.

Legislation

Assembly Bill 38 “Mark Cook Bill” After several years of work, this bipartisan legislation passed and was signed into law (2019 Wisconsin Act 36) in November. This was legislation that PROFS had drafted. PROFS reached out to legislators from both sides of the political aisle to serve as authors and co-sponsors. PROFS then built a coalition of university and pro-research groups to advocate for the legislation and worked with legislators on minor changes to get it through the Legislature. The law expedites and strengthens the process for Board of Regent approval of projects that involve companies or non-profit organizations in which faculty or staff have a financial interest. Members of PROFS, along with Mark Cook’s family members, were present at the bill signing with Governor Tony Evers.

Campus Speech Bills (AB 444/SB 403) This legislation required the Board of Regents to adopt a policy on campus speech, including outlining specific disciplinary actions for those who violate the policy. PROFS registered against these bills and offered a strong statement in opposition at a public hearing in January.

Extension Funding and Hours (AB 627/SB 563 and AB 556/SB 497) The first bills provided UW-Madison with $1 million for applied agricultural research conducted by Extension faculty and staff. The second legislation required the development of policies to monitor extension and outreach efforts by state agricultural specialists at four campuses including UW-Madison. PROFS worked with CALS faculty and
legislators to improve this legislation and registered in favor of the first pair of bills. PROFS Board member Steve Ventura testified in support of SB 563 in January.

**Assembly Bill 449 and Senate Bill 397, bipartisan legislation that would return strong shared governance to state statutes.** PROFS worked with the bills’ authors on this legislation and is registered in support of the bills, which would restore provisions related to shared governance at UW System institutions to the form they existed prior to the passage of the 2015-17 state budget.

**Assembly Bill 463 and Senate Bill 417, which would restore strong tenure language to state statutes** PROFS worked with the bills’ authors and registered in favor of the bills.

**Pay Plan** In December, PROFS sent a letter to the co-chairs of the Joint Committee on Employment Relations (JCOER) requesting them to schedule a meeting to approve the two 2-percent raises for state employees, including UW-Madison faculty, passed by the Joint Committee on Finance earlier in the year. A meeting to approve the raises was scheduled soon after the letter was sent and the first of the two raises went into effect on January 5.

**UW System**

UW System President Ray Cross announced his retirement in October and the Board of Regents moved swiftly to begin the search process. PROFS was deeply concerned that the search committee named by Regent President Andrew Petersen did not include any faculty or staff. PROFS strongly encouraged Petersen to add faculty and staff to the committee, but Petersen declined. Ultimately, the search failed and former Governor Tommy Thompson was named interim president in June. Thompson reached out to PROFS even before he took over as interim president, and he met with the PROFS Steering Committee in late June. PROFS offered a statement in support of the selection of Thompson.

**Outreach to Legislative Candidates**

In May, the PROFS Steering Committee met with Kelda Roys, a candidate for the State Senate seat, representing UW-Madison and much of Madison, being vacated by long-time Senator Fred Risser. Roys is a former state representative who worked closely with PROFS on some issues during her tenure in the State Assembly. Roys ultimately won the Democratic primary and general election, and has been sworn in as the senator for the 26th Senate District.

Also during 2019-20, PROFS began planning for outreach to other legislative candidates.

**VII FEDERAL RELATIONS PROGRAM**

Due to the pandemic, Jack’s planned trip to Washington, DC was cancelled.

Chemistry professor Judith Burstyn continued as a member of Congressman Mark Pocan’s higher education advisory committee. Pocan is a member of the House Appropriations Committee and its Labor, Health and Human Services and Education Subcommittee.

**VII CAMPUS OUTREACH**

**Why Does College Cost So Much? Forum** PROFS hosted a forum on the cost of higher education on Thursday, October 24. The forum featured David Feldman, a professor of economics at William & Mary,
UW System Regent Tracey Klein, and Laurent Heller, UW-Madison Vice Chancellor for Finance and Administration. The event was cosponsored by the university’s Tommy G. Thompson Center on Public Leadership.
Proposed Change to *Faculty Policies and Procedures*: the Addition of a New Section, 7.16, Promotion from Associate Professor to Professor

The document presented for a first reading varies so significantly from the previous document that a redlined version is not available. Here is a list of significant differences between that previous document and this one.

- Changed Title to remove “Full Professor.”
- Requires departments to review associate professors for promotion to professor no later than their first post-tenure review. This review can be delayed by the consent of the department and the associate professor. Requires departments to review associate professors for promotion every year following the first year they are considered.
- Does not require letters of recommendation. Associate professors can request to have letters included even if a department does not require them.
- Allows CFRR to remand a promotion decision back to the department.

7.16. PROMOTION FROM ASSOCIATE PROFESSOR TO PROFESSOR

A. GUIDANCE

Promotion from the rank of associate professor to that of full professor should be guided by a clear, written policy on the criteria and process for promotion within each department (see 7.16.B below). Schools and colleges may determine parameters for departmental policy. While the departmental policy should not establish absolute metrics of scholarship, it should define types of scholarly work (teaching, service, outreach/extension and research/scholarly productivity) that are expected for promotion. Copies of both school or college and departmental policies should be sent to the appropriate dean’s office (for department policies), the Office of the Provost, and the Office of the secretary of the faculty.

