

Networking [12:00 to 12:15]

1. Urgent/Priority Business

- a. Review of 25 February 2015 Minutes
- b. Promotions Policy Recommendations [Rivers/Weber]
- c. **Academic Staff Representatives Update [Weber]**
- d. Higher Learning Commission (HLC) Reaccreditation Update [Ehlen]

2. Academic Staff Committee Reports

- a. Awards [Weber]
- b. Economic Issues [Ehlen]
- c. Elections [Ehlen]
- d. Government [Kriska/Flanagan]
- e. Organization [Fragola]
- f. Professional Development [Ehlen]
- g. Instructional Promotions [Ehlen]
- h. Review [Tumbarello]
- i. Rewards and Recognition [Weber]
- j. Title Appeals [Ehlen]
- k. Titling [Weber]

3. Updates/Announcements/Other Business

- a. Chancellor Search and Screen Update [Fragola]
- b. Academic Staff Representative Council Update [Burton]
- c. Assembly Recommendations for Future Guests/Speakers
- d. Other Business
- e. Good News/Round Robin

**2014-2015 ACADEMIC STAFF ASSEMBLY
MINUTES
12:00PM - 1:30PM ON 25 FEBRUARY 2015 IN UC 68**

PRESENT: Denise Ehlen, Terry Tumbarello, Patricia Fragola, Kara Meissen, Nadine Kriska, Thomas Drucker, Elizabeth Ogunsola, Deborah Bowen, Tracy Arneson-Baker, Kristen Burton

ABSENT: Michael Flanagan, Carmen Rivers, Johnathan Saffold, Curt Weber

1. Urgent/Priority Business

- a. **Approval of 11 February 2015 minutes:** The 11 February 2015 minutes were approved by unanimous vote with a motion by Patricia Fragola (Nadine Kriska, second).
- b. **Recommendations for FUN/Serious FUN:** Denise Ehlen reviewed the history of FUN/Serious FUN and its establishment by Kyle Naff in 2012. The 2014-15 Academic Staff Assembly voted to retain the review of FUN/Serious FUN as a priority, and the Assembly Leadership Team recommended retaining the current goal, the continued support of FUN monthly happy hours, and promoting educational events offered by other units in lieu of Serious FUN. **Action Item:** Terry Tumbarello will chair the FUN/Serious FUN Committee. The other members are: Deborah Bowen, Thomas Drucker, and Tracy Arneson-Baker. The committee will determine if FUN is under the auspices of the Organization Committee or Professional Development Committee, provide suggestions for a new name for the networking events, and bring ideas for next year's FUN to the organizational meeting of the 2015-16 Academic Staff Assembly on 6 May 2015.
- c. **Ratification of Freda Briscoe and Wayne Youngquist Retirement Resolutions:** The ratification of the retirement and emeritus status resolution for Wayne Youngquist was approved by unanimous vote with a motion by Denise Ehlen (Patricia Fragola, second). The ratification of the retirement and emeritus status resolution for Freda Briscoe was approved by unanimous vote with a motion by Elizabeth Ogunsola (Nadine Kriska, second). Benefits include invitation to the Emeritus Banquet, continuation of full library privileges, and retention of one's e-mail address.
- d. **Feedback on Proposed Changes to Chapters 4, 7, and 11 –** Chapter 11 is the only one of the three policies that impacts academic staff. The changes define evidence and standards of proof, and will bring Chapter 11 into compliance with Title IX and the Violence Against Women Act. Chapter 11 only applies to the university's internal process and not a legal proceeding. **Action Item:** Denise Ehlen will notify the Provost the Academic Staff Assembly has no edits to Chapters 4, 7, and 11.

2. Academic Staff Committee Reports

- a. Awards [Ehlen/Weber] – Denise Ehlen received many Awards nominations. She will send them to the committee for review and recommendations.
- b. Economic Issues [Ehlen] – The Economic Issues Committee will proceed with recommending promotional level increases.
- c. Elections [Ehlen] – Denise Ehlen and Tracy Arneson-Baker distributed materials for election nominations at FUN Happy Hour on 18 February 2015 for recruitment purposes. The call for nominations will go out 11 March 2015. **Action Item:** Members up for re-election – Deborah Bowen, Tracy Arneson-Baker, Curt Weber, Carmen Rivers, Nadine Kriska, Kara Meissen, Elizabeth Ogunsola, and Michael Flanagan – should notify Denise Ehlen of their interest in serving another term.
- d. Government [Kriska/Flanagan] – Whitewater City Manager Cameron Clapper will attend Academic Staff Assembly on March 18th. State Senator Janis Ringhand has accepted the invitation to visit UW-Whitewater; Nadine Kriska is working with Michael Flanagan to determine the best forum for her appearance. An invitation will be extended to state Senator Stephen Nass as well.
- e. Organization [Fragola] – All committee positions are now filled. JP Villavicencio joined the Economic Issues Committee. Patricia Fragola will try to fill any upcoming committee vacancies prior to the end of the semester. Denise Ehlen recommended that openings on the Promotions and Awards Committee be filled by staff that received promotions or awards this year. **Action Item:** Once the awards process has been

completed, Denise Ehlen will forward the names of potential Awards Committee members to Patricia Fragola.

- f. Professional Development [Ehlen] – The Professional Development Committee will meet 26 February 2015 at noon.
- g. Instructional Promotions [Ehlen] – Denise Ehlen reported that she believes the Instructional Promotions Committee has come to a final consensus on the instructional promotion applications. **Action Item:** Denise Ehlen will forward the recommendations by e-mail to the Academic Staff Assembly for ratification, or will present the recommendations at the 11 March 2015 meeting.
- h. Review [Tumbarello] – No report
- i. Rewards and Recognition [Ehlen/Weber] – Rewards and Recognition nominations are due 2 March 2015.
- j. Title Appeals [Ehlen] – No report.
- k. Titling [Ehlen] – There were no titling requests for review.

3. Updates/Announcements/Other Business

- a. Chancellor Search and Screen Update [Fragola] – No report.
- b. Academic Plan Committee [Kriska] – No report.
- c. Assembly Recommendations for Future Guests/Speakers – No recommendations at this time for guest speakers.



State of Wisconsin
Accumulated Sick Leave Conversion Credit
Program (ASLCC)
Supplemental Health Insurance Conversion
Credit Program (SHICC)
Fact Sheet

Program Preview

- Created by Wis. Stat. § 40.05 (4) (b).
- The ASLCC Program was first authorized in 1972; the SHICC program was first authorized in 1995.
- The Department of Employee Trust Funds and the ETF Board have statutory authority for program administration and oversight [Wis. Stat. § 40.05 (4) (b) and § 40.95].
- The Office of State Employment Relations authorizes the continuation of the SHICC program through collective bargaining agreements and compensation plans.

Program Features

Sick Leave Accumulation

- For most state of Wisconsin employees, sick leave accrues at the rate of five hours every two weeks to a maximum of 16.25 days a year. Unused sick leave hours accumulate from year to year and are converted at retirement to pay health insurance premiums.
- Unused conversion credits continue to pay for health insurance premiums until the monthly insurance premium equals or exceeds the conversion credit balance. When this happens, future premiums are paid by the retiree or surviving dependent.
- The sick leave account balance may be escrowed after retirement for participants who provide evidence of comparable health insurance coverage from another source.
- Sick leave credit conversion accounts have no cash value and do not accrue interest over time.

Eligibility and Enrollment

Who is Eligible for the ASLCC Program?

- Insured[†] state employees who meet one of the following:
 - ◁ Retire on an immediate retirement or disability annuity.
 - ◁ Retire and receive a lump-sum benefit.
 - ◁ Terminate employment with 20 years of Wisconsin Retirement System creditable service, but defer application for their retirement benefit.
- State constitutional officers, members or officers of the legislature, state agency or department heads appointed by the governor with Senate confirmation, heads of legislative service agencies and employees with 20 years of WRS creditable service terminating before their retirement age (providing they do not elect a WRS separation benefit).
- Surviving insured[†] spouses and dependents are eligible to use ASLCC credits to pay health insurance premiums upon the death of the employee or retiree.
- Employees on layoff status may use sick leave credits to pay health insurance premiums for a maximum of five years from the date of layoff.

Who is Eligible for the SHICC Program?

