FACULTY SENATE MEETING AGENDA
MATERIALS
for
04 April 2022

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

1. Memorial Resolutions for:
   - Professor Emeritus William Boyle (Fac doc 3009)
   - Professor Emeritus Robert Ammerman (Fac doc 3010)
   - Professor Emeritus Andrew Levine (Fac doc 3011)
   - Professor Emeritus Keith Yandell (Fac doc 3012)

2. Presentation of the 2022 Hilldale Awards
   - Arts and Humanities Division: Professor Michael Bernard-Donals, Department of English
   - Biological Sciences Division: Professor Anna Huttenlocher, Department of Pediatrics
   - Physical Sciences Division: Professor Stephen Wright, Department of Computer Sciences
   - Social Sciences Division: Professor Timothy Smeeding, La Follette School of Public Affairs

3. Announcements/Information Items

4. State of the Research Enterprise

5. Question period

Consent Agenda

6. Minutes of March 7, 2022 meeting (consent)

7. Changes to Standardize Membership Information in Faculty Policies and Procedures Chapter 6 Committee: FPP 6.57 (Advisory Committee to the Dean of Students Office) (Fac doc 3013) (consent)

Reports

8. Advisory Committee to the Dean of Students Annual Report for 2020-2021 (Fac doc 3014)

9. PROFS Annual Report for 2020-2021 (Fac doc 3015)

New business

10. Proposal to edit FPP 7.20 “Leave of Absence” regarding UW System approval (Fac doc 3016) (vote)

11. Proposal to change “Emeritus/Emerita” in Faculty Policies and Procedures to “Emerit,” and to Encourage the Use of “Emerit” in Campus Policies, Systems and Communications (Fac doc 3017) (first reading)

Upcoming Faculty Senate Meetings – 3:30 p.m., 272 Bascom Hall: May 2
2022-2023 Dates: Oct 3, Nov 7, Dec 5, Feb 6, Mar 6, Apr 3, May 1
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus William C. Boyle

Professor Emeritus William C. Boyle died April 1, 2020, at the age of 83. Boyle was born in Minneapolis in 1936. He is survived by his wife of 60 years, Nancy, and their four children: Elizabeth (Betsy), Michele, Jane, and Robert (Bob); and 10 grandchildren.

Bill attended high school in Fort Thomas, Kentucky and in 1954 held the Bausch & Lomb Honorary Science Award. Bill and Nancy were high school sweethearts. Nancy attended the College-Conservatory of Music and earned her BS degree from the University of Cincinnati. Boyle attended the University of Cincinnati received his civil engineering degree in 1959. Bill and Nancy were married in 1959. After earning his master’s degree from the University of Cincinnati in 1960, Bill earned his PhD in 1963 at the California Institute of Technology (Caltech) under the direction of Prof. Jack McKee. After graduating from Caltech, Bill, Nancy and their first child, Betsy, moved to Madison and Bill started his career at University of Wisconsin. Bill and Nancy’s children Michele, Jane, and Bob, were all born in Madison.

During his studies at the University of Cincinnati, Bill participated in the civil engineering co-op and worked at the Milwaukee Jones Island Wastewater Treatment Plant. The co-op experience was impactful on Boyle’s effort to integrate engineering practice with engineering education.

For more than 30 years, Bill Boyle served as a valued member of the UW–Madison’s Civil and Engineering Department and is credited with helping to build UW-Madison’s environmental engineering program into one of the nation’s best. He continued to serve the field of environmental engineering long after his retirement from UW-Madison in 1996. His UW-Madison tenure included service as CEE’s department chair from 1984-1986, and as Associate Chair from 1988-1996. Boyle’s prolific research resulted in over 140 publications and had profound impacts on the practice of environmental engineering.

In 1975-1976, Bill and his family spent the year at Stavanger, Norway, while Bill taught at Rogaland College. From 1988-1989, Boyle took a leave of absence serving as Principal Engineer for J.M. Montgomery Engineers; this opportunity helped translate his research and developments in engineering practice into everyday applications across the nation.

Starting in 1977, Boyle led a nation-wide effort under the American Society of Civil Engineers to develop standard methods for measuring the oxygen transfer capacity of aeration systems used in wastewater treatment. These efforts led to the U.S. Environmental Protection Agency (USEPA) Design Manual for Fine Pore Aeration Systems, and a book co-authored with Jim Mueller and Johannes Popel, Aeration: Principles and Practice. These publications transformed the design and operation of aeration systems in wastewater treatment facilities and still impact the field today.

