FACULTY SENATE MEETING AGENDA
MATERIALS
for
07 March 2022

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

1. Memorial Resolutions for:
   Professor Emeritus Norman H. Beachley (Fac doc 3001)
   Professor Emeritus Jost Hermand (Fac doc 3002)
   Professor Emeritus Olvi Mangasarian (Fac doc 3003)
   Professor Emeritus David Slutterback (Fac doc 3004)

2. Announcements/Information Items

3. Update on Sustainability

4. Question period

Consent Agenda
5. Minutes of February 7, 2022 meeting (consent)

6. Changes to Standardize Membership Information in Faculty Policies and Procedures Chapter 6 Committees: FPP 6.60 (Health Care Advisory Committee) and FPP 6.50 (Retirement Issues Committee) (Fac doc 3005) (consent)

Reports
7. Health Care Advisory Committee Annual Report for 2020-2021 (Fac doc 3006)

8. Retirement Issues Committee Annual Report for 2018-2021 (Fac doc 3007)

Old business
9. Academic Calendar for 2026-2027 and Proposal to Maintain a 5-Year “Rolling Calendar” (Fac doc 2997) (vote)

10. Resolution on Accessible and Inclusive Campus (Fac doc 2998) (vote)

11. Motion to Support the Academic Staff Resolution on the State Pay Plan Distribution (Fac doc 2999) (vote)

12. Proposal to Clarify Timeline to Faculty Policies and Procedures 7.16.D.4. Due Process Reconsiderations and Appeals (Fac doc 3000) (vote)

New business
13. Proposal to Remove Faculty Legislation II-600, Institutional Advisory Committee on Outside Activities (Fac doc 3008) (vote)

Upcoming Faculty Senate Meetings – 3:30 p.m., 272 Bascom Hall: April 4, May 2
Professor Norman Beachley was a true Renaissance man. He had a great intellect and a natural curiosity and energy that led him to a life of achievement. His accomplishments were both esoteric and practical. Outside of his profession as a Mechanical Engineer, he was a world traveler, an accomplished jazz pianist, and an outstanding multi-sport athlete. No challenge was too daunting. Fueled by his passion for all things automotive, he designed and built his own, one-of-a-kind sports car that featured, among other unique characteristics, an advanced composite, honeycomb core body.

After earning his Ph.D. from Cornell University, Dr. Beachley’s professional career included time in the aerospace industry including a stint as an officer in the US Air Force designing rocket components. As a professor of mechanical engineering design at the UW, he focused his research on efficient energy utilization and conservation. His technical contributions combining innovative control strategies and techniques, energy storage utilization and road-engine load decoupling laid the foundation for significant improvements in fuel economy while maintaining performance. His pioneering efforts in creating unique engineering designs to improve system efficiencies and performance resulted in the designs of a free-piston engine-pump and a patented vibration-free engine utilizing a modified hypocycloid mechanism. While efficient energy utilization did not hold the importance decades ago that it does today, Dr. Beachley recognized its importance and his research and publications laid the fundamental groundwork for analysis and innovations in efficient vehicle energy utilization. The methodologies he developed have been and are being used to design vehicles that will incorporate many of these conservation concepts in the next decade.

Dr. Beachley was at the forefront of research involving hybrid vehicles utilizing flywheel and hydropneumatic energy storage. He directed numerous projects that were distinguished by its comprehensive nature, involving both analytical studies, as well as extensive design, build, and experimental work. His work resulted in more than 85 technical publications and reports. While he made numerous contributions to the technology in this area, particular innovations include: a matrix method for evaluating fuel economy in computer simulations, utilization of pulse duration modulation techniques to control hydrostatic pump/motors with inexpensive on/off control valves, a more accurate and simplified method of analyzing hydropneumatic accumulators, and the development of innovative control and operating strategies and techniques for hybrid automobiles with minimal energy storage capacities. Additionally, under his leadership, two hybrid automobiles – one a flywheel hybrid, the other, a hydropneumatic hybrid - were designed, built and tested at the UW-Madison.

In addition to his research activities, Professor Beachley was active in teaching a wide range of mechanical engineering courses. He has also co-authored a popular textbook in Dynamic Systems Analysis and served with distinction as the advisor for the Society of Automotive Engineers Mini-Baja, Formula, and Hybrid Electric Vehicle car projects. He also served as advisor for the Urban Vehicle Design Competition. These projects resulted in students constructing more than a dozen vehicles under his direction and guidance. His advice and contributions as a mentor to hundreds of SAE student members, as well as to SAE Formula and Mini-Baja participants, helped to encourage innovative approaches to engineering problems; it certainly has stimulated interest and confidence in numerous young engineers.

Professor Beachley recognized the importance of educating engineering students in both fundamental, theoretical knowledge as well as practical engineering technology. He was adept at making the connection between theory and practice in both his teaching and research activity.
His graduate students particularly, were well-prepared for careers in industry, because, as students, they designed, built, and tested the machines and devices that were the focus of their research projects.

Dr. Beachley's contributions to engineering research and education in the area of ground vehicles has been exemplary. His graduates can be found in all of the major automobile, truck and powertrain component manufacturers and at many universities. His many contributions to the field led to many accolades and honors, culminating in his being named a Fellow of SAE, the worldwide leading association of engineers in the aerospace, automotive, and commercial vehicle industries.

Norm was a devoted family man. He, along with his wife of 62 years, Marion, raised three wonderful, successful daughters. He enthusiastically attended all of their sporting, music, and scholastic events. Later in life, he enjoyed spending time with his grandchildren, particularly sharing his love of music, which included some lively intergenerational jam sessions.

Norm was known for his dry wit, clever quips, and astute observations. He was always a gentleman, and a man of honor and great integrity. When he saw injustices being done, he took action and worked tirelessly to right the wrongs, even when it called upon him to sacrifice his personal welfare. While his tangible contributions to mechanical engineering are undoubtedly of great significance, Norm’s role as a mentor and friend, especially to his younger colleagues, add greatly to the luster of his legacy. Through his actions and behavior, he provided a wonderful example to his colleagues, students, and friends and family of how to live a fulfilling life of great achievement.

Memorial Resolution Committee
Frank. J Fronczak, Emeritus Professor
Mechanical Engineering Department
Memorial Resolution of the Faculty of the University of Wisconsin–Madison
On the Death of Professor Emeritus Jost Hermand

Jost Hermand, Vilas Research Professor of German Emeritus, died unexpectedly in Madison on October 9, 2021. With his passing the University of Wisconsin–Madison lost a member of its faculty who made enormous contributions to both its national and its international reputation, as well as to the field in which he worked. Born in Kassel on April 11, 1930, he grew up in Nazi Germany, attending school in Berlin before being evacuated to camps in the East in the fall of 1940 in connection with the National Socialist Evacuation Program for Children. After the war, he completed secondary school in Kassel and entered the University of Marburg, finishing a doctorate summa cum laude in 1955 with concentrations in German literature and art of the twentieth century. He then settled in East Berlin to work together with his mentor Richard Hamann on a book series being published by the East German Akademie Publishing House under the broad title “German Art and Culture from the Wilhelmine Period to Expressionism,” only to be expelled from East Germany, a victim of Cold War cultural tensions. Unable to secure a teaching position in West Germany, he decided to accept a position at the University of Wisconsin–Madison in 1958, the place he called his home for the rest of his life.