- A state employee must meet the requirements to participate in the ASLCC program and have at least 15 years of adjusted continuous state service
- Surviving insured[†] spouses and dependents are eligible to use SHICC credits to pay health insurance premiums upon the death of the employee or retiree.

[†] *Insured means covered under the State Group Health Insurance Program as either a subscriber or a dependent under another state employee's or retiree's plan.*

Converting Sick Leave Credits

ASLCC Program

The conversion credit amount is computed at the time of layoff, retirement, or death:

$$\boxed{\text{Number of hours of unused sick leave}} \times \boxed{\text{highest basic hourly pay rate received while employed by the state}} = \boxed{\text{ASLCC program sick leave credits.}}$$

The conversion credit is used to pay the full cost of health insurance premiums for the employee and eligible dependents until it is exhausted or for up to five years for employees on layoff.

SHICC Program

- Supplemental credits are converted at the employee's highest hourly rate of pay while employed by the state.
- The supplemental benefit matches sick leave credits for participants retiring with 15 or more years of adjusted continuous state service.

Protective occupation employees:

$$\boxed{\text{Match up to 78 hours (9.75 days) per full year of service through 24 years}} + \boxed{\text{104 hours per full year of service over 24 years}} = \boxed{\text{SHICC program matching sick leave credits.}}$$

Other employees:

$$\boxed{\text{Match up to 52 hours (6.5 days) per full year of service through 24 years}} + \boxed{\text{104 hours per full year of service over 24 years}} = \boxed{\text{SHICC program matching sick leave credits.}}$$

- The program includes a provision for the restoration of 500 hours of sick leave credits upon retirement, provided at least 500 hours of sick leave were used for a single injury or illness during the three years preceding the retirement effective date.

Additional Information About ASLCC and SHICC

- Unused conversion credits continue to pay for health insurance premiums (without interest over time) until the monthly insurance premium equals or exceeds the conversion credit balance. When this happens, future premiums are paid by the retiree or surviving dependent.
- The sick leave account balance may be escrowed after retirement for participants who provide evidence of comparable health insurance coverage from another source.
- Sick leave credit conversion accounts have no cash value.

Funding for ASLCC and SHICC

Both sick leave conversion programs are pre-funded, based on a percentage of payroll as recommended by the ETF Board's consulting actuary and through the issuance of Pension Obligation Bonds (revenue bonds) by the state of Wisconsin. As a result of the bonding, the state has paid off the majority of the unfunded liabilities of the programs. The current funding formula is 1.2% of covered payroll (effective 01/01/2010). It is reviewed annually and designed to generate sufficient income to support benefits while maintaining a level percent of contribution from year to year.

ASLCC and SHICC Statistics as of December 31, 2013

| | |
|---|-----------------|
| Active state employees earning sick leave | 68,511* |
| Accrued unused sick days | 5,904,075 days |
| Averages for active employees: | |
| Age | 45.8 years |
| Years of service | 11.7 years |
| Sick leave days | 86.2 days |
| Retirees and beneficiaries | 14,166** |
| Total annual premiums paid from sick leave accounts (ASLCC and SHICC) | \$134,374,697 |
| Program assets: | |
| ASLCC | \$1,414,426,395 |
| SHICC | \$837,650,251 |

* Employees who do not have 15 or more years of adjusted continuous state service are not eligible to participate in the SHICC program.

** Does not include 4,582 escrowed accounts.

The Governor's proposed budget is located at:
<http://docs.legis.wisconsin.gov/2015/related/proposals/sb21>

The UW Section includes the following paragraph summary of the changes:

The bill eliminates requirements that apply to the UW System and Board of Regents under current law, including requirements regarding the following: faculty tenure and probationary appointments; academic staff appointments; ~~accumulation of sick leave~~; specified educational programs and studies; graduate student financial aid; recruiting programs for minority and disadvantaged students; public broadcasting; application and parking fees; student fee statements; gifts, grants, and bequests to the UW System; transportation planning; orientation information on sexual assault and harassment; student identification numbers; Downer Woods preservation; criteria for use of animals in research; information technology; support for medical practice in underserved areas; a rural physician residency assistance program; loan assistance programs for physicians, dentists, and other health care providers; and various legislative reports.

The change to Chapter 36: 36.30 Sick leave. Leave of absence for employees with pay, owing to sickness, shall be regulated by rules policies and procedures of the board, ~~except that unused sick leave shall accumulate from year to year.~~

Resolution in Response to the Proposed Budget Cuts to UW System

Whereas, the State of Wisconsin is facing significant financial challenges in the next biennium and as a state agency UW System is expected to share in the responsibility of balancing the budget;

Whereas, the biennial budget proposal includes a \$300 million cut to UW System;

Whereas, the educational mission of the university system, supporting the teaching and learning of 180,000 students, is funded primarily by state general purpose revenue and tuition;

Whereas, a major reduction in state support would diminish the quality, breadth, and access to education for Wisconsin residents at a time when admission applications to UW-Madison are increasing;

Whereas, there has been a historical compact between the State of Wisconsin and the University of Wisconsin-Madison to provide a world-class education to students in the State of Wisconsin partially financed by state funding, which has greatly reduced the tuition burden on students and their families;

Whereas, the proposed permanent cut in the biennial budget proposal would be the largest in the history of the University and return funding from the state to 1998 levels;

Whereas, it takes significant resources to maintain a world-class institution that competes on an international scale;

Whereas, only 34% (approx. 1918) of academic staff FTEs are supported by state funds, gifts and grants support 54% (approx. 3027) of academic staff FTEs, and the remaining 12% (approx. 693) of academic staff FTEs are funded on program revenue;

Whereas, at the request of the legislature, the University of Wisconsin-Madison worked to draw down its discretionary reserves during the last biennium; and

Whereas, UW-Madison only has \$54 million in discretionary reserves remaining, which would cover less than a week of operations for the University;

Whereas, UW-Madison is an economic and job creation engine for the state of Wisconsin. For every dollar the state invests in UW-Madison, the university returns \$21.05 in economic activity. UW-Madison ranked 4th in Research and Development expenditures for universities in the US and 5th in the number of patents filed. UW-Madison has consistently been ranked in the top 5 for R&D expenditures for more than 25 years.

Therefore Be It Resolved, the permanent cuts proposed for the 26 campuses, colleges and extension of the University of Wisconsin are too large for these institutions to absorb;

Therefore Be It Resolved, the cuts should be flexible regarding the amount of reduction for each year; and

Therefore Be It Resolved, the cuts should be reduced.

Resolution in Response to the Public Authority Proposal for UW System

Whereas the public authority proposal for the UW System was introduced in the 2015-17 biennial budget bill;

Whereas this model would shift UW System from a state agency to a public authority;

Whereas a similar model was proposed for UW-Madison in 2011 and the Academic Staff Assembly did not take a position on that proposal;

Whereas the proposal shifts power from elected members of the legislature to an appointed board;

Whereas the proposed structure may provide flexibilities mainly in the areas of procurement and capital building projects to UW System which could result in additional expenditures or cost savings;

Whereas it has been proposed the shift to a public authority model would be implemented July 1, 2016 or sooner;

Whereas comparable restructurings elsewhere have been the result of years of thoughtful and deliberative processes yielding agreed-upon sets of goals and mutual responsibilities; and

Whereas there are significant questions including but not limited to accountability, efficiency and quality;

Therefore Be It Resolved that before any changes to the governance or management of UW System are considered, the Board of Regents and the Legislature need to resolve these significant questions and report to the 26 campuses, UW System, the Legislature and the Governor.

Resolution on Maintaining Shared Governance in Wisconsin State Statutes

Whereas, shared governance rights for UW System faculty, academic staff, and students are articulated in Chapter 36 of state statutes;

Whereas, shared governance creates a shared, collaborative process which is crucial to the strength and health of UW-Madison and UW System;

Whereas, shared governance is a defining cultural value of UW-Madison;

Whereas, consultative and transparent processes bring the best ideas forth and foster early consensus and rational outcomes;

Whereas, shared governance is an inclusive process that is effective and avoids mistakes;

Whereas, shared governance adds accountability; and

Whereas, the proposal to create a public authority for UW System repeals this language and gives primary authority to the Board of Regents;

Therefore be it resolved, the Academic Staff Assembly is opposed to repeal of the shared governance language in Chapter 36.