B. CRITERIA FOR PROMOTION

1. Promotion to the rank of full professor is granted following an affirmative recommendation of a subset of the departmental executive committee, consisting of the full professors on the executive committee (hereafter referred to as the “Council of Full Professors”), to that effect. In lieu of a Council of Full Professors, departments may instead use a smaller subset of the executive committee consisting only of tenured full professors to vote on promotion cases.

A minimum of three full professors is required for a Council of Full Professors. Any department that does not have at least three full professors must appoint, by a vote of its executive committee, enough full professors from other departments to bring the complement of full
professors on the Council to three. The appointed full professor(s) will serve until there are at least three full professors on the departmental executive committee.

2. In applying its professional judgment to the decision of whether to recommend promotion, the Council of Full Professors has the obligation to exercise its discretion in the interest of improving the academic and professional quality of the department; departmental executive committees may not decline to recommend promotion for any reasons which are legally impermissible or which violate principles of academic freedom. The basic standard for review shall be whether the faculty member under review has met criteria consistent with the rank of full professor as established in its guidelines (see 7.16.B.3 below). Special care should be taken to ensure that the scholarly productivity of jointly appointed and interdisciplinary faculty is appropriately evaluated.

3. The articulated standards in each department shall be consistent with the criteria for excellence held by peer institutions and with disciplinary conventions. In general, promotion should be based on the record of scholarly work (teaching, service, outreach/extension and research/scholarly productivity) and should not be taken for reasons of salary, status, or retention. Promotion is not acquired solely because of the number of years of service. These criteria and standards shall be consistent with, and indeed may be a subset of, those established under section FPP 7.17.B. (“Post-Tenure Review: Criteria”).

4. A copy of the criteria and standards described in 7.16.B.3 shall be furnished to all persons hired into the rank of associate professor and to all newly tenured faculty members, in accordance with FPP 5.21.D.1

5. Notwithstanding the responsibility of the departmental executive committees to provide for the guidance and mentoring of all faculty members, it is the faculty member’s responsibility to meet the criteria for promotion as determined by the department.

6. These criteria and standards shall be periodically reviewed by the executive committee of each department and the relevant school or college Academic Planning Council(s).

C. PROCEDURES

1. FPP 5.21.D requires that departmental executive committees shall consider each of its associate professors’ progress toward promotion to full professor status either during part of its periodic review of tenured faculty (including post tenure review described in FPP 7.17) or separately.

2. Associate professors must be reviewed for promotion to full professor no later than the occasion of their first post-tenure review (performed in the fifth year) under section FPP 7.17; if not promoted, they must be reviewed for promotion annually thereafter. Delays or changes to this review schedule may be made by mutual agreement between the associate professor and the department chair.
3. If an associate professor being considered for promotion has a joint appointment, the department designated as the principal sponsor of the appointment will take the primary role in the evaluation process. The involvement of other department(s) in the review should follow the process outlined in the faculty member’s appointment letter or other agreement between the departments.

4. The associate professor will provide the Council of Full Professors with materials as outlined in the departmental policy such as a current curriculum vitae, annual activity reports, publications, grant proposals, and other scholarship; summary of teaching and student evaluations; and evidence of service (both at UW-Madison and to the profession more broadly), outreach, governance, and administrative work.

5. For departments requiring outside letters of evaluation as part of the process of evaluating the scholarly work (in teaching, service, outreach/extension and research/scholarly productivity) of associate professors being considered for promotion, the number of letters (typically three or more), confidentiality, and selection of references will be outlined in the departmental policy. For departments where outside letters are not required by the department, the associate professor may request that outside letters be solicited and included in the materials. To address requests for letters from associate professors, departments should include the process for outside letters in their policy regardless of whether they are required or not.

If a department adds a requirement for outside letters, faculty members who were promoted to associate professor with tenure before the date the change is approved by the executive committee may opt to prepare their cases for promotion to full professor without outside letters.

6. A written evaluation of the associate professor’s work and supporting documentation across all areas of scholarship (teaching, service, outreach/extension and research/scholarly productivity) needs to be submitted to the Council of Full Professors before a vote is taken.

7. The Council of Full Professors will meet to discuss and vote on the advancement of associate professors to the rank of professor. The vote should follow the procedures outlined in the department policy and be based on the record of scholarly work (in teaching, service, outreach/extension and research/scholarly productivity), and should not be taken for reasons of salary, status, or retention.

8. Once the vote has been taken, the faculty member shall be notified of the decision by the department chair in writing within five business days of the decision. If the decision is adverse, reasons for the decision will be included.

9. A Council of Full Professors recommendation of promotion to full professor shall be transmitted by the department chair to the dean. The dean will then follow the process for approval or denial of promotion recommendations as outlined by school/college policy.

UW-Madison Fac Doc 2879 Rev 2 – 1 February 2021
Promotions typically take effect on July 1 for faculty on 12-month appointments and at the start of the contract year in August for faculty on 9-month appointments.

D. DUE PROCESS, RECONSIDERATIONS AND APPEALS

1. A faculty member receiving a negative outcome may request within ten business days of receiving the written decision a reconsideration by the Council of Full Professors. The meeting shall be held within twenty calendar days after the faculty member concerned requests reconsideration.