In the beginning, Madison was interesting but totally foreign to Hermand. He had never learned English, did not understand football, hamburgers, cheeseburgers, and so much more, nor was he comfortable teaching elementary German language and literature in Wisconsin’s classrooms. Yet he developed close relationships with several German Jews on the UW faculty who had fled Nazi Germany, including the librarian/poet Felix Pollak, the violinist Rudolf Kolisch, and the historian George Mosse, grew to love the Arboretum and the Allen Centennial Garden, thrived as a scholar, and already in 1967 was awarded a William F. Vilas Research Professorship. Moreover, afflicted with a troublesome speech impediment, he surmounted this, too, and became a celebrated classroom and conference lecturer. He was one of very few Germanists anywhere who enjoyed world-wide fame. This led to global lecture tours, numerous academic awards, and visiting professorships throughout Germany and the United States, including 17 years as an Honorary Professor at the Humboldt University in Berlin, where he routinely taught one semester each year after his retirement from the UW.

Hermand’s entire professional life was characterized by his sympathy for the downtrodden, probably the consequence of the horrible bullying he had experienced as a child in Nazi Germany. Indeed, he was an expert on precisely the authors and movements the Nazis despised, challenging the established canon, placing literary interpretation in new contexts, and highlighting minority voices and ecological concerns. His missionary commitment to the progressive traditions of German culture and his dogged critique of reactionary, nationalist trends marked the partisan career of a provocative and innovative thinker. His spartan lifestyle matched his sharp, sometimes polemical style, while his humor, generosity, and patience conveyed to students, colleagues, and friends how much he enjoyed what made his life meaningful—teaching, writing, thinking, conversing.

Hermand’s expansive knowledge and scholarly productivity are legendary. He authored 66 books on a wide range of subjects from literature, art, and music history, and co-authored eleven more. Two additional books will appear in 2022; and he had plans for his next projects. In
addition, there are 28 edited books, 43 co-edited books, hundreds of articles, and countless lectures and media interviews to his credit. But he was also a veritable and award-winning powerhouse in the UW classroom. He introduced interdisciplinary courses on a wide range of topics that had not been part of the traditional curriculum in German: Jews in German Culture; German Studies and Politics; Ecology in German Culture; Culture of the Wilhelmine Age; Culture of the Weimar Republic; German Exile Literature; Brecht’s Adaptations of World Literature; and a popular, large-enrollment undergraduate Nazi Culture course he began teaching after his retirement. He directed 60 doctoral dissertations and served on the doctoral and defense committees of numerous others. He assisted many students with the publication of their dissertations and helped them attain teaching positions. A significant number have become well-known leaders in their field. His contribution as their teacher and mentor influenced them and will continue to influence future generations of teachers and scholars in German studies.

Hermand played no small role in the transformation of traditional American German studies from literary philology to a broader and more inclusive interdisciplinarity. As co-founder of the annual Wisconsin Workshops, which began in 1969 and will continue without him in 2022 with number 52, he led the way toward the field’s redefinition and revitalization in the 1970s and 1980s. These conferences allowed younger as well as established German and American scholars to share their work and establish contacts, putting Madison on the map for Germanists everywhere. It was said in Europe that to be anyone in the field, one had to “sing” in Madison. More than 40 of the Wisconsin Workshops resulted in monographs, and the proceedings of all of them through the year 2000 are available through open access in the UW Digital Library Collections. In addition to this, Hermand served as the editor of the series “German Life and Civilization,” published by Peter Lang, from its beginning in 1987 until his death. This series now includes 73 volumes on a broad range of topics.

The German media reacted immediately to the news of Hermand’s death with numerous tributes and obituaries that celebrate his life and honor his accomplishments. Two of Germany’s top newspapers, the Frankfurter Allgemeine Zeitung and the Süddeutsche Zeitung, published lengthy articles, both with photographs; and the publishing houses where many of his books appeared also noted his passing with words of praise. Many of his former students and colleagues wrote to share their memories, stressing his dedication to teaching, his commitment to his students, and their indebtedness to him. Last year, on the occasion of his ninetieth birthday, many sent greetings and took part in celebrating the occasion by contributing to a living memorial on campus to honor him and his work—the “Jost Oak,” which is planted in the Allen Centennial Garden and marked with a dedicatory plaque.

The Jost Hermand whom we knew was a pleasant, quiet, kind, and unassuming man whose humility stood in stark contrast to his many accomplishments and honors. He was a gifted teacher, provocative, honest, fearless, and never afraid to teach uncomfortable truths. His colleagues, friends, and students could always count on his generosity with time, advice, and assistance; and his generosity will live on, as he has left his entire estate to the UW Foundation for the German Program’s Hermand Graduate Student Fund. He will be deeply missed.
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Olvi Mangasarian

Olvi Mangasarian, John von Neumann Professor Emeritus of Computer Sciences, died at the University of Wisconsin Hospital in Madison on March 15, 2020. Olvi is survived by his wife of more than 60 years, Claire (né Garabedian); his son, Leon of Potsdam, Germany; his son, Jeffrey of Lake Forest, Ill.; his son, Aram of Paris, France; and six grandchildren, Tarrant, Kyra, Carl-Leon, Alma, Samuel, and Elise.

Olvi was born in 1934 in Baghdad, Iraq, the son of Leon Mangasarian and Josephine Amassian Mangasarian, Armenian refugees, who had fled during the 1915 Armenian genocide in the Ottoman Empire. He studied at the Jesuit Baghdad College and American University of Beirut before completing his final two years of undergraduate work on full scholarship at Princeton University where he majored in Civil Engineering and was a member of the Colonial Club. He graduated from Princeton Phi Beta Kappa with a B.S.E. in 1954 and an M.S.E. in 1955. Olvi went on to study applied mathematics at Harvard University where he experienced the potential and frustrations of the emerging computer age, working on the Univac, a room-sized computer, powered by vacuum tubes that continually needed to be replaced and using punch cards that at times cascaded helter-skelter across floor. He received his Ph.D. at Harvard University in 1959.

Olvi worked at Shell Development Co. in Berkeley, California from 1959 until 1967 when he moved to Madison to join the faculty of the Computer Sciences Department at the University of Wisconsin. An avid researcher, with over 200 peer reviewed publications, and a dedicated teacher, having mentored 28 Ph.D. students at UW, Olvi was chairman of the Computer Sciences Department for three years in the 1970s. In 1996, he was the recipient of the Hilldale Award in the Physical Sciences division for distinguished professional accomplishment. As a member of the editorial board of SIAM (Society of Industrial and Applied Mathematics) from 1969-1984 and a corresponding editor from 1985-1993, he received the designation of SIAM Fellow for advancing the application of mathematics to science and industry. Among other honors, he received the 2000 INFORMS Lanchester Prize for machine learning and data mining.

Olvi was a pioneer and leader in the field of mathematical programming (also known as “optimization”) where his fundamental contributions range from abstract theory to practical applications. His results are particularly notable for their mathematical elegance, having great impact and providing a basis for many subsequent extensions. His work ranges across the areas of linear and nonlinear programming, complementarity problems, variational inequalities, error bounds for inequality systems, and parallel optimization. His 1969 monograph, Nonlinear Programming, which has remained to this day an invaluable textbook for students and a reference for researchers, was reproduced in 1994 as the 10th volume in the series SIAM Classics in Applied Mathematics.

