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## Message to the University Community.

Young, Edwin

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March 15, 1970-- Message to the University Community from Chancellor Edwin Young

Students and faculty members of the University are confronted by an illegal strike which threatens their right to teach and learn.

I want you to know what the University has done to avert the strike. I offer this report on our response to demands of the Teaching Assistants Association to



evaluations would be given in writing to the TA. In addition, a Teaching Assistant Review Committee in each department would conduct a yearly review of the performance by TAs. The committee's membership would consist of one third undergraduate students who are majors in the department; one third TAs in the department; and one third faculty members in the department. Results of the review would be given in writing to the TA, who could request a discussion of the committee's conclusions. If the review committee concluded that the TA should not be reappointed, the committee would make such a recommendation to the department chairman.

**EDUCATIONAL PLANNING:** The UW negotiating team proposed bargaining to establish meaningful shared mechanism for participation by both teaching assistants and students--in educational planning of a course in which the TA teaches. A committee of equal numbers of faculty, students who are majors in the department, and experienced TAs would be created to provide broad course mandates for courses taught solely by TAs. Committee recommendations to change existing mandates would be subject to approval by the department.

**TEACHING ASSISTANT EMPLOYEE FILE:** An employee file would be maintained for each TA in a department. The file would include all materials associated with his duties as a TA. The TA would have the right to review his own file.

**HEALTH PLAN:** The University and the Union would make a joint recommendation to the Legislature that all TAs and their families be provided with coverage equal to that of the group hospitalization and surgical-medical protection for state employees with an employer contribution equal to that in effect for UW classified employees. We also would need funds from the Legislature to meet the employer cost, estimated at \$500,000 to \$600,000 a year.

**GRIEVANCE PROCEDURE:** The University proposed a standard union grievance procedure, terminating in binding arbitration by a third party.

These were the major issues. There appeared to be substantial agreement on other matters in the proposed contract.

I submit to your judgment the merit of the University's proposals. These were the offers which the TAA, representing a minority of our TAs, has rejected in deciding to plunge the campus into an illegal strike. Their decision affects us all

The proposals we made had been developed in conjunction with the faculty advisers to the bargaining team and other representatives of departments which employ a large number of TAs.

You may not be aware of concern over effective teaching as expressed by faculty groups. For example, earlier this month a mechanism for student-faculty assessment of the quality of teaching in our departments was put forward by a committee under chairmanship of Prof. R. Creighton Buck, mathematics.

I am taking another step to assure that we move ahead in extending student involvement in the educational process, as called for a few months ago by the Board of Regents.

I am asking Prof. David B. Johnson of the economics department to serve in a new position I am creating in the chancellor's office. It will be his responsibility to give momentum to specific projects which will result in more effective student participation in our educational decisions. I refer to undergraduates as well as graduate students.

Please give your consideration to this information which I offer you. Your decision as an individual is important--to you and to the University.

Edwin Young, Chancellor