

May 21, 2014

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I.1. Education Committee

10:15 a.m. Education Committee

Thursday, June 5, 2014  
UW-Milwaukee  
Wisconsin Room, 2nd Floor,  
UWM Union  
Milwaukee, WI

- a. Consent Agenda:
  1. Approval of the Minutes of the April 10, 2014, Meeting of the Education Committee;
  2. Approval of the Adjusted UW-Madison Annual Request to Trustees of the William F. Vilas Trust Estate for support of scholarships, fellowships, professorships, and special programs in arts and humanities, social sciences, biological sciences, physical sciences, and music;  
[Resolution I.1.a.(2)]
  3. Approval of the proffer from the Trustees of the William F. Vilas Trust Estate for support of UW-Milwaukee's Vilas Research Professor, the Peck School of Arts, and the Vilas Emeritus Professor; and  
[Resolution I.1.a.(3)]
  4. Report on and Approval of Promotions, Tenure Designations, and Related Academic Items.  
[Resolution I.1.a.(4)]
- b. UW-Platteville: Approval of Mission Revision (Second Reading).  
[Resolution I.1.b]
- c. UW-La Crosse: Approval of an Addendum to the Mission  
[Resolution I.1.c]
- d. Approval of the University of Wisconsin System Universal Credit Transfer Agreement between the University of Wisconsin System and the Wisconsin Technical College System.  
[Resolution I.1.d]
- e. Revision to RPD 7-1, University of Wisconsin System Undergraduate Transfer Policy.  
[Resolution I.1.e]
- f. UW-Milwaukee Presentation:  
Johannes B. Britz, Provost and Vice Chancellor for Academic Affairs.

g. Report of the Senior Vice President:

1. Update on Course Options
2. Report of the Remedial Education Work Group;
3. Update on the UW System Engineering Study; and
4. Update on Title IX.

EDUCATION COMMITTEE

Resolution I.1.a.(2):

That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the Board of Regents approves the adjusted request from UW-Madison to the Trustees of the William F. Vilas Trust Estate for \$7,853,718 for fiscal year July 1, 2014, to June 30, 2015, subject to availability, as provided by the terms of the William F. Vilas Trust, for Support of Scholarships, Fellowships, Professorships, and Special Programs in Arts and Humanities, Social Sciences, Biological Sciences, Physical Sciences, and Music.

**APPROVAL OF THE UW-MADISON ADJUSTED REQUEST TO THE TRUSTEES OF THE WILLIAM F. VILAS TRUST ESTATE FOR SUPPORT OF SCHOLARSHIPS, FELLOWSHIPS, PROFESSORSHIPS, AND SPECIAL PROGRAMS IN ARTS AND HUMANITIES, BIOLOGICAL, PHYSICAL, AND SOCIAL SCIENCES, AND MUSIC**

**BACKGROUND**

At the beginning of the 2014 calendar year, the trustees of the William F. Vilas Trust Estate formally requested that the President of the UW System ask the Chancellors of UW-Madison and UW-Milwaukee to determine from the Vilas Professors the amounts they will request. On April 11, 2014, the Board of Regents approved a request of \$6,983,251 for UW-Madison and \$120,769 for UW-Milwaukee. On April 18, 2014, an adjusted request from UW-Madison was submitted by UW-Madison because the trust indicated that a higher sum would be available. UW-Milwaukee's request, approved by the Board on April 10, 2014, remains unchanged.

The proffer to UW-Madison is made following receipt by the trustees of a certificate or warrant from the Board of Regents showing how the funds will be expended. This request and Resolution I.1.a.(2) constitute that warrant.

Following approval of this resolution for the adjusted Vilas request from UW-Madison, President Cross will send a formal request to the trustees, who will determine the amount of income that will be available for the various awards and respond with a proffer of funds. The value of the proffer for UW-Madison will then be reported to the Board of Regents.

**REQUESTED ACTION**

Approval of Resolution I.1.a.(2), an adjusted request to the trustees of the William F. Vilas Trust Estate for \$7,853,718 for fiscal year 2014-2015 for the support of scholarships, fellowships, professorships, and special programs in Arts and Humanities, Social Sciences, Biological Sciences, Physical Sciences, and Music at UW-Madison.

**DISCUSSION**

The attached documents contain the response to the trustees' request from UW-Madison and detail how the proposed funds will be expended. It has two components: (a) continuation of trustee-approved programs (\$3,504,918), and (b) one-time program allocations (\$4,348,800).

**RECOMMENDATION**

The University of Wisconsin System recommends approval of Resolution I.1.a.(2), authorizing the UW-Madison adjusted request to the trustees of the William F. Vilas Trust Estate for \$ 7,853,718 for fiscal year 2014-2015.



April 18, 2014

REVISED LETTER

President Ray Cross  
University of Wisconsin System  
1720 Van Hise Hall  
CAMPUS

Dear President Cross:

In this memo, I enumerate the request for funds from the Vilas Trust Estate for fiscal year July 1, 2014 to June 30, 2015 for the University of Wisconsin-Madison.