Boyle researched a range of environmental engineering issues, including biological wastewater treatment, nitrogen removal processes for wastewater and oxygen transfer. His projects received funding from the National Science Foundation, Environmental Protection Agency, Wisconsin Department of Natural Resources, and the Madison Metropolitan Sewerage District. He contributed to a number of critical innovations at the Madison Metropolitan Sewage District including ultraviolet light disinfection, ammonia toxicity standards, fine pore aeration design and maintenance, and cold weather denitrification. These innovations were adopted at other facilities around the country that impacted industry standards wastewater treatment. His work led to more than $100 million in savings at the Madison Metropolitan Sewerage District through improvements to the district’s wastewater treatment operations.
Boyle was an inspired educator. Throughout his career, he taught the required civil engineering course in environmental engineering that introduced a generation of engineering students at UW-Madison to environmental engineering. This alone had a profound impact on the environmental engineering workforce and industry. Boyle went further, mentoring dozens of graduate students throughout his tenure at UW-Madison. He was known for teaching students through sound fundamental and applied research and for encouraging them to seek original, practical solutions to engineering challenges. He received numerous awards for his teaching. Ultimately, the Bill Boyle Outstanding Educator Award was established in his name in 2008 by the Central States Water Environment Association (CSWEA), a legacy continuing to honor him.

Boyle was very active in the environmental engineering professional societies including the American Society of Civil Engineers (ASCE), the American Academy of Environmental Engineers (AAEE), the Water Environment Federations (WEF), and the International Water Association (IWA). He served as Trustee-at-Large from 1993-1996 for AAEE and the president of AAEE from 1999-2000. He was very active in engineering education accreditation and served as the AAEE representative to the ABET Engineering Accreditation Commission from 1994-2000.

Boyle’s ability to apply engineering fundamentals when providing solutions and innovations in engineering practice was the hallmark in all of his outstanding achievements in research, education, mentoring and eventually his ability to have a transformative impact in engineering practice. Boyle’s contributions to the environmental engineering program at UW-Madison, along with Professor Gerard Rohlich, Larry Polkowski, Mac Berthouex, and Bob Ham, laid the foundation for environmental engineering at UW-Madison and have had a lasting impact on the success of a highly regarded Civil and Environmental Engineering Department at UW-Madison. Although Prof. Bill Boyle will be deeply missed, his legacy and impact is timeless.

Memorial Resolution Committee

Paul M Berthouex, Professor Emeritus
Tuncer B. Edil, Professor Emeritus
James J. Schauer, William C. Boyle Professor
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Robert R. Ammerman

Robert R. Ammerman joined the Department of Philosophy in 1957, rose to the rank of Professor, and retired in 1989. After living in Italy for a year, he settled in Florida. In 2001, he moved to Cincinnati, Ohio to be closer to his son and grandchildren. Bob died on May 28, 2021.

Bob was born in Buffalo, New York in 1927, and moved to West Chester, Pennsylvania in 1937. In 1945, he enlisted in the U.S. Army and was assigned to the 88th Infantry Division in Italy. In 1947, he participated in the first United Nations Peacekeeping Mission in Trieste. Discharged in 1948, he enrolled at Swarthmore College in 1949, graduating with highest honors in 1953. After a year pursuing graduate studies in philosophy at Princeton University, he transferred to Brown University. He received his doctorate in 1956, completing his dissertation under the guidance of Richard Taylor.

The philosophical idea that fascinated Bob most was Ludwig Wittgenstein’s suggestion that philosophical puzzlement arises from a misunderstanding of language; once these misunderstandings are dispelled, the problems dissolve. Bob was a close colleague of William Hay, Marcus Singer, and Claudia Card. With Singer, he edited Introductory Readings in Philosophy in 1962, which was widely adopted as a textbook around the country. His anthology, Classics in Analytic Philosophy, first published in 1966, is still in print. Bob was passionate about teaching undergraduates. He introduced several new courses – for example, Death and Dying and Man, Religion, and Society. Bob was one of the most popular teachers in the Philosophy Department.
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Andrew Levine

Andrew Levine, known to all as Andy, died at his home in Maryland on March 9th 2021. Having received his PhD from Columbia University in 1971, he taught for 3 years at the University of British Columbia, after which he moved to UW-Madison, where he worked from 1974 until retiring in 2004 in the Philosophy Department. After retiring he taught for some time at University of Maryland-College Park, while holding a fellowship at the Institute for Policy Studies, and writing, voluminously, for the left wing publication, Counterpunch.

In a time when a left-wing variant of liberalism dominated political philosophy, Andy was an iconoclast, who admired and was excited by the prevailing theory, but always skeptical of it, mainly from a Marxist standpoint. Unlike the Analytical Marxists whose work he anticipated, he was deeply engaged with the work of historical figures (Rousseau, Kant, Mill and, of course, Marx). But, like them, he respected and utilized – with great skill – the methods of his discipline, to address questions that dogged the Marxist tradition. His first book, The Politics of Autonomy (1976) develops a Kantian interpretation of Rousseau’s variant of social contract theory, and his second, Liberal Democracy: A Critique of Its Theory (1981) does exactly what the title suggests. Much of his subsequent work worries away at the justification of state power, while engaging, using guerilla tactics, in the project of showing that liberalism wasn’t adequate to the task it set itself.