2. The faculty member concerned shall have an opportunity to attend the reconsideration meeting accompanied, if they wish, by a representative of their choice, to respond to the statement of reasons, and to present any written or oral evidence or arguments relevant to the decision.

3. Reconsideration is not a hearing, nor an appeal, and shall be nonadversary in nature.

4. Within five business days following the reconsideration, the chair shall convey the decision of the Council of Full Professors to the faculty member concerned in writing. If the decision is adverse, the faculty member may appeal to the dean. The dean has fifteen calendar days to consider the faculty member’s appeal and render a decision in writing. In cases when an adverse decision is upheld by the dean, that decision may be appealed to the Committee on Faculty Rights and Responsibilities (CFRR) (see 4 below).

5. Should a departmental decision on promotion be positive, and that decision is reversed by the dean, the faculty member will be notified in writing of the dean’s decision and the reasons for the decision within five business days. The faculty member may appeal a dean’s adverse decision to CFRR (see 4 below).

6. In the event of an adverse decision by the Council of Full Professors or by the dean, the faculty member will have twenty calendar days from the date of the decision to appeal to CFRR. The CFRR will decide on the validity of the appeal – basing its assessment on whether or not the decision on promotion was based in any significant degree on impermissible factors outlined in UWS Administrative Code 3.08[1][a], [b], and [c] and will transmit its findings to the faculty member concerned, the department chair, the department’s Council of Full Professors, the dean, and the provost.

If CFRR finds that a decision in 7.16.D.2 or 7.16.D.3 was based in any significant degree on impermissible factors, it may remand the case back to the department or ask the provost, in consultation with the Divisional Committee Review Council (DCRC) (FPP 7.17.C.7) to make the final decision on promotion. That decision will be rendered within 30 calendar days of the date of the CFRR report. The provost’s decision will be final.

7. In the event of an adverse decision that the faculty member chooses not to appeal or appeals without success, the chair will meet with the faculty member to discuss how to create a stronger case for promotion.

______________________________

UW-Madison Fac Doc 2879 Rev 2 – 1 February 2021
8. A negative decision on promotion does not preclude consideration in subsequent years.
Changes to Faculty Policies and Procedures Chapter 6. Amending FPP 6.25.B
(Budget Committee)

6.25. Budget Committee

B. FUNCTIONS.

1. Advises and makes recommendations to the chancellor, the provost, and the vice chancellor for finance and administration on institutional budget issues including matters of compensation and economic benefits for all employees, long-range financial strategies, state biennial budget proposals, and allocations to schools, colleges, and divisions.

Changes to Faculty Policies and Procedures Chapter 6. Amending FPP 6.54.B
(University Committee)

6.54. The University Committee

B. FUNCTIONS.

6. Makes recommendations to improve faculty compensation and economic benefits to the faculty or (with the approval of the Faculty Senate) to the administration; may also make such recommendations (with the approval of the Faculty Senate and in coordination with PROFS) to the Board of Regents, the governor, and the legislature. May prepare studies of faculty economic needs and desires (or delegate preparation of such studies) to inform its recommendations concerning faculty compensation and economic benefits. Matters of governance, including decisions affecting individual faculty concerning recruitment, retention, promotion, merit increases, and workloads, are reserved to the department, school and college faculties.

Changes to Faculty Policies and Procedures Chapter 6. Striking FPP 6.34

Text to be struck:

6.34. FACULTY COMPENSATION AND ECONOMIC BENEFITS, COMMISSION ON.
A. MEMBERSHIP. The Commission on Faculty Compensation and Economic Benefits shall consist of the following members:

1. Nine faculty members elected for three-year terms. Not more than three members shall be from a single faculty division. At least two members shall be nontenured faculty members at the
time of their election. For purposes of coordination, the chair of the University Committee or his/her designated representative shall be an ex officio nonvoting member.

2. No elected member of the commission may serve concurrently on the University Committee.

B. FUNCTIONS.

1. Concerns itself primarily with improving economic benefits for the faculty. Matters of governance, including decisions affecting individual faculty concerning recruitment, retention, promotion, merit increases, and workloads, are reserved to the department, school, and college faculties.

2. Prepares for the information of the faculty, studies of faculty economic needs and desires, including such comparative data from other universities and professional fields as it deems necessary.

3. Prepares for the Faculty Senate, recommendations concerning faculty compensation and economic benefits for transmission to the administration, the Board of Regents, the governor, and the legislature.

4. Represents the faculty in discussions, hearings, and other appropriate settings to present faculty policy recommendations and requests dealing with faculty compensation and economic benefits.

5. Coordinates its activities with those of the Academic Staff Committee to ensure concerted action on economic issues common to faculty and academic staff.
Candidates for the Faculty-elected Committees Spring 2021

Polls open at 4/5/2021 4:00 PM and close at 11:59 PM on 4/18/2021
Election will be conducted through committeetracker.wisc.edu

UNIVERSITY COMMITTEE

MEMBERSHIP: 6 faculty; no more than three members shall be from a single school or college; at least one member shall be from each division.
See committeetracker.wisc.edu/Committee/Details/414 for more information about UC functions.