Our request is framed in careful accordance with both the terms of the Vilas Trust and the needs we have to fulfill the strategic goals aimed at supporting the mission of the campus as a research and teaching campus of the highest rank. We are especially mindful of the gaps in our ability to attract, retain, and support the highest quality scholars to our faculty exacerbated by recent budget cuts; and the difficulty many students have in paying for undergraduate or graduate education here because of rising tuition and increasing challenges in finding need-based aid. Our total request for 2014-2015 is: **\$7,853,718**.

The programs for which we are requesting funding follow.

**A. CONTINUATION OF APPROVED PROGRAMS**

1.	Continuation of 10 Vilas Undergraduate Scholarships at \$400 each		4,000
2.	Continuation of 10 Vilas Graduate Fellowships:		
	a. 5 at \$600 each	3,000	
	b. 5 Traveling Fellowships at \$1,500 each	<u>7,500</u>	10,500
3.	a. Continuation of 15 Vilas Research Professors at \$10,000 salary plus \$50,000 auxiliary allowances each		900,000
	b. Creation of 6 new Vilas Research Professors at \$10,000 salary plus \$50,000 auxiliary allowances each		360,000
4.	a. Continuation of 50 additional undergraduate scholarships at \$400 each	20,000	
	b. Continuation of 50 additional graduate fellowships at \$600 each	<u>30,000</u>	50,000
5.	Continuation of eighty (80) additional undergraduate scholarships at \$400 each under the provisions of Paragraph (3), Article 4 of the Deed of Gift and Conveyance by the Trustees of the Estate of William F. Vilas		32,000
6.	Retirement benefits for nine (9) Vilas Professors: Berkowitz, Bird, Brock, Hauser, Hermand, Keisler, Mueller, Vansina, and Weinbrot at \$2,500 each		22,500

7.	Continuation of support for encouragement of merit and talent or to promote appreciation of and taste for the art of music at UW-Madison for 2014-15.	27,667
8.	14 Vilas Associates in the Arts and Humanities	487,714
9.	11 Vilas Associates in the Social Sciences	466,579
10.	17 Vilas Associates in the Physical Sciences	788,320
11.	11 Vilas Associates in the Biological Sciences	355,638

**Total Continuation Request:** **\$ 3,504,918**

**B. ONE-TIME PROGRAM ALLOCATIONS**

1.	College of Engineering Start-up Package Funds, used to support new faculty hired for its Trans-disciplinary Institute initiative (in collaboration with the Grainger Foundation). Funds in the start-up package would need to be spent within two years and may be used for any legitimate professional research expense, per UW-Madison rules, except that they may not be used for summer salary support of the professor.	850,000
2.	Vilas Professor Gregg Mitman’s Liberia Film Project entitled <i>A Film Never Made</i> , with the Center for Culture, History and the Environment (CHE). This Center provides a place where a community of scholars from a variety of disciplines and backgrounds can share insights and explore the past and present.	154,000
3.	Vilas Distinguished Achievement Professorships, Sixteen (16) at \$50,000 per professorship.	800,000
4.	Vilas Life Cycle Professorship Program	372,000
5.	Vilas Research Investigator Awards (up to \$30,000 per award). Pursuant to and consistent with the intent of Article 4, Section E of the Deed of Gift and Conveyance. These would go to faculty mentors of graduate students who are research assistants or project assistants.	90,000
6.	Vilas Faculty Young/Mid-Career Investigator Awards These awards will not exceed \$50,000 per year (or, in the case of awardees who receive a two-year award up to \$100,000 total) in flexible research funds. They will assist in the critical area of research investment in best faculty: start-up research when recruiting best faculty early in their careers (“Vilas Faculty Young Investigator”); or timely research boost when retaining best Faculty in mid-career (“Vilas Faculty Mid-Career Investigator”).	1,350,000
7.	Continuation of 1998 and 2002 Expansion of Approved Programs: a. 840 additional undergraduate scholarships at \$400 each, pursuant to Article 4, Sections A and E of the Deed of Gift and Conveyance	336,000

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|---|---------|
| b. 400 additional fellowships at the \$600 level, pursuant to Article 4, Sections A and E of the Deed of Gift and Conveyance  | 240,000 |
| c. Fifty-two (52) Traveling Graduate Fellowships at \$1,200 each, pursuant to Article 4, Section A, paragraph 3 of the Deed of Gift and Conveyance (regarding two-fellowship salary for travel/study in other states or Foreign countries). | 62,400  |
| 8. Vilas Professor Susan Coppersmith's request to purchase a Tektronix AWG70002A Arbitrary Waveform Generator.  | 94,400  |

**Total of One-time Part B. Program Allocations:** **\$4,348,800**

**Total of Part A and Part B:** **\$7,853,718**

The list of Vilas Research Professors and Vilas Distinguished Achievement Professors is attached.