Early in Olvi’s career, he wrote a seminal paper on linear and nonlinear separation of patterns by linear programming (published in 1965) that provided the foundation of the mathematical programming approach to data mining and knowledge discovery. In the late 1980s, he took up these interests again, garnering a great following and cementing the fundamental role of optimization in the important applied domain of data science. As computing capabilities improved, this work evolved into methods for classification of data, which he put to use in a practical way for determining whether breast tissue samples obtained through biopsy were
malignant. Further developed with collaborators, this effort produced a remarkably successful decision support system that was used in clinical practice.

From the beginning of his career, Olvi was a central figure in continuous optimization. One famous contribution, the Mangasarian-Fromovitz constraint qualification (MFCQ) for nonlinear programming (published in 1967) lies at the heart of the field of constrained optimization. Subsequent research has shown that MFCQ can be extended to infinite-dimensional settings and is precisely the right condition to guarantee metric regularity, a form of regular behavior of the feasible set under deformations of the constraints. The MFCQ was the right solution to a difficult problem, and it made possible many subsequent advances in nonlinear programming.

From 1970 until approximately 1990, Olvi and several colleagues at UW-Madison and elsewhere organized a series of conferences in Madison, first on nonlinear programming and later on parallel optimization. These were important events in the field, attended by top researchers from around the world, as well as many junior researchers and students. Many exciting ideas were introduced and discussed at these meetings, and they are remembered vividly by those who participated. After Olvi’s retirement from the UW, he worked as a Research Scientist in the Mathematics Department at the University of California, San Diego, where he enjoyed interactions with colleagues for over a decade.

Olvi was particularly generous with his time and energy to young researchers in optimization. Many people in the field, some now beyond middle age, have vivid memories of occasions on which Olvi went out of his way to help – writing them a letter on a research topic, arranging a visit, advising on a research direction, and generally communicating his enthusiasm for the field.

Olvi will be remembered fondly and with continuing admiration and esteem by the many colleagues whose lives and careers he touched, at UW-Madison and throughout the optimization community.

Memorial Committee
Michael C. Ferris, chair
Stephen J. Wright
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus David B. Slautterback

David B. Slautterback, Ph.D., Professor Emeritus of Anatomy in the UW Medical School (now the UW School of Medicine & Public Health), passed away at the age of 93 on March 28, 2020 in Madison, Wisconsin.

Professor Slautterback was born on July 15, 1926 in Indianapolis, Indiana and grew up in Benton Harbor and later in Fremont, Michigan. He graduated from Fremont High School in 1943 and two weeks later enrolled in the University of Michigan in Ann Arbor.

Professor Slautterback enlisted in the United States Army during World War II. He was on a train en route to the west coast to board a military transport to the Pacific when he heard that Japan had surrendered. He arrived in Manila one month later and worked in a medical dispensary in the Philippines until his discharge in 1948.

Professor Slautterback completed his B.S (1948) and M.S. (1949) degrees in Zoology at the University of Michigan. These experiences accelerated his lifelong interest in the study of cells, cell physiology, and cell differentiation. His Master’s thesis research focused on cancer cells, an interest that stemmed from his grandmother’s death from breast cancer. He then pursued research for a year at the Werner-Grens Institute for Cell Physiology in Stockholm, Sweden. Upon his return to the States, he was the first graduate student in a new program developed jointly by Cornell University Medical College and Sloan-Kettering Cancer Institute in New York City, where he received his Ph.D. in Anatomy on June 9, 1952. He subsequently received a postdoctoral fellowship from the American Cancer Society.

On June 10, 1952 David Slautterback and Marilyn Clarke were married. The couple had met three months after his arrival at Sloan-Kettering where Marilyn, a graduate of Wellesley College, worked in a technical position. They shared 60 years of marriage, until her death in 2012, and together raised four children.

Dr. Slautterback taught Human Gross Anatomy and Histology and continued his research in the Department of Anatomy at NYU Medical School and Cornell University Medical School. After a number of years in New York City, Dr. Slautterback looked to return to the Midwest.

A chance meeting with Dr. John Anderson, a faculty member at UW-Madison, ultimately led to a position in 1959 as an Assistant Professor at the UW Medical School. An esteemed colleague, Dr. Harland Mossman was very supportive of Dr. Slautterback’s research, and he welcomed the opportunity to join Dr. Mossman in the Department of Anatomy. Professor Slautterback became deeply involved in teaching, research, and administrative leadership at UW-Madison over the next decades. He taught Gross Anatomy and Histology for many years and set up the new electron microscopy facility. He served as Chair of the Department of Anatomy from 1967 to 1982. After stepping down as departmental chair, Dr. Slautterback spent a year as a Visiting Scholar at Harvard University.

In the 1950s Professor Slautterback was among the first biologists to apply electron microscopy, with its increasingly improved visualization of ultrastructural details, to the study of biological tissues. His research led to significant advancements in our understanding of the structure and function of cell organelles and membranes. In his seminal studies on Hydra, he provided the first
full description of rod-shaped intracellular structures, which he called “microtubules.” Microtubules are now recognized as ubiquitous cellular structures essential for myriad functions related to cell shape, division, and intracellular transport. Dr. Slutterback was also the first to identify and characterize subcellular isolates now known as endoplasmic reticulum, which is the site for protein synthesis in the cell. He continued to work over the course of his career to advance the development and refinement of electron microscopy as a key tool for studying biological systems. He also trained several doctoral students, one of whom, the late Allen Clark, went on to become a faculty member in the UW Department of Anatomy. Before his own passing, Professor Clark characterized Dr. Slutterback as inspirational, and personally highly supportive both as thesis mentor and later as his chair.

Upon his retirement from the university in 1994, Professor Slutterback became involved with several organizations focused on improving health care and long-term care. These included the American Association for Retired Persons (AARP) for which he served as an advocate and chief lobbyist, the Wisconsin Department of Health and Family Services, and the Long-Term Care Advisory Council. He was active in the First United Methodist Church where he chaired the Committee for the Lyons Lectureship in Theology and was a founding member of the Faith and Reason group. He also worked on behalf of the Madison Institute, the Media Reform Group, and the United Nations Association. His lifelong enjoyment of the arts was evident in his service as Senior Docent at the Madison Arts Center and the Elvehjem Museum in Madison.
Chancellor Rebecca Blank called the online meeting to order at 3:30 p.m. with 161 voting members present (109 needed for quorum). A memorial resolution was offered for Professor Emeritus Max Carbon (Faculty Document 2992).

Chancellor Rebecca Blank reported that COVID-19 infection numbers are declining in Dane County and on campus, even with students returning. A multi-layered strategy on campus this spring includes testing (both PCR and antigen testing), masking (K95 masks are available), and encouraging booster shots (available on campus). Everyone should upload their vaccination record to UHS. She thanked faculty for their flexibility in the classroom in dealing with student illnesses.

Thirteen faculty and academic staff were elected to the American Association for the Advancement of Science (AAAS) this year. Jay Rothman has been selected as the next president of the UW System. He is an attorney and is the CEO of the Foley and Lardner law firm in Milwaukee. Two ongoing searches on campus include the Vice Chancellor for Finance and Administration (finalists visiting in April) and Chancellor (finalists visiting in May). UW-Madison is hosting the February Board of Regents meeting and the Chancellor will provide them with a report on accomplishments as well as a list of challenges that the Board will need to address with the next chancellor.