Andy’s courses were mostly in social and political philosophy broadly speaking, though he also taught a wide-ranging course on the introduction to philosophy. His seminars looked closely at cutting edge new work in political philosophy across the political spectrum, including the analytical Marxists of course, but also the monumental liberal theories emerging in that time from left-liberal John Rawls, to libertarian Robert Nozick, and the importance of economist Kenneth Arrow’s work for democratic theory. Some philosophers do good work by focusing on their own narrow specialty with blinkers on, but Andy—despite a career-long discomfort with academia—was a true scholar, fascinated by the work of great historical figures, and wide-ranging enough in his expertise to contribute fruitfully to colloquium discussions in just about any area of philosophy. He was a much better teacher of undergraduates than he believed himself to be. Students appreciated his clear, graceful explanations of complex ideas, and his almost-instant, but detailed and thoughtful, written feedback on their papers: he was entirely capable of providing a full single-spaced page of comments for each of 25 papers in the class session after the one during which they had been handed in.

During his academic career Andy rarely strayed from political philosophy in his research or teaching, Andy was a well-rounded and incisive thinker far beyond his specialty. His questions and comments at department colloquia were appreciated on all topics, and in inter-disciplinary workshops and conferences he was able to engage with economists and sociologists productively on their own territory. A polyglot, and with a deep reading of history, as well as the history of philosophy, he was rare among philosophers in being able to engage broadly with the rest of the humanities, as well as with the social sciences.

Andy was a socialist by commitment. But he was an anarchist by temperament, irritated by all power structures, from the Federal government to the UW-Madison parking bureau, reserving particular disdain for the City of Madison and the UW-Madison administration. Instinctively hostile to bureaucratic rules, even when he could see their point, and took great pleasure in
conflictual correspondence—in dead earnest, even if amusingly recounted—contesting parking tickets and objecting to various by-laws designed to facilitate snow-clearing in the city. A letter to the parking bur would meet the same exacting intellectual standards that he abided by in his teaching and research. He believed authority could be justified, but it is hard to believe he would ever have liked it.

He was also a contrarian. Like many on the left he was appalled by the emergence of Bill Clinton as Democratic presidential candidate in 1992. But few on the left joined him in voting for what he, as a socialist, saw as the lesser evil candidate, George H.W. Bush, in that election. Indeed, his informal organization, Socialists for Bush in 92, attracted only two other members, one of whom was not even eligible to vote.

In another possible world Andy could have been a star. He had a brush with real fame when the media got hold of his rare ability effortlessly to speak backwards. A friend, Lewis Leavitt, studied and published some research on this phenomenon, but not before Johnny Carson flew (and limo’d) Andy to California as a guest on The Tonight Show. He was charming and funny, and one fellow guest on the couch, the beautiful TV and film star Angie Dickinson, seemed to think it was the most entertaining thing she’d ever seen. The fame was worldwide but brief. Andy later reported that he was, “a huge hit in Japan,” and that “if it had led to a career on ‘Hollywood Squares’ or something, I would’ve stayed with it.”

Andy was indeed always skeptical of the academic profession, especially for its pernicious effects on political thought. He believed, and argued in print (most clearly in his piece in the Oxford Handbook in Political Philosophy (2013)), that without any constituency among the real people who were being theorized about, it was no surprise that the reality of their lives had scant influence on the work of academic philosophers. It made sense, then, that after leaving his 30-year stint at Madison, Andy embarked on a second phase of his career, writing more directly political articles and books (which, combined with his academic books, came to a total of twelve). He began a new intellectual life as a prolific political commentator, unsurprisingly witty and iconoclastic but now for the benefit of a wide following.

Andy’s social and political idealism (if not optimism) was present already in his graduate school years. He was active in Students for a Democratic Society during the politically intense late 1960’s at Columbia. In a 1968 New York Times letter replying to George Kennan, a top foreign policy figure who regularly denounced the student left, Andy concluded with this: “Without pretending to authority in these matters, I think it is reasonable to hold that institutions, if not perfectible, are at least improvable to a point where war and poverty, exploitation and racism can disappear. Once this is granted, it should not require too much withdrawn reflection in academic retreats to make the necessary intellectual connections.”. Those words, probably the earliest of his that were published, capture a spirit that endured, despite repeated setbacks to the ideals he championed, throughout his life and work.
Memorial Resolution of the Faculty of the University of Wisconsin-Madison
On the Death of Professor Emeritus Keith Yandell

Keith Edward Yandell was a member of the Philosophy Department from 1966 until 2011. He died in Madison on April 28, 2020. Keith was a skillful teacher and an acclaimed scholar. Keith was awarded a WARF Named Professorship and named it after his deceased senior colleague, Julius Weinberg. Keith and Julius disagreed philosophically, but that did not stand in the way of their friendship. The same was true of Keith’s relationship to other members of the Department. Philosophers disagree a lot, perhaps more than academics do in other fields. Keith upheld and strengthened the Philosophy Department’s tradition of tolerance and collegiality.