<table>
<thead>
<tr>
<th>Continuing members</th>
<th>Term ends</th>
<th>Department</th>
<th>Division</th>
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<tbody>
<tr>
<td>Eric Sandgren</td>
<td>2022</td>
<td>Vet/Pathobiological Sciences</td>
<td>Biological Sciences</td>
</tr>
<tr>
<td>Erica Halverson</td>
<td>2022</td>
<td>Edu/Curriculum &amp; Instruction</td>
<td>Social Sciences</td>
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<tr>
<td>Kristyn Masters</td>
<td>2023</td>
<td>Engr/Biomedical Engineering</td>
<td>Physical Sciences</td>
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<tr>
<td>Lauren Papp</td>
<td>2023</td>
<td>School of Human Ecology</td>
<td>Social Sciences</td>
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</tbody>
</table>

1 seat up for election
Term 2021-2024
Vote for 2
- Faisal Abdu’Allah, Edu/Art (Arts & Humanities)
- Susan Thibeault, SMPH/Surgery (Biological Sciences)
- Mary Halloran, L&S/Integrative Biology (Biological Sciences)
- Fernando Tejedo-Herrero, L&S/Spanish & Portuguese (Arts & Humanities)

COMMITTEE FOR FACULTY RIGHTS AND RESPONSIBILITIES

MEMBERSHIP: 9 faculty; at least 1 and no more than 3 members from a single division.
See committeetracker.wisc.edu/Committee/Details/378 for more information about CFRR functions.

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Anja Wanner</td>
<td>2022</td>
<td>L&amp;S/English</td>
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<tr>
<td>Jenny Gumperz</td>
<td>2022</td>
<td>SMPH/Medical Microb &amp; Imm</td>
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<tr>
<td>Robert Radwin</td>
<td>2023</td>
<td>Engr/Industrial &amp; Systems</td>
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<tr>
<td>Jeffrey Beneker</td>
<td>2023</td>
<td>L&amp;S/CANES</td>
</tr>
<tr>
<td>Vikas Singh</td>
<td>2023</td>
<td>SMPH/Biostat &amp; Med Informatics</td>
</tr>
<tr>
<td>Izabela Szlufarska</td>
<td>2024</td>
<td>Engr/Materials Science</td>
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3 seats up for election
Term: 2021-2024
Vote for to 3
- Jennifer Ratner-Rosenhagen, L&S/History (Arts & Humanities)
- Cecelia Klingele, Law School (Social Sciences)
- Ricki Colman, SMPH/Cell & Regenerative Biology (Biological Sciences)
- Laura Hernandez, CALS/Animal & Dairy Sciences (Biological Sciences)
- Armando Ibarra, DCS/School for Workers & L&S/ Chicana/o and Latina/o Studies (Social Sciences)
- Tracy Schroepfer, L&S/School of Social Work (Social Sciences)
- Rebekah Willett, L&S/Information School (Social Sciences)
UNIVERSITY LIBRARY COMMITTEE
FACULTY MEMBERSHIP: 8 faculty, 2 from each faculty division; 2 of these elected each year. See committeetracker.wisc.edu/Committee/Details/394 for more information about ULC functions and other membership details.

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<tr>
<th>Continuing Faculty members</th>
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<th>Division</th>
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<tbody>
<tr>
<td>Amy Trentham Dietz</td>
<td>2022</td>
<td>SMPH/Pop Health Sciences</td>
</tr>
<tr>
<td>Sean Fain</td>
<td>2022</td>
<td>SMPH/Medical Physics</td>
</tr>
<tr>
<td>Duncan Carlsmith</td>
<td>2023</td>
<td>L&amp;S/Physics</td>
</tr>
<tr>
<td>Matthew Berland</td>
<td>2023</td>
<td>Edu/Curric &amp; Instruction</td>
</tr>
<tr>
<td>Rania Huntington</td>
<td>2024</td>
<td>L&amp;S/Asian Lang &amp; Cultures</td>
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<tr>
<td>Anne Vila</td>
<td>2024</td>
<td>L&amp;S/French &amp; Italian</td>
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</table>

2 seats up for election

Seat 1: Physical Sciences Division
Term: 2021 - 2025
Vote for 1
- Matthew Ginder-Vogel, Engr/Civil & Environmental Engineering
- Alfred Hartemink, CALS/Soil Science

Seat 2: Social Sciences Division
Term: 2021-2025
Vote for 1
- Kristen Pecanac, School of Nursing
- Catherine Smith, L&S/Information School

COMMITTEE ON COMMITTEES
MEMBERSHIP: 10 faculty; 4 elected by the Faculty from each division; 2 appointed by and from the UC; and 1 member from each division appointed by the divisional committees. This year, a member of the Physical Sciences Division will be elected. See committeetracker.wisc.edu/Committee/Details/370/ for more information about CoC functions.