Resolution Reaffirming the Importance of Academic Staff Job Security

Whereas, most academic staff are appointed to a position a year at a time which can be renewed annually;

Whereas, faculty and classified staff enjoy job security through tenure and permanent status, which have no end dates;

Whereas, job security is vital to morale;

Whereas, academic staff at UW-Madison were granted the ability to have additional job security in 1978 including multi-year appointments, rolling horizon appointments and indefinite appointments;

Whereas, job security can be decreased at any time and does not prevent reorganization of any departments or units on campus;

Whereas, academic staff are unlikely to see any significant wage increases due to the current state budget proposal;

Whereas, job security is a \$0 element of a toolkit available to campus leaders to retain high performing academic staff; and

Whereas, job security options will be continued after July 1, 2015, as part of HR Design;

Therefore be it resolved that the Academic Staff Assembly at UW-Madison reaffirms the importance of job security to academic staff; and

Therefore be it further resolved that the Academic Staff Assembly at UW-Madison requests that central administration and the Office of Human Resources encourage schools/colleges/divisions to utilize job security as a way to retain and reward academic staff during fiscally challenging times.

Anniversary of Academic Staff Shared Governance

Whereas, July 17, 2015, marks the 30th anniversary of the University of Wisconsin System academic staff governance rights in state statute;

Whereas, academic staff are partners in teaching, research and service;

Whereas, academic staff are responsible for research, instruction, student services, information technology, outreach, administration, clinical/health sciences, library, communication, and many other roles;

Whereas, these responsibilities provide a holistic understanding of the university and its needs, resulting in stronger policies due to academic staff participation;

Whereas, statutory shared governance supports a culture of transparency, engagement, accountability, and efficiency;

Whereas, shared governance facilitates collaborative decision making among academic staff, faculty, classified staff, students, and administrators on decisions that directly and indirectly impact the lives of the university community;

Whereas, shared governance has a positive impact on productivity and employee morale;

Whereas, shared governance is not a limitation, but rather it saves time and money by providing for the participation of a variety of voices that results in strong, effective policy making;

Whereas, shared governance is a strong tradition on the UW-Madison campus and an example of the Wisconsin Idea in action;

Whereas, academic staff involvement in shared governance promotes transparency in decision-making and allowing for a fully deliberative process, which leads to improved policies, products and a stronger campus community; and

Whereas, shared governance adds a layer of accountability between campus administration and the legislature, leading to an inclusive campus community because academic staff are actively part of the decision-making process;

Therefore be it resolved that a copy of this resolution be forwarded to the Governor of Wisconsin, the Chancellor of the University of Wisconsin-Madison, the President of the University of Wisconsin System, and the President and Vice President of the UW System Board of Regents.

Upon review of the Promotions Policy, as well as the AS By-Laws outlining our responsibility and limitations regarding how promotions are handled, we recommend the following:

In response to this portion of the policy:

At the time of application for promotion to any Level, persons must have been at the present Level for two full years, unless they hold a recognized terminal degree in their discipline.

We recommend, like other UW system campuses, it should be the responsibility of the Human Relations Department to track the promotions eligibility dates for all Academic Staff members on campus and notify every eligible employee at the time of promotions of their eligibility status and to watch for additional messages to learn about the timeline, procedure and forms needed.

Additionally, as verification of the highlighted criteria for promotion indicated below, we recommend the university require and implement a formal review process for all Academic Staff, both instructional and non-instructional. This process must include a formal face-to-face review, and result in evidence of job performance as well as recommendations.

- I. Instructional Academic Staff Promotion Committee
 - A. The Academic Staff Assembly will form a promotion committee consisting of six members of the instructional academic staff and one ex officio member serving as Tabulator from either instructional or non-instructional ranks. Length of membership on the committee is per Academic Staff Assembly policy.
 - B. The Promotion Committee will elect one of the members as its chair who will be responsible for conducting meetings and adhering to the timelines established in I above.
 - C. The Promotion Committee will verify the minimum qualifications of all applicants and rank those applicants who qualify within the promotion level.
 - D. The information from qualified applicants will be evaluated as follows:
 - Job performance: (70% of the information provided by the applicant).
 - Self-Evaluation
 - Documentation of Teaching Effectiveness
 - If you have other positive contributions which should be considered in your evaluation, it is your option to include that material under the following headings: Professional Activities/Awards; Contributions/Service to the University and Community; and Supervisors' Evaluations (30% of the information provided by the supervisors). Please refer to the specific guidelines in the application form.

5.B. The institution's governance and administrative structures promote effective leadership and support collaborative processes that enable the institution to fulfill its mission.

1. The governing board is knowledgeable about the institution; it provides oversight of the institution's financial and academic policies and practices and meets its legal and fiduciary responsibilities.

The Board of Regents of the University of Wisconsin System consists of 18 members, 16 of whom are appointed by the Governor, subject to confirmation by the Senate. Of these 16 members, 14 serve staggered, seven-year terms and two are ex officio members. The two ex officio members are the state superintendent of public instruction and the president or a designee of the Wisconsin Technical College System Board. Two UW System students are appointed to the Board for two-year terms; one of the two is a non-traditional student.

The Board is responsible for establishing policies and rules for governing the System, planning to meet future state needs for collegiate education, setting admission standards and policies, reviewing and approving university budgets, and establishing the regulatory framework within which the individual units are allowed to operate with as great a degree of autonomy as possible. The Board appoints the president of the university system and the chancellors of the 13 universities, UW-Extension, and UW Colleges. The Board grants tenure appointments to faculty members.

The Board's regular meetings are held eight times per year; special meetings are scheduled as needed. The appointed Regents serve without pay. The President, Vice President, and a full-time Executive Director and Corporate Secretary are elected each June during the Board's annual meeting. The Board President designates Board committee membership and other appointments. [From <https://www.wisconsin.edu/regents/>]

Eight standing committees are in place to provide oversight of financial and academic policies and practices and to ensure institutions meet their legal and fiduciary responsibilities [From <https://www.wisconsin.edu/regents/committees/>].

- The Education Committee has charge of consideration of all matters of an educational nature related to the instruction, research, and public service functions of the University System; the academic personnel; and to student services and welfare.
- The Business and Finance committee has charge of consideration of all matters related to operating budget, finances, trust funds, business operations, and non-academic personnel.
- The Capital Planning and Budget Committee has charge of consideration of all matters related to the physical environment of the University of Wisconsin System institutions.
- The Executive Committee has the powers of the Board, when the Board is not in session, and provides for the execution of orders and resolutions not otherwise specially committed or provided for.
- The President of the Board may refer faculty and staff personnel matters involving requests for hearing, petitions for review, and appeals to the Board to the Personnel Matters Review Committee.
- The Committee on Faculty and Academic Staff Collective Bargaining has charge of consideration of all matters relating to collective bargaining under ch. 111, subch. VI, Wis. Stats., "University of Wisconsin System Faculty and Academic Staff Labor Relations."
- The Research, Economic Development, and Innovation Committee:
 - Adopts policies and develop strategies designed to strengthen the UW System's overall contribution to the economic development of the state and to support professional development, outreach, and research at all UW System institutions within the context of their unique missions;
 - Considers any matters related to the University's role in enhancing its research enterprise and bolstering the state's economy; and

- Focuses attention on the Board's statutory responsibilities to report on and ensure accountability for research and economic development activities at UW System institutions.
- The Audit Committee has charge of the oversight of: all audit-related matters, internal and external; compliance with laws and regulations; internal controls; enterprise risk management; and ethics.

The University of Wisconsin System Board of Regents sponsors several awards that honor the excellence of UW System staff and programs. Recipients are chosen by special committees composed of members of the Board of Regents and are honored at various times throughout the year at a Board of Regents meeting.

5.B.1 EVIDENCE

The Board of Regents was **created by Wisconsin Statute 15.91 and** vested with primary responsibility for governance of the University of Wisconsin System, <http://docs.legis.wisconsin.gov/statutes/statutes/15/III/91> (as of 1/3/2015).

Statutory Authority, Chapter 36 Wisconsin Statutes (as of 1/3/2015): <https://www.wisconsin.edu/regents/governance/>. The Wisconsin Statutes are held and maintained within the Wisconsin Legislature Website, <http://docs.legis.wisconsin.gov/statutes/statutes/36>, (as of 1/3/2015). The UW Office of General Counsel represents the Board of Regents and are consulted regarding legal questions or interpretation of Chapter 36, <https://www.wisconsin.edu/offices/office-of-general-counsel/> (as of 1/3/2015).