Keith was born in Davenport, Iowa on July 16, 1938. He earned B.A. and M.A. degrees from Wayne State University, and a PhD from Ohio State University. Starting in 2004 and continuing after his retirement from UW-Madison, Keith was an Affiliate Professor of Philosophy at the Trinity Evangelical Divinity School in Deerfield, IL.

Keith’s fields of expertise included History of Modern Philosophy, Metaphysics, Ethics, Indian Philosophy, but Philosophy of Religion was his central focus. It was characteristic of Keith’s scholarship that he sought to connect philosophical questions about religion with central questions that arise in other areas of philosophy. In this way, Keith opposed the rising tide of specialization.


Keith also published several series of connected articles - on the problem of evil, on the epistemic status of religious experience, on David Hume's philosophy of religion, on the supposed ineffability of God, miracles, and religious experience, on Indian philosophy, and on the relationship of religion and morality.
Chancellor Rebecca Blank called the online meeting to order at 3:30 p.m. with 155 voting members present (109 needed for quorum). Memorial resolutions were offered for Professor Emeritus Norman H. Beachley (Faculty Document 3001), Professor Emeritus Jost Hermand (Faculty Document 3002), Professor Emeritus Olvi Mangasarian (Faculty Document 3003), and Professor Emeritus David Slautterback (Faculty Document 3004).

Chancellor Rebecca Blank reminded the Senate that campus is removing masking requirements as of March 12 as both UW-Madison and Dane County case levels continue to fall. Masks and testing will continue to be available the remainder of the spring semester. The university will continue to monitor cases closely and will reimpose a masking mandate if necessary.

The Wisconsin legislature has been considering several bills that would affect UW-Madison. Senate Bill 557 would allow campus to invest cash reserves in short-term investments; Assembly Bill 775 would allow planning for a new engineering building; and Senate Bill 605 would allow health sciences professional schools to begin their semesters prior to September 2. Two bills in the legislature (Senate Bill 409 and Assembly Bill 884) would restrict academic freedom and freedom of speech on campus. Chancellor Blank has asked Governor Evers to veto those bills.

Commencement will be on May 13 and 14 this year with Linda Thomas-Greenfield, current ambassador to the United Nations, as the keynote speaker. The Chancellor acknowledged the ongoing situation in Ukraine and indicated that UW-Madison has expressed support for its Ukrainian students and all those affected by the conflict.

University Committee Chair Eric Sandgren announced that the Women’s Faculty Mentoring Program has been renamed the Women, Trans, & Non-Binary Faculty Mentoring Program by their advisory committee to reflect the program’s commitment to support women, trans, and non-binary faculty on their path towards tenure.

Missy Nergard, Director of Sustainability, provided an update on sustainable procurement. They have been working on a zero-waste initiative, which falls under sustainable procurement, and had six undergraduate students prepare a campus assessment on campus waste. UW-Madison is joining the Sustainable Purchasing Leadership Council. There is also a UW System working group looking at similar programs at peer institutions and other organizations.

In response to the request of the Faculty Senate for the Wisconsin Foundation and Alumni Association (WFAA) to divest from fossil fuels, Mike Knetter, CEO and Executive Director of WFAA, reported that a work group will explore an ESG (Environmental, Social and Governance) framework for WFAA. He stated that their fossil fuel holdings are minimal, and they feel their best way to advance social change is through their mission. They have raised millions for environmental initiatives on campus and plan to launch a new project to support the university’s sustainability priorities. They also issued a statement.
The minutes of the **February 7, 2022** meeting were approved by consent. Also approved by consent were changes to *Faculty Policies and Procedures* (FPP), standardizing membership information for the Health Care Advisory Committee and Retirement Issues Committee (*Faculty Document 3005*). Paul Kelleher (District 82, Medical History & Bioethics) presented the Health Care Advisory Committee annual report for 2020-2021 (*Faculty Document 3006*), and Cliff Robb (District 43, School of Human Ecology) and Carol Hulland presented the Retirement Issues Committee annual report for 2018-2020 (*Faculty Document 3007*). There were no questions on these reports.