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<tr>
<th>Continuing members</th>
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<th>Division</th>
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<tbody>
<tr>
<td>Christine Seroogy</td>
<td>2022</td>
<td>SMPH/Pediatrics</td>
</tr>
<tr>
<td>Azadeh Davoodi</td>
<td>2022</td>
<td>ENG/Electrical &amp; Computer</td>
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<tr>
<td>Russell Shafer-Landau</td>
<td>2023</td>
<td>L&amp;S/Philosophy</td>
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<tr>
<td>Steph Tai</td>
<td>2023</td>
<td>Law School</td>
</tr>
<tr>
<td>Vijayasaradhi Setaluri</td>
<td>2024</td>
<td>SMPH/Dermatology</td>
</tr>
<tr>
<td>Christa Olson</td>
<td>2024</td>
<td>L&amp;S/English</td>
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<tr>
<td>Morton Gernsbacher</td>
<td>2025</td>
<td>L&amp;S/Psychology</td>
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1 seat up for election
Term: 2021-2025
Vote for 1: Physical Sciences Division
- Erika Marin-Spiotta, L&S/Geography
- Doug Reindl, Engr/Mechanical Engineering

ARTS & HUMANITIES DIVISIONAL COMMITTEE
MEMBERSHIP: 12 faculty; no more than two members shall be from one department. See https://committeetracker.wisc.edu/Committee/Details/695 for more information.

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<tr>
<td>Ramzi Fawaz</td>
<td>L&amp;S/English</td>
<td>2023</td>
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<tr>
<td>Victor Goldgel-Carballo</td>
<td>L&amp;S/Spanish &amp; Portuguese</td>
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<tr>
<td>Alan Rubel</td>
<td>L&amp;S/Information School</td>
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<tr>
<td>Alan Sidelle</td>
<td>L&amp;S/Philosophy</td>
<td>2023</td>
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<tr>
<td>Vlad Dima</td>
<td>L&amp;S/African Cultural Studies</td>
<td>2022</td>
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<tr>
<td>Brian Hyer</td>
<td>L&amp;S/Music</td>
<td>2022</td>
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<tr>
<td>Elizabeth Lapina</td>
<td>L&amp;S/History</td>
<td>2022</td>
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4 seats up for election
Term 2021-2024

☐ Christy Clark-Pujara, L&S/Afro-American Studies
☐ Baron Kelly, Edu/Theatre & Drama
☐ Sonja Klocke, L&S/German, Nordic, and Slavic
☐ Meg Mitchell, Edu/Art
BIOLOGICAL SCIENCES DIVISIONAL COMMITTEE
MEMBERSHIP: 12 faculty; only 6 members can be from one school or college, 1 per department. See [https://committeetracker.wisc.edu/Committee/Details/696](https://committeetracker.wisc.edu/Committee/Details/696) for more information.

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<tr>
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<tbody>
<tr>
<td>Michelle Ciucci</td>
<td>L&amp;S/Communication Sciences &amp; Disorders</td>
<td>2023</td>
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<tr>
<td>Ellen Hartenbach</td>
<td>SMPH/Obstetrics &amp; Gynecology</td>
<td>2023</td>
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<tr>
<td>Patrick Masson</td>
<td>CALS/Genetics</td>
<td>2023</td>
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<tr>
<td>Gillian McLellan</td>
<td>Vet/Surgical Sciences</td>
<td>2023</td>
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<tr>
<td>Jeri Barak</td>
<td>CALS/Plant Pathology</td>
<td>2022</td>
</tr>
<tr>
<td>David Eide</td>
<td>CALS/Nutritional Sciences</td>
<td>2022</td>
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<tr>
<td>Randy Kimple</td>
<td>SMPH/Human Oncology</td>
<td>2022</td>
</tr>
<tr>
<td>Gretchen Schwarze</td>
<td>SMPH/Surgery</td>
<td>2022</td>
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</tbody>
</table>

4 seats up for election
Term 2021-2024

- Weibo Cai, SMPH/Radiology
- Andrew Alexander, SMPH/Medical Physics
- Aaron Field, SMPH/Radiology
- Donna Neumann, SMPH/Ophthalmology & Visual Sciences
- JD Sauer, SMPH/Medical Microbiology & Immunology
- Kent Weigel, CALS/Animal & Dairy Sciences
- Tracy Baker, Vet/Comparative Biosciences
- Kristen Bernard, Vet/Pathobiological Sciences
SOCIAL SCIENCES DIVISIONAL COMMITTEE
FACULTY MEMBERSHIP: 12 faculty, 1 from each department.
See [https://committeetracker.wisc.edu/Committee/Details/374](https://committeetracker.wisc.edu/Committee/Details/374) for more information.

<table>
<thead>
<tr>
<th>Continuing members</th>
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<tbody>
<tr>
<td>David Bell</td>
<td>Edu/Kinesiology</td>
<td>2023</td>
</tr>
<tr>
<td>John Hawks</td>
<td>L&amp;S/Anthropology</td>
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</tr>
<tr>
<td>Kevin Palmer</td>
<td>EXT/Extension Faculty</td>
<td>2023</td>
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<tr>
<td>Don Hausch</td>
<td>Wisconsin School of Business</td>
<td>2022</td>
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<tr>
<td>Stephen Kilgus</td>
<td>Edu/Educational Psychology</td>
<td>2022</td>
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<tr>
<td>Barbara King</td>
<td>School of Nursing</td>
<td>2022</td>
</tr>
<tr>
<td>Michael Wagner</td>
<td>L&amp;S/School of Journalism &amp; Mass Communication</td>
<td>2022</td>
</tr>
</tbody>
</table>

4 seats up for election
Term 2021-2024

- J Michael Collins, School of Human Ecology
- Patricia Devine, L&S/Psychology
- Felix Elwert, L&S/Sociology
- Andrew Kydd, L&S/ Political Science
- Mariana Pacheco, Edu/Curriculum & Instruction
- Guanming Shi, CALS/Agricultural & Applied Economics
PHYSICAL SCIENCES DIVISIONAL COMMITTEE
MEMBERSHIP: 12 faculty; 1 per department. 4 should be from L&S, 3 from College of Engineering, 1 from CALS or Pharmacy.
See [https://committeetracker.wisc.edu/Committee/Details/694](https://committeetracker.wisc.edu/Committee/Details/694) for more information.