Wisconsin Administrative Code: Rules of the University of Wisconsin System, <https://www.wisconsin.edu/regents/governance/>. These rules were adopted pursuant to the rule-making authority vested in the Board by Chapter 36 of the Wisconsin Statutes. The rules include, but are not limited to, subjects such as an ethics code for University employees, the use of University facilities, and procedures for dismissing various categories of employees. The Wisconsin Administrative Code is held and maintained within the Wisconsin Legislature Website, http://docs.legis.wisconsin.gov/code/admin_code/uws (as of 1/15/2015).

Bylaws of the Board of Regents, <https://www.wisconsin.edu/regents/governance/> and <https://www.wisconsin.edu/regents/download/BYLAWS%20September%202013%20-%20Copy.pdf> (as of 1/1/2015). The Regent Bylaws were created pursuant to the authority vested in the Board of Regents by Chapter 36 of the Wisconsin Statutes. The Bylaws of the Regents govern the activities of the Board of Regents, itself. The bylaws address four primary topics relevant to the governance of the Board of Regents: 1. Board Meetings and Business, 2. Board Officers and their Duties, 3. Board Committees, and 4. the University of Wisconsin System Administration.

The Board of Regents develops adequate policies to ensure good stewardship and oversight of the institution's financial and academic policies and practices, <https://www.wisconsin.edu/regents/policies/> (as of 12/4/2014).

Members of the Board of Regents (as of 1/1/2015): <https://www.wisconsin.edu/regents/about-the-regents/>, includes a hyperlink to biographies

The **Board of Regents possess adequate staff support** to fulfill its charge, <https://www.wisconsin.edu/regents/staff/> (as of 1/1/2015).

The **Board of Regents designated a Custodian of Public Records** in order to meet its obligations under Wisconsin public records laws. Members of the public may obtain information and access to or copies of the Board's public records by making a request of the Records Custodian, <https://www.wisconsin.edu/regents/staff/> and <https://www.wisconsin.edu/regents/download/Public-Records-Notice.pdf> (as of 2/3/2015).

Board of Regents Standing Committees: <https://www.wisconsin.edu/regents/committees/> and list of Committee members and other appointments (as of 1/1/2015)
<https://www.wisconsin.edu/regents/download/Board-of-Regents-Committees-11-21-2014.pdf>

Education Committee [Bylaws Chapter III, Section 2]: The Education Committee shall have charge of consideration of all matters of an educational nature related to the instruction, research, and public service functions of the University System; the academic personnel; and to student services and welfare.

Business and Finance Committee [Bylaws Chapter III, Section 3]: The Business and Finance Committee shall have charge of consideration of all matters related to operating budget, finances, trust funds, business operations, and non-academic personnel. Authority is delegated to the Business and Finance Committee to hire investment counsel, subject to Board approval, and to give discretionary authority to investment counsel in the purchase and sale of securities within guidelines determined by the Committee.

Capital Planning and Budget Committee [Bylaws Chapter III, Section 4]: The Capital Planning and Budget Committee shall have charge of consideration of all matters related to the physical environment of the University of Wisconsin System institutions, as outlined below:

- Establish standards and identify resources to maintain, renew and replace (when needed) existing capital assets
- Promulgate policies related to the development of the biennial capital budget
- Explore innovative funding strategies to help address the facilities needs of university campuses
- Establish policies for the appropriate use of internal and external sources of funds for capital needs
- Review long range development plans, master plans, and transportation plans
- Review campus boundaries and authorize real estate transactions
- Review design reports and authorize construction of capital projects
- Review naming of facilities
- Determine disposition of decommissioned facilities
- Ensure compliance with local, state and federal regulations related to zoning, environmental protection, physical safety and removal of architectural barriers

Executive Committee [Bylaws Chapter III, Section 5]: The Executive Committee shall have the powers of the Board, when the Board is not in session, and shall provide for the execution of orders and resolutions not otherwise specially committed or provided for. A separate record of the proceedings of this Committee shall be kept by the Secretary, and the same shall be submitted to the Board for inclusion in the record at the next regular or special meeting.

Personnel Matters Review Committee [Bylaws Chapter III, Section 6]: The President of the Board may refer faculty and staff personnel matters involving requests for hearing, petitions for review, and appeals to the Board to the Personnel Matters Review Committee.

- a. Mandatory review. Where an opportunity to be heard, a review or an appeal to the Board is required by the Board's administrative rules, such as UWS 4.08, 5.14(3) or 11.10, Wisconsin Administrative Code, or under Board policies, the Committee may conduct the hearing, review or appeal. All such proceedings shall be conducted upon the record of the matter created at the institutional or administrative levels. The Committee shall prepare recommended findings and a decision, and shall transmit them to the full Board for final action.
- b. Discretionary review. Where consideration of a matter by the Board is discretionary either under the Board's administrative rules, such as UWS 5.14(2), 6.01(5), 6.02, 11.07, or 12.05(8), Wisconsin Administrative Code, or under Board policies, or on any other basis, it shall first be determined whether the request for Board consideration should be granted. In making the determination, the following factors shall be considered: 1. The case involves substantial constitutional claims; 2. There is a serious concern that the chancellor has abused his/her discretion or exceeded his/her authority; 3. The decision made at the institutional level could have system-wide implications; or 4. The final institutional decision is based upon facts not supported by the record, resulting in material prejudice to the individual seeking review.
- c. If the Board determines that a request for Board consideration should be granted, the Committee may conduct the review or hearing. All such proceedings shall be conducted upon the record of the matter created at the institutional or administrative levels. The Committee shall prepare recommended findings and a decision, and shall transmit them to the full Board for final action.

Committee on Faculty and Academic Staff Collective Bargaining [**Bylaws Chapter III, Section 8**]: The Committee on Faculty and Academic Staff Collective Bargaining shall have charge of consideration of all matters relating to collective bargaining under ch. 111, subch. VI, Wis. Stats., "University of Wisconsin System Faculty and Academic Staff Labor Relations."

Research, Economic Development, and Innovation Committee [**Bylaws Chapter III, Section 9**]: The Research, Economic Development, and Innovation Committee shall have the following responsibilities:

- Adopt policies and develop strategies designed to strengthen the UW System's overall contribution to the economic development of the state and to support professional development, outreach, and research at all UW System institutions within the context of their unique missions.
- Consider any matters related to the University's role in enhancing its research enterprise and bolstering the state's economy. Such matters may include the advancement and growth of basic, applied, and clinical research; technology transfer; entrepreneurship; industry partnerships; and the development of intellectual capital for the benefit of the state of Wisconsin.
- Highlight successful research and economic development efforts, partnerships, and innovations involving UW System institutions.
- Focus attention on the Board's statutory responsibilities to report on and ensure accountability for research and economic development activities at UW System institutions.

Audit Committee [**Bylaws Chapter III, Section 10**]: As outlined in the committee's charter as adopted by the Board of Regents, the Audit Committee shall have charge of the oversight of: all audit-related matters, internal and external; compliance with laws and regulations; internal controls; enterprise risk management; and ethics.