University Committee chair Eric Sandgren moved approval of the 2026-2027 academic calendar and the proposal to maintain a 5-year “rolling academic calendar” (*Faculty Document 2997*). The motion was approved.

Professor Adrian Treves (District 107, Nelson Institute for Environmental Studies), chair of the Committee on Disability Access and Inclusion, moved approval of a resolution on an accessible and inclusive campus (*Faculty Document 2998*). The resolution was seconded, amended, and approved.

Professor Mathew Hitchman, faculty senator for District 64, Atmospheric & Oceanic Sciences, moved approval of a motion to support an academic staff resolution on the state pay plan distribution (*Faculty Document 2999*). The motion was seconded and approved.

University Committee member Lauren Papp moved approval of an amendment in FPP 7.16.D.4 to clarify the appeals timeline for promotion from associate professor to professor (*Faculty Document 3000*). The motion was approved.

Chancellor Blank adjourned the meeting at 4:36 pm.

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

6.57. Advisory Committee to the Office of the Dean of Students

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>
</tbody>
</table>

1. Membership (16 seats)

| 1. Three faculty members appointed for 3-year terms |
| 2. Two academic staff members appointed for 3-year terms |
| 3. Two university staff members appointed for 3-year terms |
| 4. Seven student members appointed for 1-year terms |
| 5. Director of the Division of Recreational Sports, ex officio, nonvoting |
| 6. Representative of the Division of Intercollegiate Athletics, ex officio, nonvoting |

Add: Total membership count

Standardize:
- term length for each seat category
- listing of membership categories (e.g., faculty-academic staff-students-ex officio)

Plus: Superficial format changes

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.

See also **FPP 6.08**.

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.

Add: if missing

6.57. Advisory Committee to the Office of the Dean of Students

Faculty members are appointed by the Committee on Committees; academic staff and students are appointed by their shared governance groups.

A. Membership (12 members)

1. Four faculty members appointed for three-year terms.
2. Two academic staff members appointed for three-year terms
3. Four students appointed for one-year terms
4. The dean of students, ex officio, nonvoting
5. A representative of the administration appointed by the provost, nonvoting

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 or a student appointed pursuant to A.2, and A.3, to serve as co-chair.
Advisory Committee to the Office of the Dean of Students
Annual Report, 2020-2021
(Faculty Policies & Procedures 6.57)

I. Statement of Committee Function

The Advisory Committee to the Office of the Dean of Students advises the Dean of Students and Student Advocacy in Student Affairs, the Faculty Senate, and the administration on aspects of student life not part of the formal instructional program of the university. The committee:

1. Recommends, encourages and evaluates programs and policies that support a positive learning environment and student learning outside the formal instructional program.
2. Recommends, encourages and evaluates programs and policies regarding the student social environment including issues of conduct, health and safety, harassment, and substance abuse.
3. Studies and makes recommendations regarding student academic and non-academic misconduct and related policies, rules and procedures. The committee does not hear or consider whether an existing policy or rule ought to be applied in any individual case.
4. Advises the Dean of Students on organization and priorities under their direction.

II. Activities

1. 2020-2021

   The Committee met 8 times this year – 4 in the fall semester and 4 in the spring semester. One topic frequently discussed was COVID-19 pandemic response and returning to the classroom environment. Other issues the group engaged with included the following:

   a. Engagement for 2nd Year Students: The Committee provided feedback and advice for the ways to engage 2nd year students during the Fall 2021 semester who had anything but a traditional first year experience during the 2020-2021 academic year. Campus incorporated these students in the Wisconsin Welcome Back event as well as other orientation events.

   b. Mental Health of students: The Committee invited Jake Baggott, Executive Director, University Health Services, to share insights about the capacity of campus resources to support mental health of students.

   c. Faculty flexibility and support: The Committee asked questions and provided feedback on communicating with faculty, students, and staff about the disruptive grading policy, attendance requirements, and modalities offered in response to the COVID-19 pandemic. We also offered advice on the new campus policies related to Medical Withdrawal as part of a longer-term initiative to offer student support.

   d. COVID-19 Testing and Badger Badge Program: The Dean gave regular updates to the Committee on campus policies related to testing and building access to hear from students, faculty, and staff about their experiences with the programs.

   e. Amnesty Through Responsible Action: The Committee provided guidance on policy drafts and potential communication campaigns for this program that campus implemented during the Fall 2020 semester through a collaboration with UWPD, OSCCS, DOS, ASM, and HRL.
f. Campus climate related to DEI: The Committee invited Jenna Friedman, Assistant Director of Bias Response, to provide an overview of the campus bias response and reporting procedures. We also met with UW Police, Chief Kristen Roman and Louis Macias, to better understand the department’s Racial Equity Initiative. The Committee gave feedback on inclusive pronouns in remote instruction and the restorative practices initiative as well.

g. Expanding the Badger Fare program to provide immediate assistance to students who are experiencing hunger. This program supports food access for all students. Campus partners can share student names and ids with the Dean of Students Office and DOSO is able to put $75 immediately on the student WisCard. This program is a partnership with DOSO, University Union, and the Division of Continuing Studies. This program moved from the Division of Continuing Studies to the Dean of Students Office.