University Committee Chair Eric Sandgren shared that the Secretary of the Faculty will be developing a tracking document for governance committee issues. The Ad Hoc Committee on Administrative Burden is being constituted. Faculty interested in serving on the committee or suggesting topics should contact Dorothy Edwards at dfedwards@wisc.edu.

Lori Reesor, Vice Chancellor for Student Affairs, reported that students have been very grateful for the flexibility and support provided by the faculty during this difficult period. Students are excited to be back in person and are seeking connections and belonging, but are still struggling. Mental health issues are on the rise for both undergraduates and graduate students. She encouraged faculty to give grace to themselves and their students by creating a community of care on campus.

The minutes of the December 6, 2021 meeting were approved by consent. Also approved by consent were changes to Faculty Policies and Procedures, standardizing membership information for the Committee on Honorary Degrees, Kemper K. Knapp Bequest Committee, and the Committee on Committees (Faculty Document 2993). Mindi Thompson (District 32, Counseling Psychology) presented the Kemper K. Knapp Bequest Committee annual report for 2021-2022 (Faculty Document 2994), and University Committee member Erica Halverson presented the slates for elections that will be held in April (Faculty Document 2995). There were no questions on these reports.
University Committee member Erica Halverson moved removal of the Policy on Use of University Facilities (Faculty Document 2996). The motion was approved.

University Committee Chair Eric Sandgren presented a first reading of the proposed 2026-2027 academic calendar, as well a proposal to maintain a 5-year rolling calendar for a first reading (Faculty Document 2997).

Professor Adrian Treves, co-chair of the Committee on Disability Access and Inclusion, presented a resolution on an accessible and inclusive campus for a first reading (Faculty Document 2998).

Professor Mathew Hitchman, faculty senator for District 64, Atmospheric & Oceanic Sciences, presented a motion to support an academic staff resolution on the state pay plan distribution for a first reading (Faculty Document 2999).

University Committee member Lauren Papp presented a change in FPP 7.16.D.4 to clarify the appeals timeline for promotion from associate professor to professor for a first reading (Faculty Document 3000).

Senators were encouraged to take all four first readings back to their departments for comments.

Chancellor Blank adjourned the meeting at 4:15 pm.

Heather Daniels
Secretary of the Faculty
Proposal to Standardize Membership Information in *Faculty Policies and Procedures*

6.50. Retirement Issues Committee and 6.60. Health Care Advisory Committee

Over time, committee membership information in *Faculty Policies and Procedures* (FPP) has become inconsistent. The Secretary of the Faculty and the University Committee propose applying a basic template to consistently structure the committee entries. These mainly clerical updates to the 27 shared governance committees in **FPP Chapter 6** will be presented during the 2021-2022 faculty senate in groups of 3-6, usually in the same session as the committee’s annual report. Any proposed changes to membership or functions will be presented to the faculty senate separately from the clerical changes.

The template below is from Faculty Document 2967 (4 October 2021)

<table>
<thead>
<tr>
<th>6.48. Recreation and Wellbeing Advisory Board</th>
<th>No change to name or FPP number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short name: Rec Well Board</td>
<td>Add: Usage in casual communication</td>
</tr>
<tr>
<td>Faculty are appointed by the Committee on Committees; academic staff, university staff, and student members are selected according to procedures established by their shared governance system.</td>
<td>Add: Repeated from <strong>FPP 6.05</strong>, but is a frequently asked question about how membership is appointed (or elected), and the responsible authority</td>
</tr>
<tr>
<td>1. Membership (16 seats)</td>
<td>Add: Total membership count</td>
</tr>
<tr>
<td>1. Three faculty members appointed for 3-year terms</td>
<td>Standardize:</td>
</tr>
<tr>
<td>2. Two academic staff members appointed for 3-year terms</td>
<td>• term length for each seat category</td>
</tr>
<tr>
<td>3. Two university staff members appointed for 3-year terms</td>
<td>• listing of membership categories (e.g., faculty-academic staff-students-ex officio)</td>
</tr>
<tr>
<td>4. Seven student members appointed for 1-year terms</td>
<td>Plus: Superficial format changes</td>
</tr>
<tr>
<td>5. Director of the Division of Recreational Sports, ex officio, nonvoting</td>
<td></td>
</tr>
<tr>
<td>6. Representative of the Division of Intercollegiate Athletics, ex officio, nonvoting</td>
<td></td>
</tr>
<tr>
<td>Chair: The chair shall be chosen by the committee from among the faculty members appointed pursuant to section A.1. The committee may also, at its discretion, appoint an academic staff member, a university staff member, or a student appointed pursuant to A.2, A.3. and A.4. to serve as co-chair.</td>
<td>Standardize: language around chair selection; will vary depending on committee practice</td>
</tr>
<tr>
<td>Other membership notes: One member representing the committee (selected from among current or recent past membership) will serve on the Campus Planning Committee (FPP 6.28) to be appointed annually.</td>
<td>Add: if missing</td>
</tr>
</tbody>
</table>

See also **FPP 6.08**.
6.50. Retirement Issues Committee
Short name: RIC
Faculty members are appointed by the Committee on Committees; academic staff, university staff, and students are appointed by their shared governance groups.
A. Membership (14 seats)
   1. Three faculty members appointed for a three-year term
   2. Three academic staff members appointed for a three-year term
   3. Three university staff members appointed for a three-year term
   4. Five retired members appointed by the UW-Madison Retirement Association for three-year terms

Chair: The chair shall be appointed by the University Committee from among the faculty members appointed pursuant to A.1. Academic staff and university staff appointed pursuant to A.2. and A.3. may be appointed to serve as co-chair.

6.60. Health Care Advisory Committee
Short name: HCAC
Faculty members are appointed by the Committee on Committees; academic staff, university staff, and students are appointed by their shared governance groups.
A. Membership (21 seats)
   1. Four faculty members appointed for three-year terms.
   2. Two academic staff members appointed for three-year terms.
   3. Two university staff members appointed for three-year terms.
   4. Seven students appointed for one-year terms.
   5. Six ex officio members from University Health Services (or their designees):
      a. UHS Communications Manager
      b. UHS Director of Administrative Services
      c. UHS Director of Medical Services
      d. UHS Co-Director of Mental Health Services
      e. UHS Director of Environmental & Occupational Health
      f. UHS Executive Director

Chair: The chair shall be chosen by the committee from among the faculty members appointed pursuant to section A.1. The committee may also, at its discretion, appoint an academic staff member, a university staff member, or a student appointed pursuant to A.2, A.3. and A.4. to serve as co-chair.
Health Care Advisory Committee
Annual Report for 2020-2021 (Faculty Policies & Procedures 6.60.)

I. Statement of Committee Functions
   1. Act as a liaison between students and other members of the university community to identify and address the health care needs of the student population;
   2. Act as an advisory resource to University Health Services and other members of the university community who are involved in producing and disseminating resources that promote healthy people, families, and communities.
   3. Works collaboratively with and advises the UHS leadership on student, staff, and faculty concerns related to health and wellbeing.

II. Current Activities

In the academic year 2020-2021, the HCAC received briefings on COVID-19 campus policies, including those concerned with social distancing, masking, testing, and vaccination (primarily for UW staff and faculty). As always, the HCAC served as a forum in which its students, staff, and faculty members can register concerns and ideas to UHS leadership for consideration by UHS and potentially senior UW–Madison leadership.

The HCAC also reviewed UHS’s plan for a national recruitment for a new permanent medical director. That search, chaired by Prof. Ajay Sethi (Population Health Sciences) was successfully concluded in summer 2021.