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<tbody>
<tr>
<td>Elena D’Onghia</td>
<td>L&amp;S/Astronomy</td>
<td>2023</td>
</tr>
<tr>
<td>Daniel Fredrickson</td>
<td>L&amp;S/Chemistry</td>
<td>2023</td>
</tr>
<tr>
<td>Luke Mawst</td>
<td>Engr/Electrical and Computer Engineering</td>
<td>2023</td>
</tr>
<tr>
<td>Ivan Rayment</td>
<td>CALS/Biochemistry</td>
<td>2023</td>
</tr>
<tr>
<td>Nick Balster</td>
<td>CALS/Soil Science</td>
<td>2022</td>
</tr>
<tr>
<td>Pam Kreeger</td>
<td>Engr/Biomedical Engineering</td>
<td>2022</td>
</tr>
<tr>
<td>John Lee</td>
<td>Engr/Industrial &amp; Systems Engineering</td>
<td>2022</td>
</tr>
<tr>
<td>Thad Walker</td>
<td>L&amp;S/Physics</td>
<td>2022</td>
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</tbody>
</table>

4 seats up for election
Term 2021-2024

- Paul Evans, Engr/Materials Science & Engineering
- Jaal Ghandhi, Engr/Mechanical Engineering
- Laurentiu Maxim, L&S/Mathematics
- Katherine McMahon, Engr/Civil & Environmental Engineering
- Thatcher Root, Engr/Chemical & Biological Engineering
GRADUATE FACULTY EXECUTIVE COMMITTEE
MEMBERSHIP: 16 faculty to represent the four divisions, 1 per department. See https://committeetracker.wisc.edu/Committee/Details/380 for more information.

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<tr>
<th>Continuing members</th>
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<tbody>
<tr>
<td>Robert Asen</td>
<td>A&amp;H L&amp;S/Communication Arts</td>
<td>2024</td>
</tr>
<tr>
<td>Leslie Smith</td>
<td>A&amp;H Edu/Art</td>
<td>2023</td>
</tr>
<tr>
<td>Alex Dressler</td>
<td>A&amp;H L&amp;S/ CANES</td>
<td>2022</td>
</tr>
<tr>
<td>Donna Neumann</td>
<td>BIO SMPH/Ophthalmology &amp; Visual Sciences</td>
<td>2024</td>
</tr>
<tr>
<td>Gail Robertson</td>
<td>BIO SMPH/Neuroscience</td>
<td>2022</td>
</tr>
<tr>
<td>Sissel Schroeder</td>
<td>SOC L&amp;S/Anthropology</td>
<td>2024</td>
</tr>
<tr>
<td>Julie Poehlmann-Tynan</td>
<td>SOC School of Human Ecology</td>
<td>2023</td>
</tr>
<tr>
<td>Bret Shaw</td>
<td>SOC CALS/Life Sciences &amp; Communication</td>
<td>2022</td>
</tr>
<tr>
<td>Kevin Black</td>
<td>PHYS L&amp;S/Physics</td>
<td>2024</td>
</tr>
<tr>
<td>Christopher Choi</td>
<td>PHYS CALS/Biological Systems Engineering</td>
<td>2023</td>
</tr>
<tr>
<td>Shannon Stahl</td>
<td>PHYS L&amp;S/Chemistry</td>
<td>2022</td>
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5 seats up for election
Term 2021-2025

For Arts & Humanities:
- Emily Fletcher, L&S/Philosophy

For Biological Sciences (2 seats: 1 2-year term 2021-2023; 1 4-year term)
- Mark Mandel, SMPH/Medical Microbiology & Immunology
- Manish Patankar, SMPH/Obstetrics & Gynecology
- Lixin Rui, SMPH/Medicine

For Social Sciences:
- Morgan Robertson, L&S/Geography

For Physical Sciences:
- Sue Babcock, Engr/Materials Science and Engineering
- Tullia Dymarz, L&S/Mathematics
University Research Council
MEMBERSHIP: 8 faculty to represent the four divisions, 1 per department.
See https://committeetracker.wisc.edu/Committee/Details/705 for more information.