VII. Current Issues or Concerns

a. Academic Misconduct increased dramatically during 2020-2021 which may in part be due to the use of online chat systems and also the University utilizing HonorLock.

b. Mental Health of Students was a major focus and Elias Tsarovsky, a student representative, was part of a planning group to launch a Mental Health & Wellbeing Summit for the Campus during the Spring 2021 semester funded by the Dean of Students and in collaboration with UHS, Rec Well, Center for Healthy Minds, and DOSO.

VIII. Future Issues

- Continuing to navigate during a pandemic
- Mental Health of Students
- Wisconsin Welcome Back – Focus on 2nd Year Students for Fall 2022

X. Committee Membership, 2020-2021

4 faculty; 2 academic staff; 4 students; the dean of students, ex officio, non-voting; a non-voting representative of the administration, appointed by the provost.
Faculty
Amber Epp, Business (2021), chair
Amy Bellmore, Educational Psychology (2021)
Bikash Pattnaik, Pediatrics (2022)
Bret Larget, Statistics (2023)

Academic Staff
Chris Butler, Athletics (2022)
Nicole Wiessinger, iSchool (2023)

Students
Maylin Towne
Jai Khanna
Elias Tsarovsky
1 vacant seat

Ex officio, non-voting
Christina Olstad, Dean of Students
John Zumbrunnen, Vice Provost for Teaching and Learning
Annual Report of PROFS, Inc.
July 1, 2020 to June 30, 2021

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, Regents, 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 2020-21 academic year, the following individuals served on the Board of Directors:

- Kirsten Wolf*, chair (German, Nordic & Slavic)
- Bill Tracy (Agronomy)
- Erica Halverson (Curriculum & Instruction)
- Eric Sandgren* (Pathobiological Sciences)
- Kristyn Masters* (Biomedical Engineering)
- Lauren Papp (School of Human Ecology)

Much of the day-to-day work of PROFS occurs under the supervision of the president and steering committee. Michael Bernard-Donals was named president in June 2020. Steering Committee:

- Michael Bernard-Donals, President (English and Jewish Studies), former University Committee member
- Barbara Bowers (Nursing), former University Committee member
- Barry Burden (Political Science)
- Judith Burstyn (Chemistry), former president, former University Committee member
- Bradley Christian (Medical Physics)
- Julie Dawson (Horticulture)
- Dorothy Farrar Edwards (Kinesiology), former University Committee member
- Nicholas Hillman (Educational Leadership & Policy Analysis)
- Ruth Litovsky (Communications Sciences & Disorders), Budget Committee member
- Eric Raimy (English)
- Steph Tai (Law), Faculty Senator
- Anja Wanner (English), former University Committee member
- Terry Warfield (Accounting), former University Committee member
- Timothy Yu (English and Asian American Studies)
- University Committee members noted with an asterisk (*) above

PROFS Bylaws
The bylaws of PROFS (last updated in June 2021 and 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
Budget Committee. 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 continues 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 page, and Twitter feed and manages the banking and accounts payable. SVA Certified Public Accountants prepare 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 January 2021 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 Wisconsin Ethics Commission website, ethics.wi.gov.

**IV COMMUNICATION**

PROFS communicates regularly with all faculty through e-mail updates and posts to the PROFS website (profs.wisc.edu), Facebook page (facebook.com/PROFSUWMadison) and Twitter feed (@PROFSUWMadison). Communication through social media continues to grow. PROFS has more than 700 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:

- Helping to secure $86 million in state-supported bonding for UW-Madison Chemistry Building project
- Leading the campaign for pre-tax retirement contributions, saving faculty about $1,800 per year
- Securing the implementation of first-day health insurance coverage

PROFS also emphasizes its platform for the future:

- Improving state funding for the UW budget, including competitive compensation for all faculty
- Acquiring greater management flexibility for UW-Madison, including for tuition setting and managing building projects
- Increasing 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 the PROFS web site, profs.wisc.edu.

UW-Madison Fac Doc 3015 — 4 April 2022
PROFS was active during the 2020-21 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, Governor Tony Evers, and legislators.

COVID-19 Pandemic
The pandemic continued to dominate university operations and, to a lesser degree, the work of the legislature. While most courses were taught online, students returned to campus housing in the fall. UW-Madison implemented regular testing in an effort to avert large COVID outbreaks. Unfortunately, infection rates among students surged shortly after the semester began, followed by increased rates in Dane County a few weeks later.