The HCAC also reviewed plans by UHS to change the name of its erstwhile Women’s Health Clinic to better align with ideals of inclusivity, health equity, and reproductive justice. This was in response to a student-led campaign on campus. After consulting with the HCAC, the clinic was recently renamed Gynecology Services.

Finally, the HCAC received briefings and offered feedback on a recent and concerted efforts by UHS to expand and enhance its mental health services capacity. Please see Section IV, below, for more details.

Activities of Subcommittees:

Immunizations Subcommittee

To date, all but three of the Big 10 universities have a vaccine requirement. Michigan, Michigan State, and Wisconsin have recommendations.

The Immunization subcommittee drafted and approved a vaccine and tuberculosis (TB) screening requirement for all new incoming students, in compliance with the Centers for Disease Control and Prevention’s Advisory Committee on Immunization Practice (ACIP) and the American College Health Association (ACHA). The full HCAC then approved the proposal, which was then passed onto senior campus leadership for consideration and further action. It is our understanding that any new vaccine requirement would include provisions for medical and religious exemptions.

In the coming year, the subcommittee will support the work for the campus-wide immunization policy initiative, for all incoming, degree-seeking, matriculating students.
The American College Health Association, in collaboration with the CDC’s Advisory Committee on Immunization Practices, recommends that college students have completed documented vaccination, or clinically documented history of disease, for these vaccine preventable communicable diseases:

- Measles, Mumps, Rubella (MMR)
- Diphtheria, Tetanus, Pertussis (Tdap)
- Varicella (Chickenpox)
- Meningococcal ACYW

Thirty-four states have a meningococcal vaccination requirement for college attendance.

There are additional recommendations for those engaged in activities in health care professional/training experiences within a clinical setting as well as general recommendations for being vaccinated for Hepatitis B (HBV), COVID-19, and Human Papillomavirus (HPV).

**Budget Subcommittee**

Budget subcommittee members reviewed the SSFC budget and proposals and provided guidance for the Operations Director. Subcommittee members provided feedback on areas of potential growth and concern.

**Chaperone Subcommittee**

Subcommittee members reviewed a potential chaperone policy for sensitive exams in Medical Services. Staff at UHS have reviewed and prepared for potential opt-in and opt-out policies, and this committee assisted in navigating potential staff and student concerns.

**Update on Student Priorities: Plan B**

In 2018, student members of the HCAC asked UHS to review opportunities to provide increased access to emergency contraception. At the time, students asked for vending options in the Student Activity Center at 333 East Campus Mall. UHS worked with the Office of Legal Affairs (OLA) to review options, and vending options are approved. Emergency contraception is an over-the-counter medication.

Emergency contraception has been made available in two Badger Markets since 2018. These are available behind the counter and offered at $13, significantly lower than the $40 and $50 price points at area pharmacies.

Due to the pandemic, implementation was delayed. During the 2021-2022 academic year, UHS worked again with OLA and Recreation & Wellbeing (Rec Well) to find a place for vending options in a Rec Well facility. Due to current vending contracts and availability of vending machine options, UHS is not able to pursue the vending option currently. We will continue to investigate the proper vending options as made available. The two Badger Markets will continue to offer emergency contraception behind their counters.

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

In 2021-2022, the committee will:

- Continue to review COVID-19 policies
- Address priorities identified by the committee in recent years, for example the transition of UW–Madison from a Smoke-free Campus to a Tobacco-free Campus.
IV.  UHS Mental Health Services – expansion and enhancements

a. Mental Health Services:
   - Implemented Co-Responder Model
   - Expanded evening hours to 7p.m. Monday - Thursday
   - Expanded Survivor Services by 2 FTE
   - 24% Increase in requests for Appointments
   - In a recent UHS-fielded survey of clients:
     - 90% Increase in satisfaction Rates
     - 93% of students reported satisfaction with their Mental Health Services appointment
     - No student reported being “Extremely dissatisfied” with their experience. (Scale: Extremely satisfied, Somewhat satisfied, Neither satisfied nor dissatisfied, Somewhat dissatisfied, Extremely dissatisfied)

b. Mental Health Services Appointments by specialty and by year

<table>
<thead>
<tr>
<th>Specialty</th>
<th>14-15</th>
<th>15-16</th>
<th>16-17</th>
<th>17-18</th>
<th>18-19</th>
<th>19-20</th>
<th>20-21</th>
<th>21-Present</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatry</td>
<td>3986</td>
<td>4129</td>
<td>4131</td>
<td>3772</td>
<td>3600</td>
<td>5121</td>
<td>4605</td>
<td>2727</td>
</tr>
<tr>
<td>Counseling*</td>
<td>12805</td>
<td>14714</td>
<td>11825</td>
<td>14101</td>
<td>11643</td>
<td>15648</td>
<td>16038</td>
<td>6793</td>
</tr>
<tr>
<td>Crisis Stab</td>
<td>514</td>
<td>394</td>
<td>439</td>
<td>693</td>
<td>506</td>
<td>488</td>
<td>628</td>
<td>216</td>
</tr>
<tr>
<td>BH</td>
<td>424</td>
<td>716</td>
<td>592</td>
<td>544</td>
<td>917</td>
<td>1061</td>
<td>983</td>
<td>555</td>
</tr>
<tr>
<td>Care Mgmt</td>
<td>1084</td>
<td>791</td>
<td>635</td>
<td>693</td>
<td>1089</td>
<td>1248</td>
<td>2533</td>
<td>1202</td>
</tr>
<tr>
<td>Triage</td>
<td>3622</td>
<td>3832</td>
<td>3822</td>
<td>5450</td>
<td>5624</td>
<td>5911</td>
<td>4597</td>
<td>2243</td>
</tr>
<tr>
<td>TOTAL</td>
<td>22435</td>
<td>24576</td>
<td>21444</td>
<td>25253</td>
<td>23379</td>
<td>29477</td>
<td>29384</td>
<td>13736</td>
</tr>
</tbody>
</table>

* Counseling Appointments include Group Appointments which include multiple individuals. On-Call urgent care is NOT included.
V. Committee Membership

Paul Kelleher served as the faculty co-chair in 2020-2021 and serves now in 2021-2022. Katie Kalvelage served as student co-chair for 2020-2021, and Isabel Peterson now serves as student co-chairs in 2021-2022.

Committee composition:

1. Four faculty members appointed for three-year terms.
2. Two academic staff members appointed for three-year terms.
3. Two university staff members appointed for three-year terms.
4. Seven students appointed for one-year terms.
5. Six ex officio members from University Health Services (or their designees):
   a. UHS Communications Manager
   b. UHS Director of Administrative Services
   c. UHS Director of Medical Services
   d. UHS Co-Director of Mental Health Services
   e. UHS Director of Environmental & Occupational Health
   f. UHS Executive Director

2021-2022 membership

*Faculty (term ends)*
Paul Kelleher, Medical History & Bioethics (2022)
Tally Moses, Social Work (2022)
Ajay Sethi, Population Health Sciences (2023)
Andy Garbacz (2024)

*Academic Staff (term ends)*
Kendra Maier, SMPH (2024)
Kate Rozenberg, Pharmacy (2022)

*University Staff (term ends)*
Chris Rohr (2023)
Chuck Strawser, Transportation Services (2022)

*Students*
Sruthi Atluri
Adriana Kotchkoski
Nicholas Loew
Eunice Park
Isabel Peterson
Alexis Smiezek
David Vargas

*Ex Officio*
Jake Baggott, Director, University Health Services
Carol Griggs, Director of Administrative Services, University Health Services
Marlena Holden, University Health Services
Amanda Jovaag, University Health Services
Aruna Josyula, Medical Services, University Health Services
Liz Valentine, University Health Services
University of Wisconsin-Madison
Retirement Issues Committee: Annual Summary of Committee Actions, FY 19 – FY21

Fall 2020–Summer 2021:

a) Developing survey to send to current university employees (all categories) and to retirees to:
   a. gauge awareness of retirement resources available through UW OHR;
   b. gauge satisfaction with resources available;
   c. serve as an education tool alerting employees to resources and tools available to support retirement planning;
   d. identify gaps in resources and tools to support employees in preparation for retirement throughout career at UW.