Other Committees and Appointments as of 1/1/2015 (see <https://www.wisconsin.edu/regents/committees/>)

- Academic Staff Excellence Awards Committee
- Diversity Awards Committee
- Teaching Excellence Awards Committee
- Higher Educational Aids Board
- Hospital Authority Board
- Research Park Board
- Wisconsin Educational Communications
- Wisconsin Technical College System Board
- Wisconsin Partnership Program
- WiSys Advisory Board
- Liaison to Association of Governing Boards
- Special Regent Committee for the UW-Milwaukee Chancellor Search

Regent Awards, <https://www.wisconsin.edu/regents/regent-awards-2/> (as of 12/11/2014): The University of Wisconsin System Board of Regents sponsors several awards that honor the excellence of UW System staff and programs. Recipients are chosen by special committees composed of members of the Board of Regents and are honored at various times throughout the year at a Board of Regents meeting. All information regarding the nomination process for each award can be accessed on the Grants & Awards site for the Office of Academic and Student Affairs, <https://www.wisconsin.edu/grants-awards/> (as of 12/11/2014). Award include:

- Regents Diversity Awards, <https://www.wisconsin.edu/regents/regent-awards-2/regents-diversity-awards/> (as of 12/15/2014): the Board of Regents makes up to three awards annually of \$5,000 each to recognize institutional change agents that foster access and success for historically underrepresented populations. The awards are made to individuals, teams, or units from UW System institutions. The program began in 2009. The Regents Diversity Awards are administered by the systemwide Office of Academic Diversity and Development.
- Regents Teaching Excellence Awards, <https://www.wisconsin.edu/regents/regent-awards-2/regent-awards/> (as of 12/15/2014), two \$5,000 awards are given to faculty and academic staff members at UW System institutions in recognition of outstanding career achievement in teaching. In addition, one \$5,000 award is given to an academic department, program or other academic unit which demonstrates exceptional commitment to and effectiveness in teaching. The Regents Teaching Excellence Awards are administered by the systemwide Office of Instructional and Professional Development.
- Regents Academic Staff Excellence Awards, <https://www.wisconsin.edu/regents/regent-awards-2/regents-academic-staff-excellence-awards/> (as of 12/15/2014), two \$5,000 awards are given to non-instructional administrative and professional academic staff members at UW System institutions in recognition of their exceptional service to the university. In 2008, the program was expanded to make an additional \$5,000 award to a non-instructional academic staff program in recognition of the important role played by academic staff in supporting students and their success. The Regents Academic Staff Excellence Awards are administered by the systemwide Office of Academic Student Services.

The **Board of Regents holds regular meetings** eight times per year, <https://www.wisconsin.edu/regents/meetings/> (as of 2/2/2015). Six of these meetings are two-day meetings, and two are one-day meetings with a thematic focus. Half of each year's regular meetings are hosted by UW institutions. Five of the Board's standing committees meet in conjunction with the regular meetings. Other committees, including special committees for chancellor appointments, awards selection committees, and committees on personnel matters and student appeals, meet as needed. All meeting notices and materials are available online.

The **Board directs and/or commissions special studies**, as needed, <https://www.wisconsin.edu/regents/special-studies/> (as of 2/4/2015). Special studies include

- Planning the Future, Report of the Regents on the Future of UW System (1986-86), https://www.wisconsin.edu/regents/download/special_studies/1985-86-Regent-Study---Planning-the-Future-Report-of-the-Regents-on-the-Future-of-the-University-of-Wisconsin-System.pdf (as of 2/4/2015).
- Study of the UW System in the 21st Century (1995-1996), https://www.wisconsin.edu/regents/download/special_studies/Study-of-the-UW-System-in-the-21st-Century-%281995-96%29.pdf (as of 2/4/2015).
- Charting a New Course for the UW System (2003-2004),
 - Case Statement, https://www.wisconsin.edu/regents/download/special_studies/Case-Statement.pdf,
 - Committee Members, https://www.wisconsin.edu/regents/download/special_studies/Committee-Members.pdf,
 - Executive Summary, https://www.wisconsin.edu/regents/download/special_studies/Executive-Summary%282%29.pdf,
 - Final Report, https://www.wisconsin.edu/regents/download/special_studies/Final-Report.pdf, and
 - Resources, https://www.wisconsin.edu/regents/download/special_studies/Resources.pdf (as of 2/4/2015).

All New Course meeting agendas and minutes are available online at <https://www.wisconsin.edu/regents/special-studies/> (as of 2/4/2015).

Annually, the Board and the chancellor shall each submit an **accountability report** to the governor and to the legislature under s. 13.172 (2), Wisconsin Statutes, <http://docs.legis.wisconsin.gov/statutes/statutes/13/1/172/2> (as of 2/2/2015). The reports shall include all of the following information, the Board's report with respect to the System other than the University of Wisconsin-Madison, and the chancellor's report with respect to the University of Wisconsin-Madison:

(a) *Performance*. The graduation rate, the total number of graduates, the time needed to graduate, the number of credits needed to obtain a degree, the number of degrees awarded in fields specified in s. 36.25 (52) (a) 2. a., <http://docs.legis.wisconsin.gov/statutes/statutes/36/25/52/a/2/a> (as of 2/2/2015), retention rates, placement of graduates, and the percentage of residents and nonresidents who reside in this state 10 years after graduation.

(b) *Financial*. Financial reports from each institution and each college campus, prepared using generally accepted accounting principles.

(c) *Access and affordability*. A profile of enrolled students, including mean per capita family income, the percentage of resident and nonresident students who are low-income, the percentage of resident and nonresident students who are members of minority groups, the number of transfers from other institutions and other colleges within this state, a description of any improvements made in the transfer of credit between institutions of higher education, the number of high school pupils who have earned credit, the published cost for resident students and the actual cost for resident students once financial aid is subtracted, and increases in available institutional financial aid for students with a demonstrated need.

(d) *Undergraduate education*. The extent of access to required courses and to popular majors, the majors offered, improvements in overall student experience, efforts to close the achievement gap between majority and underrepresented minority students, the number of undergraduate students participating in internships or cooperative work experiences, and post-graduation success.

(e) *Graduate and professional education.* The number of graduate degrees awarded; the number of professional graduates in key areas, including physicians, nurses, business, engineers, pharmacists, veterinarians, and lawyers; the number of graduate students participating in internships or cooperative work experiences; and incentives provided for remaining in this state after graduation.

(f) *Faculty.* A profile of the faculty, including faculty teaching loads, success or failure in recruiting and retaining scholars, and teachers who are rated at the top of their fields.

(g) *Economic development.* The amount and source of research funds and other new revenue brought into the state, the number of government contracts received, the number of research projects in progress or completed, the number of patents and licenses for system inventions, the number of new businesses created or spun off, the number of secondary businesses affiliated with the system or system-sponsored research projects, support provided to existing industries throughout the state, job growth from support to existing industries and new businesses, the number of jobs created in campus areas, the number of jobs created statewide, a comparison of economic indicators for campus and other areas, and a description of the economic development programs, as defined in s. 36.11 (29r) (a), <http://docs.legis.wisconsin.gov/statutes/statutes/36/11/29r/a> (as of 2/4/2015) that have been undertaken.

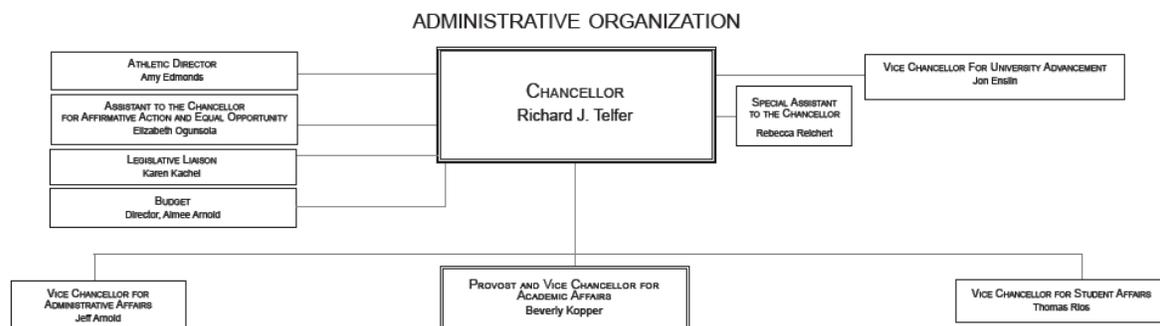
(h) *Collaboration.* Partnerships and collaborative relationships with system administration and institutions.

Accountability (annual) reports can be accessed online at <https://www.wisconsin.edu/reports-statistics/accountability/> (as of 12/11/2014).

2. The institution has and employs policies and procedures to engage its internal constituencies—including its governing board, administration, faculty, staff, and students—in the institution’s governance.

Richard J. Telfer is the 15th chancellor of the University of Wisconsin-Whitewater. Reporting directly to the Chancellor are the Provost & Vice Chancellor for Academic Affairs, the Vice Chancellor for Student Affairs, the Vice Chancellor for Administrative Affairs, the Vice Chancellor for University Advancement, the Intercollegiate Athletic Director, the Assistant to the Chancellor for Affirmative Action & Equal Opportunity, the Legislative Liaison, and the Director of Budget Planning & Analysis. The Provost oversees all academic, research, and public service activities and units that support these activities. These reporting relationships are summarized in Fig. 1. For an expanded and more detailed administrative organizational chart see <http://www.uww.edu/adminsorgchart.pdf>.