PROFS supported Governor Evers’ statewide mask mandate and joined more than 50 other organizations encouraging Republican leaders to drop their proposal to repeal the mandate.

COVID-19 also affected the university’s budget. In September, the governor’s office announced $300 million of additional budget cuts due to the pandemic. These cuts, to be taken in FY21, were $50 million more than Governor Evers proposed in July, but UW System’s share of the cut was reduced from $69 million to $45 million. PROFS worked hard to ensure the cuts to the university were reduced. PROFS put together a joint shared governance statement that was signed by PROFS; ASPRO, the academic lobbying group; and ASM, the student government association. Jack O’Meara also spoke with Wisconsin Department of Administration Secretary Joel Brennan to encourage the state to reduce the cuts.

2021-23 State Budget
The state budget process officially began in August when UW System Interim President Tommy Thompson announced detail about UW System’s 2021-23 state budget request. The operating budget proposal — a 3.5 percent increase over the biennium — featured ten key initiatives, including 20 new UW-Madison Division of Extension county-based agriculture positions. The capital budget proposal included two projects important to UW-Madison: a new engineering building to support increased growth in the College of Engineering and a new Letters & Science academic building to replace the aging Mosse Humanities Building.

Governor Tony Evers introduced a favorable 2021-23 biennial budget in February, exceeding the UW System request by almost $100 million. Evers’ proposal included $190 million in new funding for UW System, including more than $50 million to fully fund a continued tuition freeze and $40 million over the biennium in unrestricted funding to address student needs and budget losses due to COVID-19.

The Governor also introduced a $2.4 billion capital budget, which included almost $1 billion for UW System. UW-Madison had four major projects in the proposal: a new College of Letters and Science building, a new College of Engineering building, funding for the restoration of the Music Hall, and funding for utility work on the Engineering campus.

In April, Republican legislative leaders identified hundreds of items to remove from Evers’ budget, including borrowing authority for operational expenses at UW System and a plan to expand Bucky’s Tuition Promise to all UW System campuses. In June, the GOP majorities crafted a budget that dramatically slashed program funding for the UW. It provided less than 5% of what Governor Evers proposed and less than 10% of what President Thompson proposed. It did not include funding for the engineering building.

On the plus side, the legislative budget included funding for the new Letters and Science Building. It also ended the in-state tuition freeze, which PROFS lobbied for. And the budget included funding for 2% per-year pay increases. Pay plans need to be approved by the Joint Committee on Employment Relations (JCOER).
Legislation
PROFS followed and lobbied on many bills:

*Assembly Bill 177/Senate Bill 209*  PROFS registered against these bills that limit the use of drop boxes for returning absentee ballots.

*Assembly Bill 192/Senate Bill 203*  PROFS registered against these bills that place new restrictions on absentee ballots.

*Assembly Bill 201/Senate Bill 204*  PROFS registered against these bills that make it harder to use absentee ballots and register to vote electronically.

*Assembly Bill 77/Senate Bill 80*  PROFS registered in favor of these bills, which provide $1 million for state specialists who provide certain UW-Extension services. Similar funding was added to the state budget by the Joint Finance Committee.

*Assembly Bill 195/Senate Bill 323*  PROFS registered against and provided testimony opposing these bills that prohibit transgender women from participating in UW System and Wisconsin Technical College System intercollegiate, intramural, and club sports.

*Assembly Bill 347/Senate Bill 375*  PROFS registered against these bills that prohibit UW System and the Wisconsin Technical College System from requiring testing for, or vaccination against, COVID-19.

*Assembly Bill 362/Senate Bill 359*  PROFS registered in favor of these bills that restore previous shared governance language to state statutes.

*Assembly Bill 363/Senate Bill 360*  PROFS registered in favor of these bills that restore previous tenure language to state statutes.

*Assembly Bill 370/Senate Bill 260*  PROFS registered against these bills that prohibit UW System and UW Hospital and Clinics staff from, while in the scope of their employment, performing or assisting the performance of an abortion. This legislation could jeopardize the accreditation of the obstetrics and gynecology residency program.

UW System
PROFS continued to play an active role in advocating for strong shared governance in UW System search and screen committees. PROFS met with Regent Karen Walsh to discuss changes to regent policies, and PROFS President Michael Bernard-Donals drafted a concept paper with suggestions for specific changes to those policies.

VII  FEDERAL RELATIONS PROGRAM

Even though Jack O’Meara and PROFS leaders did not make any trips to Washington, D.C., PROFS continued to monitor developments at the federal level. In addition, Jack worked with a group of faculty who are committed to promoting greater diversity, especially for Black faculty, in the awarding of NIH research contracts. Jack reached out to congressional offices, and in April, the group had a meeting with an aide to Senator Baldwin who serves on the Senate Appropriations Committee. Senator Baldwin has been working with other senators on language to be added to an appropriations bill.