   Project timeline – launch survey in spring 2022

b) Developing a definition for “normalizing retirement”, promoting the idea of retirement as another step along life’s journey. This incorporates well-being that encourages financial literacy along with a manageable savings plan regardless of salary and expenses, and lifelong learning.

c) Meetings with Vice-Provost Beth Myerson, and Secretary of the Faculty Heather Daniels – how can RIC support their office’s goals for supporting employees through retirement transitions?

Committee members, FY21:
   Faculty – Rania Huntington, Cliff Robb (committee co-chair), Alan Sidelle
   Academic Staff – Carol Hulland (committee co-chair), Ruth McNair (retired spring 2021), Mario Pennella, Fabu Phillis Carter
   University Staff – Lee Bilke, Catherine Carter, Susan Hyatt
   UWRA - Mary Czynszak-Lyne, Marian Fisher, Sandi Haase, Christopher Kleinhenz, Esther Olson, Beth Zemp

Fall 2019-Summer 2020:

a) Presented a 90 minute workshop on retirement preparation, particularly related to financial preparation, and understanding employee benefits related to retirement, at Construct Your Career@UW (March 2020)

b) Reviewed retirement resources available through UW OHR with Thomasin Propson

c) Identified gaps in retirement resources through committee brainstorming sessions, and in conversation with Vice Provost Michael Bernard Donals; one recurring concept to explore – identify a specific position for a “retirement concierge” service; someone who can help employees identify resources beyond scope of HR to prepare for retirement; reviewed retirement planning processes at other universities
Committee members, FY20:
Faculty – Rania Huntington, Cliff Robb, Claude Woods (committee co-chair)
Academic Staff – Carol Hulland, Louis Loeffler (committee co-chair), Ruth McNair
University Staff – Lee Bilke, Catherine Carter, David Rieves
UWRA - Mary Czynszak-Lyne, Christopher Kleinhenz, Bill Richner, Rob Seltzer, Beth Zemp
Friend - Sandi Haase

Fall 2018-Summer 2019:

a) Reviewed OHR benefits resources available online. Submitted recommendations to make easier to access on website.
b) Reviewed Emeritus guidelines. Submitted recommendations for language to clarify eligibility, particularly for employees other than faculty.
c) Met with Patrick Sheehan to identify role of RIC, and particularly of retirees in volunteer activities on campus. Reviewed draft UW volunteer policy and submitted committee comments.

Committee members, FY19:
Faculty – Hill Goldsmith, Rania Huntington, Claude Woods (committee co-chair)
Academic Staff – Carol Hulland, Louis Loeffler (committee co-chair), Ruth McNair
University Staff – Catherine Carter, Nancy Hilmanowski, David Rieves
UWRA – Darrell Barth, Mary Czynszak-Lyne, Sandi Haase, Diane Kravetz, Bill Richner, Rob Seltzer
UWRA friend – Sandi Haase
Establishment of the academic calendar for the University of Wisconsin-Madison falls within the authority of the faculty as set forth in Faculty Policies and Procedures. Construction of the academic calendar is subject to various rules and guidelines prescribed by the Board of Regents, the Faculty Senate, and State of Wisconsin legislation. See Faculty Document 2570 Rev for more detail.

Historically, the academic calendar was approved in 5-year increments and then published. The University Committee requests and recommends that the Faculty Senate consent to annually approving the 5th year of the calendar, when the current year drops off the public view (e.g., [https://secfac.wisc.edu/academic-calendar/](https://secfac.wisc.edu/academic-calendar/)). This recommendation comes with the coordination of the working group on academic calendar and accommodations and the Office of the Registrar.

### Academic Calendar for 2026-2027

And Proposal to Maintain a 5-Year “Rolling Calendar”

<table>
<thead>
<tr>
<th>FALL SEMESTER 2026</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty contract year begins</td>
</tr>
<tr>
<td>Labor Day</td>
</tr>
<tr>
<td>Instruction begins</td>
</tr>
<tr>
<td>Thanksgiving recess</td>
</tr>
<tr>
<td>Last class day</td>
</tr>
<tr>
<td>Study day</td>
</tr>
<tr>
<td>Exams begin</td>
</tr>
<tr>
<td>Exams end</td>
</tr>
<tr>
<td>Commencement</td>
</tr>
<tr>
<td>Grading deadline</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SPRING SEMESTER 2027</th>
</tr>
</thead>
<tbody>
<tr>
<td>Martin Luther King Jr. Day</td>
</tr>
<tr>
<td>Instruction begins</td>
</tr>
<tr>
<td>Spring recess</td>
</tr>
<tr>
<td>Classes resume</td>
</tr>
<tr>
<td>Last class day</td>
</tr>
<tr>
<td>Study day</td>
</tr>
<tr>
<td>Exams begin</td>
</tr>
<tr>
<td>Exams end</td>
</tr>
<tr>
<td>Commencement weekend</td>
</tr>
<tr>
<td>Grading Deadline</td>
</tr>
<tr>
<td>Faculty contract year ends</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SUMMER SESSIONS 2027</th>
</tr>
</thead>
<tbody>
<tr>
<td>Memorial Day (observed)</td>
</tr>
<tr>
<td>4-week session</td>
</tr>
<tr>
<td>3-week session</td>
</tr>
<tr>
<td>8-week session</td>
</tr>
<tr>
<td>Independence Day (observed)</td>
</tr>
<tr>
<td>Grading Deadline (8 week summer session)</td>
</tr>
</tbody>
</table>
### FALL SEMESTER 2026

