RESOLUTION OF THE UNIVERSITY FACULTY
OF THE UNIVERSITY OF WISCONSIN-EAU CALIRE
May 20, 2016

1. Whereas faculty and staff are responsible for ensuring a quality education for students, serving regional needs and the state of Wisconsin, and contributing to knowledge through research so that a state of average size and wealth can enjoy a university system of worldwide renown at unparalleled cost effectiveness;

2. Whereas fulfillment of these responsibilities has long been guided and enabled by the University's traditions of the Wisconsin Idea, robust academic freedom and shared governance;

3. Whereas the foundation of the Wisconsin Idea was put in place by former University of Wisconsin President Charles Van Hise over one century ago in 1904 with his exclamation, "I shall never be content until the beneficent influence of the University reaches every home in the state;"

4. Whereas Wisconsin state statute defines the mission of the University of Wisconsin System, in part, to "...serve and stimulate society by developing in students heightened intellectual, cultural and humane sensibilities, scientific, professional and technological expertise and a sense of purpose;"

5. Whereas we, the university faculty and staff of UW - Eau Claire, carry out that mission daily with our students both inside and outside of the classroom and through high-impact learning experiences including, but not limited to, collaborative student-faculty research, study abroad opportunities, and internships;
6. Whereas UW - Eau Claire Chancellor James Schmidt released statistics detailing a loss of 179 FTE positions (15% of our total work force), which included a loss of 69 FTE teaching positions, that led to 197 fewer course sections offered in Spring 2016 (representing a 12% decrease in course offerings), and a 14% increase in average class size;

7. Whereas these substantial cuts to course offerings and our total work force will severely inhibit UW - Eau Claire from reaching our four Guidepost Goals: 100% of our students taking part in a high-impact learning experience prior to graduating, 90% retention of our students from their first year to their second year, 20% enrollment among students of color while eliminating opportunity gaps, and a 50% 4-year graduation rate;

8. Whereas program changes based on non-educational considerations, the erosion of academic due process, the circumventing of faculty governance, and budget cuts jeopardize the quality of students' education; diminish access, affordability, and educational resources for our students; limit support for scholarship and associated benefits; and diminish outreach and services to the citizens of the State of Wisconsin;

9. Whereas in March 2016 the Board of Regents adopted new UW System policies based on the report from the UW System Tenure Policy Task Force without adopting any of the modifications requested by UW System faculty, thereby controverting the high standards set by the American Association of University Professors and weakening professional standards of academic due process beyond what Act 55 required;

10. Whereas UW System President Raymond Cross and Regents by their actions have overseen a weakening of these traditions
and engaged in practices that fall short of principles of responsible governance in their stewardship of the University;

11. Whereas the failure of the UW System President and Regents to adequately protect academic due process and shared governance has damaged the reputation of UW - Eau Claire as a great state university that encourages continual and fearless sifting and winnowing by which alone the truth can be found;

12. It is hereby RESOLVED that the actions of President Raymond Cross and the Board of Regents give the UW - Eau Claire university faculty no confidence in their commitment to defending the Wisconsin Idea, extending the benefits of the University to every citizen in the state;

13. It is further RESOLVED that the UW - Eau Claire university faculty calls on President Raymond Cross and the Board of Regents to recommit themselves to the Wisconsin Idea by carrying out their responsibilities and working with us to strengthen the quality of our state universities, in particular by working with the state legislature to make a positive case for improved access, affordability, and educational resources for our students; for additional support for scholarship and its associated economic benefits; for greater resources for outreach and services to citizens of the State; and by truly respecting, advancing, and participating in shared governance at the UW System, including but not limited to:

- Establishing policies and rules for governing the System, including advocating for a recognition of the extent and value of faculty and staff work, and additional support for scholarship and its associated economic benefits;
- Planning to meet future state needs for collegiate education by working with us to make a positive case for the quality of a UW system education and its contributions to our Wisconsin economy, and providing the resources necessary for outreach and services to citizens of the State. This includes championing the crucial importance of investment in the University of Wisconsin for maintaining and advancing the state economy and the well-being of the communities and citizens of this state.

- Setting admission standards and policies, which promote access, ensure continued affordability, and maintain educational opportunities and resources for our students. This should include making sure that the legislature understands the consequences and accepts the shared fiscal responsibility for the costs of any tuition freezes proposed for the UW system;

- Reviewing and approving university budgets that reflect strategic decisions that offer long term support to our world renowned University system, including the consideration of removing funding of the University of Wisconsin from partisan political wrangling every biennium by funding the University of Wisconsin instead on the basis of a continuing appropriation. We also need to reverse the accelerating trend of faculty and staff leaving this state for better jobs at comparable institutions in other states, and have the ability to both recruit and retain the high quality faculty and staff that our UW system is known for;

- Establishing a regulatory framework with the individual campuses that allows them to operate with as great a degree of autonomy as possible, and promotes open communication with all campuses. This includes listening to a full and open report from UW chancellors on the impact of the budget cut and the subsequent actions have taken on UW campuses across the state.
- Encouraging greater transparency that truly respects, advances and allows participation in shared governance at the UW System. Lastly, we want to make sure that collectively we work together to maintain the proud tradition of excellence that our UW system students expect, and restore the sense of pride our faculty, staff and Wisconsin citizens have had for one of the finest higher educational state systems in the country.