Figure 1: *Administrative Organizational Chart*



The faculty, subject to the constraints of Board of Regents policy, is vested with the responsibility for the governance of the University. The faculty has primary responsibilities for the determination and implementation of its academic programs and educational activities, for faculty personnel matters and, along with the campus administration, for the development of institutional policy. The Faculty Senate

represents and conducts the business of the faculty except at those times at which the faculty meets and except for those purposes otherwise specified by this constitution or by a vote of a meeting of the faculty. Faculty senators are elected according to constitutional guidelines. Each senator represents a specific constituency according to their college and rank, and anyone holding a faculty position is eligible to seek election to the Faculty Senate.

The academic staff members of each institution, subject to the responsibilities and powers of the board, the president and the Chancellor and the faculty of the institution, are active participants in the immediate governance of and policy development for the institution. They have primary responsibility for the formulation and review, and are represented in the development of all policies and procedures concerning academic staff members, including academic staff personnel matters.

The University Staff Council (USC) serves in an advisory role to the Chancellor and University administration. The USC represents all classified permanent, limited term (LTE) and project appointment employees of the University. The USC has the following roles and responsibilities:

- Serve to facilitate communication across the campus, particularly regarding university staff employees
- Provide feedback from university staff employees to UW-Whitewater administration
- Advise UW-Whitewater administration regarding matters concerning university staff employees
Identify policy questions and concerns
- Identify representatives from UW-Whitewater university staff employees for campus committees and other campus groups
- Bring questions and concerns to campus administration

The Whitewater Student Government's Student Senate is empowered with legislative authority, and they possess authority to regulate and make recommendations and decisions on matters concerning student life, services, and interests in accordance with the laws of the State of Wisconsin.

3. Administration, faculty, staff, and students are involved in setting academic requirements, policy, and processes through effective structures for contribution and collaborative effort.

In policy and practice, the administrative positions identified above function in a context of shared institutional governance.

- The 39 elected members of the Faculty Senate are principally responsible for determining the institution's undergraduate programs and educational activities as well as faculty personnel matters. Along with the campus administration, the Senate also develops institutional policy. The Faculty Senate uses resolutions to communicate and to participate in governance.
- The 13 elected members of the Academic Staff Assembly have the primary responsibility for formulating and reviewing all policies and procedures concerning academic staff members, including academic staff personnel matters.
- The 12 members of the University Staff Council facilitate communication across the campus, particularly regarding university staff employees, and provide feedback from university staff employees to UW-Whitewater administration.
- The 31-member Whitewater Student Government (WSG) serves as the official representative and legislative body for UW-W students. WSG is a strong voice that represents students through direct contact with University administrators, by serving as voting members on most campus committees, and by making changes through legislation.
- The Graduate Council's 30 elected graduate faculty and four appointed student representatives legislate all graduate matters including curriculum, policy, and administration.

Collectively, these governance structures guarantee that students, faculty and staff have their viewpoints and recommendations considered in campus decision-making.

5.B.2 AND 5.B.3 EVIDENCE

Wisconsin Statute 36.09(f), (4m), and 4 outline the **governance roles for faculty, academic staff, and students**, <http://docs.legis.wisconsin.gov/statutes/statutes/36/09/4>, <http://docs.legis.wisconsin.gov/statutes/statutes/36/09/4m>, and <http://docs.legis.wisconsin.gov/statutes/statutes/36/09/5>, respectively (as of 12/2/2014).

The University of Wisconsin-Whitewater supports a governance portal, <http://www.uww.edu/governance/> (as of 2/15/2015) to collect, store, and disseminate information to all constituencies and to facilitate the involvement of all groups.

Faculty Governance (Faculty Senate)

The faculty of each institution, subject to the responsibilities and powers of the board, the president and the chancellor of such institution, shall be vested with responsibility for the immediate governance of such institution and shall actively participate in institutional policy development. As such, the faculty shall have the primary responsibility for academic and educational activities and faculty personnel matters. The faculty of each institution shall have the right to determine their own faculty organizational structure and to select representatives to participate in institutional governance.

Faculty Senate (Agendas & Minutes, 1996-2015), <http://www.uww.edu/facsenate/agendas-and-minutes> (as of 12/5/2014)

Faculty Constitution: <http://www.uww.edu/Documents/uww/FacConstitution.pdf> (as of 12/4/2014)

Faculty Bylaws: <http://www.uww.edu/Documents/uww/FacBylaws.pdf> (as of 12/4/2014)

Faculty Personnel Rules, <http://www.uww.edu/Documents/facsenate/rulesrev.pdf> and <http://www.uww.edu/Documents/FacultyAndStaff/UWW%20CHAPTER%20VI.pdf> (as of 2/1/2015), as authorized by Wisconsin Administrative Code, UWS Chapter 2, Faculty Rules, Coverage and Delegation, http://docs.legis.wisconsin.gov/code/admin_code/uws/2 and http://docs.legis.wisconsin.gov/code/admin_code/uws/2.pdf (as of 2/4/2015) for rules and procedures pursuant to

- UWS Chapter 3 Faculty Appointments, http://docs.legis.wisconsin.gov/code/admin_code/uws/3 and http://docs.legis.wisconsin.gov/code/admin_code/uws/3.pdf (as of 2/4/2015),
- UWS Chapter 4 Procedures for Dismissal, http://docs.legis.wisconsin.gov/code/admin_code/uws/4 and http://docs.legis.wisconsin.gov/code/admin_code/uws/4.pdf (as of 2/4/2015),
- UWS Chapter 5 Layoff and Termination for Reasons of Financial Emergency, http://docs.legis.wisconsin.gov/code/admin_code/uws/5 and http://docs.legis.wisconsin.gov/code/admin_code/uws/5.pdf (as of 2/4/2015),
- UWS Chapter 6 Complaints and Grievances, http://docs.legis.wisconsin.gov/code/admin_code/uws/6 and http://docs.legis.wisconsin.gov/code/admin_code/uws/6.pdf (as of 2/4/2015),
- UWS Chapter 7 Dismissal of Faculty in Special Cases, http://docs.legis.wisconsin.gov/code/admin_code/uws/7 and http://docs.legis.wisconsin.gov/code/admin_code/uws/7.pdf (as of 2/4/2015), and

- UWS Chapter 8 Unclassified Staff Code of Ethics, http://docs.legis.wisconsin.gov/code/admin_code/uws/8 and http://docs.legis.wisconsin.gov/code/admin_code/uws/8.pdf (as of 2/4/2015).

Faculty Promotion, <http://www.uww.edu/acadaff/facstaff/purplebook/standards> (as of 2/15/2015), The Faculty Senate is responsible for developing university tenure and promotion standards that demonstrate and support individual faculty members' unique styles, talents, strengths, and professional contributions while simultaneously supporting the goals and missions of the constituencies and departments. The University of Wisconsin-Whitewater embraces the teacher-scholar model as defined by the contributions individuals make to their departments, constituencies, and the university as a whole and the achievements attained as part of individual professional development and growth. As such, judgments of professional achievement and advancement will reflect both collaborative and individual efforts from our faculty.

The Faculty Senate uses resolutions to communicate and to participate in governance. All resolutions can be accessed online at <http://www.uww.edu/Documents/facsenate/resolutions/1011resolutions.pdf> (as of 2/5/2015).

Senators are elected to constitutional guidelines. Each senator represents a specific constituency according to their college and rank, and anyone holding a faculty position is eligible to seek election to the Faculty Senate. Current member names, terms, rank, constituency, and "home" department/unit are public information, <http://www.uww.edu/facsenate/senate-members> (as of 2/4/2015).

The Executive Committee sets the agenda for each meeting of the Faculty Senate and is comprised of one Senator from each constituency, two members elected at-large, the Senate Secretary, and Senate Chair, <http://www.uww.edu/facsenate/executive-committee> (as of 2/4/2015).