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty contract year begins</td>
<td>August 17</td>
</tr>
<tr>
<td>Instruction begins</td>
<td>September 2</td>
</tr>
<tr>
<td>Labor Day</td>
<td>September 7</td>
</tr>
<tr>
<td>Sept 7-14</td>
<td>Paryushana Parva</td>
</tr>
<tr>
<td>Sept 11-13</td>
<td>Rosh Hashanah</td>
</tr>
<tr>
<td>Sept 20-21</td>
<td>Yom Kippur</td>
</tr>
<tr>
<td>Sep 25-Oct 2</td>
<td>Sukkot</td>
</tr>
<tr>
<td>Oct 3-4</td>
<td>Shemini Atzeret &amp; Simchat Torah</td>
</tr>
<tr>
<td>Oct 11-19</td>
<td>Navaratri</td>
</tr>
<tr>
<td>October 20</td>
<td>Dussehra</td>
</tr>
<tr>
<td>Oct 31-Nov 1</td>
<td>Samhain</td>
</tr>
<tr>
<td>November 1</td>
<td>All Saints Day</td>
</tr>
<tr>
<td>November 8</td>
<td>Diwali</td>
</tr>
<tr>
<td>November 10</td>
<td>Birthday of Báb</td>
</tr>
<tr>
<td>November 11</td>
<td>Birthday of Baha’u’llah</td>
</tr>
<tr>
<td>Thanksgiving recess</td>
<td>November 26-29</td>
</tr>
<tr>
<td>December 4-12</td>
<td>Hanukkah</td>
</tr>
<tr>
<td>December 8</td>
<td>Feast of Immaculate Conception</td>
</tr>
<tr>
<td>Last class day</td>
<td>December 9</td>
</tr>
<tr>
<td>Study day</td>
<td>December 10</td>
</tr>
<tr>
<td>Exams begin</td>
<td>December 11</td>
</tr>
<tr>
<td>Commencement</td>
<td>December 13</td>
</tr>
<tr>
<td>Exams end</td>
<td>December 17</td>
</tr>
<tr>
<td>Grading deadline</td>
<td>December 20</td>
</tr>
<tr>
<td>December 24</td>
<td>Christmas Eve</td>
</tr>
<tr>
<td>December 25</td>
<td>Christmas</td>
</tr>
</tbody>
</table>

### SPRING SEMESTER 2027

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Martin Luther King Jr. Day</td>
<td>January 18</td>
</tr>
<tr>
<td>Instruction begins</td>
<td>January 19</td>
</tr>
<tr>
<td>Feb 17</td>
<td>Lunar New Year</td>
</tr>
<tr>
<td>Feb 17</td>
<td>Chinese New Year</td>
</tr>
<tr>
<td>Feb 10</td>
<td>Ash Wednesday</td>
</tr>
<tr>
<td>Feb 15</td>
<td>Nirvana (Parinirvana) Day</td>
</tr>
<tr>
<td>Feb 22</td>
<td>Magha Puja Day</td>
</tr>
<tr>
<td>Feb 7-March 8</td>
<td>Ramadan</td>
</tr>
<tr>
<td>Feb 10-March 25</td>
<td>Lent</td>
</tr>
<tr>
<td>March 6</td>
<td>Maha Shivaratri</td>
</tr>
<tr>
<td>March 9-10</td>
<td>Eid al-Fitr</td>
</tr>
<tr>
<td>Spring recess</td>
<td>Mar 20-28</td>
</tr>
</tbody>
</table>
## Appendix: Comparison of 2026-27 academic year and religious observation dates

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 22-23</td>
<td>Purim</td>
</tr>
<tr>
<td>March 22</td>
<td>Holi</td>
</tr>
<tr>
<td>March 23-25</td>
<td>Holi Mohalla</td>
</tr>
<tr>
<td>March 26</td>
<td>Good Friday</td>
</tr>
<tr>
<td>March 28</td>
<td>Easter</td>
</tr>
<tr>
<td>March 29</td>
<td>Classes resume</td>
</tr>
<tr>
<td>April 13-16</td>
<td>New Year (South and Southeast Asia/Sri Lanka)</td>
</tr>
<tr>
<td>April 19</td>
<td>Mahavir Jayanti</td>
</tr>
<tr>
<td>April 21-29</td>
<td>Passover</td>
</tr>
<tr>
<td>April 30</td>
<td>Last Class Day</td>
</tr>
<tr>
<td>May 1</td>
<td>Study Day</td>
</tr>
<tr>
<td>May 1</td>
<td>Beltane</td>
</tr>
<tr>
<td>May 2</td>
<td>Exams begin</td>
</tr>
<tr>
<td>May 6</td>
<td>Ascension Day</td>
</tr>
<tr>
<td>May 7-8</td>
<td>Commencement weekend</td>
</tr>
<tr>
<td>May 7</td>
<td>Exams end</td>
</tr>
<tr>
<td>May 10</td>
<td>Grading deadline</td>
</tr>
<tr>
<td>May 16</td>
<td>Faculty contract year ends</td>
</tr>
<tr>
<td>May 16-17</td>
<td>Eid al-Adha</td>
</tr>
<tr>
<td>May 16</td>
<td>Pentecost Sunday</td>
</tr>
<tr>
<td>May 17-Jun 18</td>
<td>4-week session</td>
</tr>
<tr>
<td>May 20</td>
<td>Vesak</td>
</tr>
<tr>
<td>May 24-Jun 11</td>
<td>3-week session</td>
</tr>
<tr>
<td>May 24</td>
<td>Declaration of the Báb</td>
</tr>
<tr>
<td>May 29</td>
<td>Ascension of Baha’u’llah</td>
</tr>
<tr>
<td>May 31</td>
<td>Memorial Day (observed)</td>
</tr>
<tr>
<td>June 5-6</td>
<td>Awwal Muharram</td>
</tr>
<tr>
<td>June 10-12</td>
<td>Shavuot</td>
</tr>
<tr>
<td>June 14-Aug 6</td>
<td>8-week session</td>
</tr>
<tr>
<td>July 4</td>
<td>Independence Day (observed)</td>
</tr>
<tr>
<td>July 18</td>
<td>Asalha Puja</td>
</tr>
<tr>
<td>August 9</td>
<td>Grading deadline (8 week summer session)</td>
</tr>
<tr>
<td>Aug 11-12</td>
<td>Tisha B’av</td>
</tr>
<tr>
<td>August 13-15</td>
<td>Obon</td>
</tr>
<tr>
<td>August 15</td>
<td>Assumption</td>
</tr>
</tbody>
</table>
Committee on Disability Access and Inclusion Resolution on Ableism

WHEREAS the Centers for Disease Control and Prevention (CDC) indicate 61 million, or one in four adults, live with a disability;¹

WHEREAS disability may be visible or nonapparent, impacting mobility, physical and mental health, cognition, communication, hearing, vision, self-care, and independent living;²

WHEREAS disability can occur at any time to anyone in our community as a result of injury or illness;

WHEREAS national and campus-wide statistics reveal that a sizable number of individuals self-identify as having a disability, whether temporary or permanent;

WHEREAS in 2015-2016, according to the National Center for Education Statistics, 19% of undergraduates and 12% of post-baccalaureates reported having a disability;³

WHEREAS the percentage of faculty members with disabilities is estimated by the National Center for College Students with Disabilities to be at least four percent,⁴ but this statistic is considered low given 25% of Americans have a disability according to the CDC;

WHEREAS in fiscal year 2020-2021 the Employee Disability Resources Office supported 957 cases, a 77% increase from the previous year, and since July 1, 2021 it has received 376 contacts, the majority of which are accommodation requests;

WHEREAS the most recent results of a longitudinal climate study of university faculty (including clinical faculty in the School of Veterinary Medicine) developed by the Women in Science and Engineering Leadership Institute⁵ affirms faculty with disabilities consistently report lower satisfaction with the hiring process, department climate (e.g., interactions with others, solicitation of their opinions, value of their research, etc.), elements of the tenure/promotion processes, and experience higher incidences of sexual harassment and hostile and intimidating behavior;

WHEREAS the McBurney Disability Resource Center served 3,667 students or 8.1% of the university’s enrollment in 2020-2021, and has seen an 88% increase in students with disabilities since 2016-2017;⁶

WHEREAS the largest disability types among students are: mental health, chronic health, Attention Deficit with or without Hyperactivity, and learning disabilities,⁷ and these statistics are similar to UW System institutions, which have experienced as a whole since 2016-2017, a 31% increase in students with disabilities;⁸