<table>
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<tr>
<th>Continuing members</th>
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<tbody>
<tr>
<td>Mary Trotter</td>
<td>A&amp;H, L&amp;S/English</td>
<td>2022</td>
</tr>
<tr>
<td>Tim Kamp</td>
<td>BIO, SMPH/Medicine</td>
<td>2023</td>
</tr>
<tr>
<td>Dorothy Farrar-Edwards</td>
<td>SOC, Edu/Kinesiology</td>
<td>2022</td>
</tr>
<tr>
<td>Chris Kucharik</td>
<td>PHYS, CALS/Agronomy</td>
<td>2022</td>
</tr>
</tbody>
</table>

2 Seats up for election
Terms vary

For Arts & Humanities:
- Dan Lisowski, Edu/Theatre & Drama
- Marina Moskowitz, School of Human Ecology

For Biological Sciences
- Jyoti Watters, Vet/Pathobiological Sciences

Please contact the Divisional Committee Coordinator in the Office of the Secretary of the Faculty for more information on making nominations: michaela.aust@wisc.edu
UW Faculty Senate Climate Divestment and Procurement Resolution

WHEREAS our world is currently in an intensifying climate emergency that impacts public safety, public health, food security, and the welfare of future generations;

WHEREAS today the scientific certainty surrounding anthropogenic climate change is even more compelling, and the forecasted severity of its impacts have greatly increased, since the faculty senate last considered this topic (in 2013-2014);

WHEREAS the window of opportunity to address climate change is rapidly closing, with scientists predicting that we have a mere decade or less to reduce carbon emissions dramatically so that exponentially escalating impacts can be avoided;

WHEREAS climate change will disproportionately affect the economically least well-off in the United States, exacerbating long-standing disparities around environmental injustice;¹

WHEREAS “among the world’s leading universities, the University of Wisconsin–Madison is distinctive in the premium we place on our relevance to society;”²

WHEREAS the faculty and researchers of UW-Madison have, for more than a century, conducted pioneering and globally-significant work on conservation, climate change, and sustainability;

WHEREAS institutional divestment from fossil fuel investments is an important and potentially effective step towards reducing carbon emissions;

WHEREAS development of carbon-friendly institutional procurement strategies also can aid with reducing carbon emissions;³

WHEREAS the continued holding of fossil-fuel investments exposes the UW Foundation to the risk of stranded assets and depreciation as the world economy continues to decarbonize;

WHEREAS while the earlier report issued by the Ad Hoc Committee on Fossil Fuel Use and Climate Change (2014) was divided on the issue of divestment, the urgency of the climate crisis has continued to accelerate since that time, and the divestment movement has grown globally;

WHEREAS the final report of that committee (3 February 2014) strongly recommended that the UW Foundation “promote non-fossil fuel investment opportunities” for donors;

² https://strategicframework.wisc.edu/
WHEREAS s numerous prominent universities, both public and private, have already begun addressing institutional investment in fossil fuels, including the University of California system,⁴ Stanford University,⁵ Syracuse University,⁶ Cornell University,⁷ Georgetown University,⁸ Oregon State University,⁹ and the University of Maryland;¹⁰

WHEREAS fossil fuel divestment has been found to cause no harm to university endowment assets, and thus no longer raises valid objections based on fiduciary responsibility;¹¹

WHEREAS other nonprofit institutions also have begun addressing institutional investment commitments with respect to addressing climate change, including the Episcopal Church of the United States,¹² the Islamic Society of North America,¹³ the American Public Health Association,¹⁴ the National Peace Corps Association,¹⁵ along with many others;

WHEREAS the State of New York announced on December 9, 2020 that it would commit to a process of aggressive and regular review of fossil fuel investments, and divest all those that no longer constitute viable long-term investment opportunities;¹⁶

WHEREAS the State of Wisconsin has also been urged, in the recent Governor's Task Force Report on Climate Change, to seriously consider divestment in order to protect the long-term viability of the state's investments and pension fund;¹⁷

WHEREAS the student-led UW University of Wisconsin Divestment Coalition (UWDC) has asked for (1) UW Transparency and disclosure of all UW fossil fuel investments; (2) the cessation of all new investments in oil, gas, and coal companies; (3) the sale of existing investments tied to oil, gas, and coal in the next 3-5 years; and (4) the investment in clean energy solutions;

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⁶ https://www.syracuse.com/schools/2015/04/syracuse_university_to_divest_fossil_fuel_investments.html
⁷ https://news.cornell.edu/stories/2020/05/cornell-announces-moratorium-fossil-fuel-investments
⁹ https://agsci.oregonstate.edu/feature-story/divest-success
¹² https://www.episcopalnewsservice.org/tag/fossil-fuel-divestment/
¹³ https://isna.net/largest-muslim-organization-in-the-u-s-divests-from-fossil-fuels/
¹⁴ https://apha.org/-/media/files/pdf/governance/execboard/eb_minutes_may_2016.ashx
¹⁵ https://www.peacecorpsconnect.org/cpages/legal-documents-reports
WHEREAS Chancellor Rebecca Blank signed the Resilience Commitment as administered by Second Nature (November 2019), which obligates the leadership of UW-Madison to support comprehensive efforts to rapidly decrease greenhouse gas emissions and foster sustainability;

THEREFORE, be it resolved that the University of Wisconsin-Madison Faculty Senate urges the University of Wisconsin Foundation to disclose its fossil fuel assets and investments for the purpose of full transparency for faculty, academic staff, students, donors, alumni and the citizens of the state;

Be it ALSO resolved that the University of Wisconsin-Madison Faculty Senate urges the University of Wisconsin Foundation to establish a clear plan and timetable to fully divest from fossil fuel investments as well as to develop a fossil-free alternative for donors;