Faculty also engage in shared governance through participation in Senate and University Committees, <http://www.uww.edu/facsenate/committees> (as of 2/5/2015) as follows:

Faculty Senate Committees

- Faculty Personnel Rules Committee, <http://www.uww.edu/facsenate/committees#personnel> and <http://www.uww.edu/university-committees/faculty-committees/faculty-personnel-rules-committee> (as of 2/5/2015),
- General Education Review Committee, <http://www.uww.edu/facsenate/committees#ger> and <http://www.uww.edu/university-committees/faculty-committees/general-education-review-committee> (as of 2/14/2015),

Faculty Committees

- Academic Development Committee: <http://www.uww.edu/facsenate/committees#adc> and <http://www.uww.edu/university-committees/faculty-committees/academic-development> (as of 2/14/2015),
- Admissions and Academic Standards Committee: <http://www.uww.edu/facsenate/committees#aasc> and <http://www.uww.edu/university-committees/faculty-committees/admissions-and-academic> (as of 2/14/2015),
- Assessment Committee: <http://www.uww.edu/facsenate/committees#ac> and <http://www.uww.edu/university-committees/faculty-committees/assessment-committee> (as of 2/14/2015),
- Audit and Review Committee: <http://www.uww.edu/facsenate/committees#arc> and <http://www.uww.edu/university-committees/faculty-committees/audit-and-review-committee> (as of 2/14/2015),

- Campus Landscape Planning Committee: <http://www.uww.edu/facsenate/committees#clpc> and <http://www.uww.edu/university-committees/faculty-committees/campus-landscape> (as of 2/14/2015),
- Diversity Committee: <http://www.uww.edu/facsenate/committees#dc> and <http://www.uww.edu/university-committees/faculty-committees/diversity-committee> (as of 2/14/2015),
- Elections Committee: <http://www.uww.edu/facsenate/committees#ec> and <http://www.uww.edu/university-committees/faculty-committees/elections-committee> (as of 2/14/2015),
- Faculty Appeals, Grievances, and Disciplinary Hearing Committee: <http://www.uww.edu/facsenate/committees#fagdhc> and <http://www.uww.edu/university-committees/faculty-committees/faculty-appeals-grievances> (as of 2/14/2015),
- Faculty Budget Committee: <http://www.uww.edu/facsenate/committees#fbc> and <http://www.uww.edu/university-committees/faculty-committees/faculty-budget-committee> (as of 2/14/2015),
- Faculty Salary Committee: <http://www.uww.edu/facsenate/committees#fsc> and <http://www.uww.edu/university-committees/faculty-committees/faculty-salary-committee> (as of 2/14/2015),
- Financial Aids Committee: <http://www.uww.edu/facsenate/committees#fac> and <http://www.uww.edu/university-committees/faculty-committees/financial-aids-committee> (as of 2/14/2015),
- Honors Council: <http://www.uww.edu/facsenate/committees#hc> and <http://www.uww.edu/university-committees/faculty-committees/honors-council> (as of 2/14/2015),
- Intercollegiate Athletics Committee: <http://www.uww.edu/facsenate/committees#iac> and <http://www.uww.edu/university-committees/faculty-committees/intercollegiate-athletics-committee> (as of 2/14/2015),
- Organization Committee: <http://www.uww.edu/facsenate/committees#oc> and <http://www.uww.edu/university-committees/faculty-committees/organization-committee> (as of 2/14/2015),
- Textbook Rental Committee: <http://www.uww.edu/facsenate/committees#trc> and <http://www.uww.edu/university-committees/faculty-committees/textbook-rental-committee> (as of 2/14/2015),
- University Library Services Committee: <http://www.uww.edu/facsenate/committees#ulsc> and <http://www.uww.edu/university-committees/faculty-committees/university-library-services-committee> (as of 2/14/2015), and
- University Standards Committee: <http://www.uww.edu/facsenate/committees#usc> and <http://www.uww.edu/university-committees/faculty-committees/university-standards-> (as of 2/14/2015).

The Faculty are actively engaged in managing the curriculum. The University Curriculum Committee, <http://www.uww.edu/Documents/acadaff/UCC/2013-14/UCCFunctionandMembership.pdf> and <http://www.uww.edu/acadaff/facstaff/ucc> (as of 2/17/2015), carries on a continuing study of the curricular needs of the University, the areas of greatest growth, and the ways in which the offerings of the University meet the state objectives. The Committee is comprised of three members from each of the four colleges and are elected from the College Curriculum Committee membership.

Academic Staff Governance (Academic Staff Assembly)

Academic Staff Constitution: <http://www.uww.edu/Documents/uww/ASConstitution.pdf>

Academic Staff By-Laws: <http://www.uww.edu/Documents/uww/ASBylaws.pdf>

Academic Staff Personnel Rules, <http://www.uww.edu/Documents/uww/ASRules.pdf> (as of 12/4/2014), as authorized by

- UWS Chapter 9 Academic Staff Rules: Coverage and Delegation, http://docs.legis.wisconsin.gov/code/admin_code/uws/9 and http://docs.legis.wisconsin.gov/code/admin_code/uws/9.pdf (as of 12/4/2014),
- UWS Chapter 10 Academic Staff Appointments, http://docs.legis.wisconsin.gov/code/admin_code/uws/10 and http://docs.legis.wisconsin.gov/code/admin_code/uws/10.pdf (as of 12/4/2014),
- UWS Chapter 11 Dismissal of Academic Staff for Cause, http://docs.legis.wisconsin.gov/code/admin_code/uws/11 and http://docs.legis.wisconsin.gov/code/admin_code/uws/11.pdf (as of 12/4/2014),
- UWS Chapter 12 Layoff of Academic staff for Reasons of Budget or Program, http://docs.legis.wisconsin.gov/code/admin_code/uws/12 and http://docs.legis.wisconsin.gov/code/admin_code/uws/12.pdf (as of 12/4/2014),
- UWS Chapter 13 Complaints and Grievances, http://docs.legis.wisconsin.gov/code/admin_code/uws/13 and http://docs.legis.wisconsin.gov/code/admin_code/uws/13.pdf (as of 12/4/2014), and
- UWS Chapter 15 Limited Appointments, http://docs.legis.wisconsin.gov/code/admin_code/uws/15 and http://docs.legis.wisconsin.gov/code/admin_code/uws/15.pdf (as of 12/4/2014).

Academic Staff Assembly membership is representative of both ranks (instructional and non-instructional) and a variety of divisions, <http://www.uww.edu/asa/members> (as of 2/20/2015).

Instructional Academic Staff Promotions, the Academic Staff Assembly is responsible for development and implementation of the policy and process, <http://www.uww.edu/asa/promotion> (as of 2/20/2015).

Academic Staff Assembly (Agendas & Minutes, 1996-2011): <http://www.uww.edu/asa/archives> (as of 12/7/2014)

Academic Staff Assembly (Agendas & Minutes, 2013-2015): <http://www.uww.edu/asa/agendas-minutes> (as of 12/7/2014)

The Academic Staff Assembly uses resolutions to communicate and to participate in governance.

Academic Staff also engage in shared governance through participation in Assembly and University Committees (as of 2/5/2015) as follows:

Academic Staff Committees

- Academic Staff Awards Committee: http://www.uww.edu/asa/committees/committees_descr#awards (as of 2/17/2015),
- Academic Staff Economic Issues Committee: http://www.uww.edu/asa/committees/committees_descr#economic (as of 2/17/2015),
- Academic Staff Elections/Balloting Committee: http://www.uww.edu/asa/committees/committees_descr#elections (as of 2/17/2015),
- Academic Staff Government Relations Committee: http://www.uww.edu/asa/committees/committees_descr#government (as of 2/17/2015),
- Academic Staff Organization Committee: http://www.uww.edu/asa/committees/committees_descr#organization (as of 2/17/2015),
- Academic Staff Professional Development Committee: http://www.uww.edu/asa/committees/committees_descr#professional (as of 2/17/2015),
- Academic Staff Promotion Committee: http://www.uww.edu/asa/committees/committees_descr#promotion (as of 2/17/2015),
- Academic Staff Review Committee: http://www.uww.edu/asa/committees/committees_descr#review (as of 2/17/2015),
- Academic Staff Reward and Recognition Committee: http://www.uww.edu/asa/committees/committees_descr#rewards (as of 2/17/2015),

- Academic Staff Title Appeals Committee: http://www.uww.edu/asa/committees/committees_descr#titling (as of 2/17/2015), and
- Academic Staff Titling Committee: http://www.uww.edu/asa/committees/committees_descr#titling (as of 2/17/2015).