² Ibid.
⁷ Ibid.
⁸ Ibid.
WHEREAS state and federal laws require the university to provide reasonable accommodations for qualified individuals with disabilities, including students, employees, program participants, and visitors;

WHEREAS accommodations ensure equal opportunity to programs, services, employment, and activities, but do not address ableism;

WHEREAS ableism—discrimination in favor of able-bodied people—can be intentional or unintentional;

WHEREAS disability comprises the largest minority group in the world;9

WHEREAS the university affirms diversity to be a source of strength and it values the contributions of each person and the profound ways their abilities enrich the university community;10

THEREFORE be it RESOLVED that UW-Madison’s faculty support the inclusion of disability within the university’s diversity, equity, and inclusion initiatives;

THEREFORE be it RESOLVED that the faculty support raising awareness of the prevalence and importance of disability at the university and embrace accessibility;

THEREFORE be it RESOLVED that the faculty, in recognition of increasing rates of accommodations needed to provide equal opportunity to the university’s programs, services, employment, and activities, affirm accessibility to be a shared university commitment requiring all individuals – faculty, staff, and students – to do their part to dismantle ableism at UW-Madison; and,

Be it FURTHER RESOLVED that the faculty recommend the university undertake a comprehensive study that goes beyond problem identification and focuses instead on problem-solving to achieve desired outcomes for the full inclusion of all people with disabilities across campus. That study should build on the campus climate survey but also gain the perspective of campus community offices, units, groups, and individuals with disabilities or disability-related missions, to collect information concerning ableism and disability access and inclusion. The faculty should recommend a reasonable completion date for the study, which should include guidelines for implementation.

---


Motion to support the Academic Staff on the State Pay Plan Distribution

The Faculty Senate at UW-Madison supports the right of all academic staff employees to receive system-wide pay increases as base pay increases instead of lump-sum payments, and recommends continuation of this year’s constructive new policy into the future, as described in Academic Staff Assembly Resolution #775 (below).
Resolution on State Pay Plan Distribution

(1) Whereas the Wisconsin State Legislature’s Joint Committee on Employment Relations (JCOER) discusses and votes on pay increases for state workers, including UW System employees;

(2) Whereas the Wisconsin State Legislature and Board of Regents have historically approved systemwide pay increases to address the rising cost of living and provide merit increases;

(3) Whereas, all Academic Staff, University Staff, Limited Appointees, and Faculty currently are eligible to receive state pay plan increases;

(4) Whereas UW-Madison will grant 2% state pay plan increases to all eligible employees in 2022, if approved by the Wisconsin State Legislature, JCOER, and the Board of Regents;

(5) Whereas, UW System and UW-Madison are committed to attracting, retaining, and rewarding a highly qualified and diverse workforce by implementing a market informed salary structure that provides flexibility to compensate employees for their experience and performance;

(6) Whereas the Title and Total Compensation (TTC) Project provided for the first review of job titles and total compensation since the Hayes-Hill study in the 1980’s and will establish a regular program of market evaluation;

(7) Whereas timing of future market evaluations, salary range adjustments, and state pay plan increases could result in some employees receiving a lump sum instead of a base increase, or could exclude some employees from receiving state pay plan increases altogether;

(8) Whereas the Consumer Price Index for all items rose 6.2% for the 12 months ending October 2021, the largest 12-month increase since the period ending November 1990;

(9) Whereas, pay plans are a distinguishing factor outside of market;

(10) Whereas, due to inflation and other factors, employees who are paid at or above the maximum of their job’s salary range should be eligible for state pay plan increases;

(11) Therefore, be it resolved that the UW-Madison Academic Staff Assembly calls upon UW-Madison leadership to distribute future state pay plan increases to all eligible employees as base pay adjustments, regardless of where they fall in their assigned salary grade.
Appendix
Response to the Academic Staff resolution from the Office of Human Resources

TO: Academic Staff Assembly

FROM: Patrick Q. Sheehan, Interim Associate Vice Chancellor and Chief Human Resources Officer

RE: Academic Staff Document #775, Resolution on State Pay Plan Distribution

DATE: January 24, 2022

The central Office of Human Resources (OHR) appreciates the engagement, support, and feedback it has received from the Academic Staff Assembly. Below is information in response to the ASA Resolution on State Pay Plan Distribution.

Employees Paid over Maximum Salary Range Eligible for Increase in 2022

As part of the Title and Total Compensation Project, the university determined that employees paid over the maximum of their salary range would be eligible for a 2 percent wage increase in January 2022. In previous years, employees who were paid over their maximum salary range received the additional pay in the form of a one-time lump-sum payment.

The awarding of a pay plan wage increase in January 2022 as a base adjustment for those over the maximum of their newly implemented TTC range is an exception. In January 2023, employees over the maximum of their range will receive the 2% adjustment as a lump sum per university policy.

Pay plan increases do not change salary ranges. The Office of Human Resources will continue to monitor market data and adjust salary ranges to reflect market trends. Employees over the maximum of their salary range received this information in December via email. Employees who have questions should contact their local human resources professional.

Office of Human Resources
University of Wisconsin—Madison  21 N. Park Street Suite 5101  Madison, Wisconsin 53715-1218
008-200-2257  Fax: 008-202-8430  hr.wisc.edu
With mark-up:

7.16. PROMOTION FROM ASSOCIATE PROFESSOR TO PROFESSOR

---[snip]---

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 non-adversarial 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 within twenty calendar days. 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 6 below).

---[snip]---

Without mark-up:

7.16. PROMOTION FROM ASSOCIATE PROFESSOR TO PROFESSOR

---[snip]---

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 non-adversarial 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 within twenty calendar days. 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 6 below).

---[snip]---
Proposal to Remove Faculty Legislation II-600,
Institutional Advisory Committee on Outside Activities

When this committee was established in 1986, it provided advice to schools and colleges. In 1998, when updated federal regulations were released, it was re-formed into the campus-wide Conflict of Interest (COI) Committee. Members are still selected by the chancellor, but nominated by schools and colleges. In addition, the duties of the COI committee changed to provide campus review of COI issues rather than simply acting as a consultative body.

II-600: INSTITUTIONAL ADVISORY COMMITTEE ON OUTSIDE ACTIVITIES (See UWS 8.035.)

A. MEMBERSHIP.
   1. The committee consists of twelve members appointed by the chancellor from names submitted by the University Committee and the Academic Staff Executive Committee or its delegate as specified under the Academic Staff Rules. In selecting members of the committee, the value of having different perspectives represented on the committee shall be taken into account. A majority of those selected should be knowledgeable about, or have experience in, outside activities.
   2. Four members shall be selected each year to serve three-year terms.

B. FUNCTIONS.
   1. Provides to any member of the unclassified staff and to the administration consultation and advice on the application of UWS Chapter 8.
   2. Committee deliberations and actions upon requests for consultation or advice shall be in meetings not open to the public. Records obtained in connection with requests for consultation or advice shall be considered confidential university information.
   3. Summaries of advice provided by the committee, without disclosing the identities of persons requesting such advice, shall be made public in an annual report.
   4. The committee may form panels of at least three persons each. An order of rotation shall be established for the panels and requests for advice shall be assigned to the panels in sequence. When a request for advice is received the chair shall decide whether the request should be heard by the full committee or assigned to one of the panels.