Be it FURTHER resolved that the University of Wisconsin-Madison should assess and publish the carbon footprint of its procurement process and develop and implement a plan to make all procurement processes under University of Wisconsin-Madison's discretionary control carbon neutral within five years;

Be it FURTHER resolved that the University of Wisconsin-Madison Faculty Senate urges the University of Wisconsin Foundation to join the Financial Stability Board’s Task Force on Climate-Related Financial Disclosures[1] (or comparable professional organization) to develop

- disclosure mechanisms for the Foundation's governance and strategy around climate-related risks and opportunities,
- procedures for identification, assessment, and management of climate-related risks, and
- metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

[1] https://www.fsb-tcfd.org/
Changes to *Faculty Policies and Procedures* Chapter 6. Amending FPP 6.56

Committee on Women in the University

The Committee on Women in the University, with the approval of the University Committee, recommends the following change to *Faculty Policies & Procedures* 6.56. to reflect contemporary perspectives and language. The proposed name better reflects the committee’s advocacy and collaborative efforts to change priorities, policies, practices, and programs to improve the status of women.

The name of the committee will also be updated in *FPP* 6.28.9(e).

6.56. Women in the University, Committee on for
Proposal to Rescind Faculty Legislation II-701
Student Housing Policies and Regulations

The creation of a campus-wide policy library led the Secretary of the Faculty Office to review legislation passed by the Faculty Senate. Over the course of the spring semester, the University Committee will be bringing several pieces of legislation for the Faculty Senate to consider removing. The first of these is Faculty Legislation II-701, Student Housing Policies and Regulations. The policy is based on UW System Board of Regents policies from the early 1970s that are no longer in effect. University Housing’s policies are in the student handbook distributed to housing residents. They have no concerns with this policy being removed.

II-701: STUDENT HOUSING POLICIES AND REGULATIONS
(Incorporated in these policies and regulations are statements by the Board of Regents and the UW-Madison faculty.)

1. Visitors to the University Residence Halls.
   
   A. Guests of either sex are allowed in all areas designated as public areas only during those hours when the areas are open to the public.
   
   B. Guests of the opposite sex are allowed in house dens or floor lounges only during those hours during which a program of guest visitation has been approved by that house or living unit (see below).

2. Regent Policy on Residence Hall Visitation (October 24, 1975). Residence hall visitation policy is a matter for individual campus action within the guidelines below. Within this policy, each institution shall ensure that the visitation option or options selected fall consistently within the educational program.
   
   A. Visitation is defined as those time periods when residents may invite friends or relatives of the opposite sex to visit them in their residence hall rooms. The visitation policies developed under these guidelines shall permit only visitation; cohabitation and sexual behavior, illegal under Wisconsin statute, are prohibited.
   
   B. Campus visitation options are defined by this resolution as:
   
      1. Closed: A policy in which no visitation is permitted.
      2. Limited: A policy in which in no case shall room visitation exceed a maximum of 17 hours per day, with residence halls closed not later than 2:00 a.m. on any day.
      3. Open: A policy in which a maximum of 24 hours of visitation is permitted.
   
   C. Campuses may elect to have closed and limited visitation or closed, limited, and open visitation, but whatever options are chosen, the opportunity to reside in areas having closed and limited visitation shall be provided to both men and women on every campus.
   
   D. When applying for a room in a residence hall, students shall choose among the visitation options offered by the campus.
E. All students under the age of 18 at the beginning of the academic year in which they enroll shall live in non-coeducational, non-visitational areas unless special parental or guardian permission to live in limited or open visitational areas accompanies their application for residence (University Residence Halls).

F. Students who live in University of Wisconsin System residence halls shall participate in the development of visitation policies for the halls in which they reside through local campus housing governments.

G. Campus visitation policies must be approved by the chancellor.

H. This policy shall be placed in effect for a three-year period beginning no later than the first semester 1976-77; reports on individual campus policies are to be filed annually by June 1 with the senior vice president for academic affairs.

3. Conditions and Responsibilities.

A. The entire living unit must be informed of the schedule for room visits.

B. Each visitor must be escorted by the visitor’s host between the public lounge or front door and the host’s room within the unit.

C. It is expected that duly elected house officers of the living unit shall have the primary responsibility for administering the plan within the specified living unit.

D. The Division of University Housing may, upon cause, withdraw visitation privileges for individual students or entire living units. Further disciplinary action may be taken if behavior does not conform to the expectations set forth.

4. Coeducational Housing.

A. Coeducational housing in the University of Wisconsin System as implemented under the conditions of this policy, shall be construed to mean men and women occupying separate living areas by floor.

B. Each university chancellor, as appropriate, may designate for coeducational housing a number of residence halls rooms sufficient to meet the desires of those who choose to live in coeducational housing. Adequate provision shall be made for those who do not wish to live in coeducational housing.

C. It shall be the responsibility of each chancellor who elects to implement coeducational housing to provide such supervision and direction as is required in order to ensure that a suitable environment for study and learning prevails; and that minor students (under 18 years of age) must have parental consent in writing to live in a coeducational housing unit. The public lounges and desk, service and recreational areas will be shared in designated coeducational housing areas. (Board of Regents Action, April 7, 1972.)

5. Graduate Living Units. In university residence halls units housing only graduate students, the students in those living units can determine their own program of guest visitation following the procedures outlined above.