University Staff Governance (University Staff Council formerly known as Classified Staff/Classified Staff Advisory Council)

University Staff Council Mission and Bylaws, <http://www.uww.edu/usc/mission> (as of 2/5/2015), Final language has not been approved. See Wisconsin Statute 36.114 University Personnel System, <https://docs.legis.wisconsin.gov/statutes/statutes/36/115> (as of 2/5/2015), Wisconsin Chapter 230 State Employment Relations, <https://docs.legis.wisconsin.gov/statutes/statutes/230> (as of 2/5/2015), and UW System Operational Policy TR1: Transition of Classified Staff to University Staff, https://www.wisconsin.edu/personnelsystems/download/development_documents/ops/tr/UPS-OP-TR-1-Transition-of-Classified-Staff-to-University-Staff.pdf (as of 2/5/2015 but not effective until 1 July 2015). All UW System Operational Policies related to Wisconsin Statute 36.115, <http://docs.legis.wisconsin.gov/statutes/statutes/36/115>, which authorizes and directs the University of Wisconsin System to develop two distinct personnel systems can be accessed online at <https://www.wisconsin.edu/personnelsystems/policies/ops/> (as of 2/5/2015).

University Staff Governance Executive Summary, <http://www.uww.edu/Documents/usc/EXECUTIVE%20SUMMARY%20Classified%20Staff%20Gov%20%2009-13-1%280%29.pdf>, as of 2/5/2015 including reference to Regent Policy on Classified Staff Governance.

University Staff Personnel Rules, <http://www.uww.edu/Documents/adminaffairs/hr/ClassifiedWorkRules.pdf> (as of 2/5/2015)

The University Staff Council membership is comprised of diverse staff members from a variety of campus departments/units and colleges/divisions, <http://www.uww.edu/usc/council-members> (as of 2/20/2015).

The University Staff Council uses resolutions to communicate and to participate in governance. All resolutions can be accessed online at <http://www.uww.edu/usc/resolutions> (as of 2/20/2015).

University Staff also engage in shared governance through participation in University Staff Council and University Committees (as of 2/5/2015) as follows:

- Employee Recognition: <http://www.uww.edu/usc/committees/employee-recognition> (as of 2/19/2015),
- Election/Bylaws: <http://www.uww.edu/usc/committees/electionbylaws> (as of 2/19/2015),
- Programming: <http://www.uww.edu/usc/committees/programming> (as of 2/19/2015),
- Grant/Fundraising: <http://www.uww.edu/usc/committees/grantfundraising> (as of 2/19/2015), and
- Outreach: <http://www.uww.edu/usc/committees/outreach> (as of 2/19/2015).

Student Governance (Whitewater Student Government)

Whitewater Student Government Constitution: <http://blogs.uww.edu/studentgovernment/about-us/constitution/> (as of 12/1/2014)

The Whitewater Student Government adopts Standing Rules as a second and more specific set of bylaws, <http://blogs.uww.edu/studentgovernment/files/2011/12/WWSG-Standing-Rules-6-18-12.pdf> (as of 2/20/2015), that include standing rules, legislation, rules of conduct, meetings, senate personnel, executive personnel, representatives, committees, office procedures, binders, election rules, effective date, senate meeting agenda, and the oath of office.

Student government membership, <http://blogs.uww.edu/studentgovernment/members/senate/> (as of 2/20/2015) is based on a district representation model, <http://blogs.uww.edu/studentgovernment/about-us/district-map/> (as of 2/20/2015). The Executive Branch of Whitewater Student Government is made up of the President and Vice President (elected annually by the student body) and are responsible for overseeing the Executive Board, <http://blogs.uww.edu/studentgovernment/members/eboard/> (as of 2/20/2015).

Whitewater Student Government (Agendas & Minutes, 2012-2014):
<http://blogs.uww.edu/studentgovernment/meetings/>, (as of 12/1/2014)

The Whitewater Student Government uses resolutions to communicate and to participate in governance.

Students also engage in shared governance through participation in Whitewater Student Government and University Committees (as of 2/5/2015) as follows:

Other Governance Policies, Procedures, and/or Boards/Authorities/Committees

Representatives from governance bodies (and other constituents) serve on special work groups, task forces, ad hoc committees, and University Committees (representative sample):

University Committees

- Affirmative Action/Equal Opportunity/Diversity Committee: <http://www.uww.edu/university-committees/administrative-committees/affirmative-action> (as of 2/20/2015),
- Campus Safety Committee: <http://www.uww.edu/university-committees/administrative-committees/campus-safety-committee> (as of 2/20/2015),
- Chancellor's Committee/Disability Concerns: <http://www.uww.edu/university-committees/administrative-committees/chancellors-committee-on-disability> (as of 2/20/2015),
- Chancellor's LGBT Task Force: <http://www.uww.edu/university-committees/administrative-committees/lesbian-gay-bisexual-awareness-> (as of 2/20/2015),
- Essential Learning and Assessment Review Committee: <http://www.uww.edu/university-committees/administrative-committees/essential-learning> (as of 2/20/2015),
- Sexual Assault Prevention Advisory Committee: <http://www.uww.edu/university-committees/administrative-committees/sexual-assault-prevention> (as of 2/20/2015),
- Strategic Planning and Budget Committee: <http://www.uww.edu/university-committees/administrative-committees/strategic-planning> (as of 2/20/2015), and
- University Technology Committee: <http://www.uww.edu/university-committees/administrative-committees/university-technology-committee> (as of 2/20/2015)

The University offers opportunities for faculty, staff, and students—outside the governance structure—to participate in governance on an individual basis as members of a variety of Committees (representative sample):

- Calendar Committee: <http://www.uww.edu/university-committees/administrative-committees/calendar-committee> (as of 2/20/2015),
- Camps and Conferences Coordinating Committee: <http://www.uww.edu/university-committees/administrative-committees/camps-and-conferences> (as of 2/20/2015),
- Chancellor's Regional Literacy Award Selection Committee: <http://www.uww.edu/university-committees/administrative-committees/chancellors-regional-literary-award-selection-committee> (as of 2/20/2015),
- Commencement Committee: <http://www.uww.edu/university-committees/administrative-committees/commencement-committee> (as of 2/20/2015),
- Competition Review Committee: <http://www.uww.edu/university-committees/administrative-committees/competition-review-committee> (as of 2/20/2015),

- Fee Remission Committee: <http://www.uww.edu/university-committees/administrative-committees/fee-remission-committee> (as of 2/20/2015),
- Graduate Audit and Review Committee: <http://www.uww.edu/university-committees/administrative-committees/graduate-audit> (as of 2/20/2015),
- Institutional Animal Care and Use Committee: <http://www.uww.edu/university-committees/administrative-committees/institutional-animal-care> (as of 2/20/2015),
- Institutional Review Board for the Protection of Human Subjects: <http://www.uww.edu/university-committees/administrative-committees/institutional-review-board-for-the-protection-of-human-subjects> (as of 2/20/2015),
- International Education Committee: <http://www.uww.edu/university-committees/administrative-committees/international-education-committee> (as of 2/20/2015),
- Parking Appeals Committee: <http://www.uww.edu/university-committees/administrative-committees/parking-appeals-committee> (as of 2/20/2015),
- Social Studies Committee: <http://www.uww.edu/university-committees/administrative-committees/social-studies-council> (as of 2/20/2015),
- Student Technology Fee Advisory Committee: <http://www.uww.edu/university-committees/administrative-committees/student-technology-fee> (as of 2/20/2015),
- Undergraduate Research Advisory Committee: <http://www.uww.edu/university-committees/administrative-committees/undergraduate-research> (as of 2/20/2015),
- University Facility Use Advisory Committee: <http://www.uww.edu/university-committees/administrative-committees/university-facility-use> (as of 2/20/2015), and
- Women's Issues Committee: <http://www.uww.edu/university-committees/administrative-committees/womens-issues-committee> (as of 2/20/2015)

Graduate Faculty Constitution: <http://www.uww.edu/Documents/uww/GradFacConstitution.pdf> (as of 12/2/2014)

Graduate Council (Agendas & Minutes, 1996-2015): <http://acadaff.uww.edu/GradCur/> (as of 12/2/2014)

UW-W Residence Hall Association (Agendas & Minutes, 2010-2013): <http://uwwrha.org/minutes/>

UW-W Residence Hall Association Constitution: http://uwwrha.org/wp-content/uploads/2010/06/RHA_Constitution-4-4-12.pdf

Report from last (2006) Self-Study: http://www.uww.edu/hlselfstudy/Reports/2006reports/Intro_Web.pdf