VIII  CAMPUS OUTREACH

PROFS co-hosted a virtual state budget forum with the La Follette School of Public Affairs and ASPRO on May 7. State Senators Jon Erpenbach (D-West Point) and Dale Kooyenga (R-Brookfield) and Jason Stein, research director at the Wisconsin Policy Forum were panelists. La Follette School of Public Affairs Director Susan Yackee moderated. About 100 people joined the live event and others watched it on YouTube later.
Proposal to edit Faculty Policies and Procedures (FPP) 7.20 “Leave of Absence”
Regarding UW System Approval

UW System delegated authority to chancellors to approve leave of absences over five years in 2011. This edit would bring UW-Madison in alignment with UW System policy.

With mark-up

FPP 7.20. Leave of Absence.

For the purposes of these rules, a leave of absence is a temporary separation of a faculty member from the university during which the faculty member is not paid from funds administered by the university except for such fringe benefit programs as may be permitted by state regulations, or in the case of a faculty member appointed under 1.02.B. of these rules, a temporary separation of the faculty member from their agency assignment in Madison.

Probationary faculty who wish to be temporarily separated from the university will normally request a “temporary assignment” to an alternative activity. Temporary assignments are similar to leaves of absence except they do not interrupt the probationary period. A leave of absence will be approved for a probationary faculty member only for an activity that substantially interrupts the ability of the candidate to establish, within the normal probationary period, a record that would warrant the granting of tenure.

Leaves of absence and temporary assignments require the affirmative recommendation of the departmental executive committee and the approval of the dean. Because a leave of absence extends the time before action must be taken on a probationary appointment (see 7.04.E.), a leave of absence for a probationary faculty member requires the approval of the vice chancellor for academic affairs and provost in consultation with the University Committee.

Ordinarily, a leave of absence is granted for a maximum of one year, or a maximum of three semesters in three years even if no single absence exceeds one year, but under appropriate circumstances upon recommendation of the executive committee and the dean, and with the approval of the University Committee and the vice chancellor for academic affairs and provost, it may be renewed. A leave of absence of more than five years requires approval by the UW System president.

Without mark-up

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Proposal to change use of “Emeritus/Emerita” in Faculty Policies and Procedures to “Emerit” and to Encourage the Use of “Emerit” in Campus Policies, Systems and Communications

The proposed change to use “emerit” in place of “emeritus/emerita” in Faculty Policies and Procedures is in keeping with the Faculty Senate’s approval to remove all gendered pronouns from FPP (Fac doc 2921). The words “emeritus/emerita” or “emeritus” appear five times in FPP (shown below).

Changing the default option to emerit faculty reduces the chance of gender bias from gendered status words, does not place male word as the default, and is gender inclusive.

Furthermore, the Faculty Senate requests other units on campus, including the Office of Human Resources and University Communication, to adopt emerit as official UW-Madison language. Individuals may continue to use whichever option appeals to them.

With mark-up

2.03 ELECTORAL DISTRICTS.
A. The faculty shall be divided into electoral districts, hereinafter called districts, which shall elect senators as provided in 2.04. Emeritus/emerita faculty with governance rights under 7.31. shall not be counted in determining the number of senators to be elected from that district.

2.09. SPEAKING AND VOTING PRIVILEGES.
A. All members of the university faculty and full-time members of the academic staff may speak at meetings of the senate, excluding executive sessions, subject to such rules as the senate may adopt for its own members, but only senators in attendance may offer motions, second motions, or vote. All members of the university faculty, all emeritus faculty meeting the criteria of 7.31.B., and all persons holding faculty status under 1.03.B. may attend and speak at executive sessions subject to such rules as the senate may adopt for its own members, but only senators in attendance may offer motions, second motions, or vote. Chairs of faculty committees under Chapter 6 may offer motions on behalf of their committees.

7.31. EMERITUS/EMERITA FACULTY.
A. Emeritus/emerita faculty titles are conferred by the chancellor upon recommendation of the departmental executive committee and the dean.

B. Emeritus/emerita faculty retain all faculty governance rights held at the time of their retirement during any academic year in which they hold an academic staff appointment from their department totaling at least 20% of a full-time academic year appointment, subject to the provisions of 5.20.C.
Without mark-up

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7.31. EMERIT FACULTY.
A. Emerit faculty titles are conferred by the chancellor upon recommendation of the departmental executive committee and the dean.

B. Emerit faculty retain all faculty governance rights held at the time of their retirement during any academic year in which they hold an academic staff appointment from their department totaling at least 20% of a full-time academic year appointment, subject to the provisions of 5.20.C.