Please let me know if you have any questions.

Sincerely,



Rebecca M. Blank  
Chancellor

Attachments

- xc: Provost Paul M. DeLuca, Jr.  
Vice Chancellor Darrell Bazzell  
Dean Martin Cadwallader  
Asst. Vice Chancellor Tim Norris  
Vice Provost Steve Stern  
Cynthia Paine, Office of the Provost

## **Vilas Research Professors**

Vernon Barger - Vilas Research Professor  
of Physics, College of Letters and Science

David Bethea - Vilas Research Professor  
of Slavic Languages, College of Letters and Science

Susan Coppersmith – Vilas Research Professor  
of Physics, College of Letters and Science

William Cronon – Vilas Research Professor  
of History and Geography, College of Letters and  
Science, and Gaylord Nelson Institute for  
Environmental Studies

Richard Davidson - Vilas Research Professor  
of Psychology and Psychiatry, College of Letters and  
Science and School of Medicine and Public Health

Steven Durlauf – Vilas Research Professor  
of Economics, College of Letters and Science

Morton Gernsbacher – Vilas Research Professor  
of Psychology, College of Letters and Science

Judith Kimble - Vilas Research Professor  
of Biochemistry and Medical Genetics, College of  
Agricultural and Life Sciences and School of  
Medicine and Public Health

Ching Kung - Vilas Research Professor  
of Genetics, College of Agricultural and Life Sciences

Gregg Mitman - Vilas Research Professor  
of History of Science, College of Letters and Science

Emiko Ohnuki-Tierney - Vilas Research Professor  
of Anthropology, College of Letters and Science

Elliott Sober - Vilas Research Professor  
of Philosophy, College of Letters and Science

Karen Strier - Vilas Research Professor  
of Anthropology, College of Letters and Science

Erik Olin Wright - Vilas Research Professor  
of Sociology, College of Letters and Science

Sau Lan Wu - Vilas Research Professor  
of Physics, College of Letters and Science



### **Vilas Distinguished Achievement Professors, 2011-12 Cohort**

Clifton Conrad – Educational Leadership and Policy Analysis, School of Education

Michael Culbertson – Lab of Genetics, College of Agricultural and Life Sciences

Cynthia Czajkowski – Neuroscience, School of Medicine and Public Health

Suzanne Desan – Department of History, College of Letters and Science

Wei Dong – Design Studies, School of Human Ecology

John Kao – School of Pharmacy

Melanie Manion – Political Science, College of Letters & Science

Mark Markel – School of Veterinary Medicine

Jonathan Martin – Atmospheric & Oceanic Sciences, College of Letters & Science

Beth Meyerand – Biomedical Engineering, College of Engineering

Lynn Nyhart – History of Science, College of Letters & Science

Amy Stambach – Educational Policy Studies, School of Education

James Sweet – History, College of Letters & Science

Clifford Thurber – Vilas Distinguished Achievement Professor  
Geoscience, College of Letters & Science

Justin Williams – Biomedical Engineering, College of Engineering

Susan Zahner – Nursing

### **Vilas Distinguished Achievement Professors, 2012-13 Cohort**

Michael Bell – Community and Environmental Sociology, College of Agricultural  
and Life Sciences

Cynthia Carlsson – Geriatrics, School of Medicine & Public Health

Lew Friedland – Journalism and Mass Communication, College of Letters and Science

Jerlando Jackson – Educational Leadership & Policy Analysis, School of Education

Hongrui Jiang – Electrical and Computer Engineering, College of Engineering

Clark Johnson – Geoscience, College of Letters and Science

Jack Ma – Electrical and Computer Engineering, College of Engineering

Anna Huttenlocher – Pediatrics, School of Medicine & Public Health

Wei Xu – Oncology, School of Medicine & Public Health

Robert Mathieu – Astronomy, Letters & Science

Naomi Chesler – Biomedical Engineering, Engineering

**Vilas Distinguished Achievement Professors, 2013-14 Cohort**

Manon van de Water – Theatre and Drama, Letters & Science

Sean Palecek – Chemical and Biological Engineering, Engineering

Michael Graham – Chemical and Biological Engineering, Engineering

Hussain Bahia – Civil and Environmental Engineering, Engineering

Jordan Ellenberg – Mathematics, Letters & Science

Matthew Turner – Geography, Letters & Science

Anna Gade – Religious Studies/ Lang. & Cultures of Asia, Letters & Science

John Hawks – Anthropology, Letters & Science

Four more to award from this cohort.

UW-Milwaukee Acceptance of the Proffer from the Trustees  
of the William F. Vilas Trust Estate

EDUCATION COMMITTEE

Resolution I.1.a.(3):

That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Board of Regents accepts the proffer of \$120,769 for UW-Milwaukee made by the Trustees of the William F. Vilas Trust Estate for fiscal year July 1, 2014 to June 30, 2015, as provided by the terms of the William F. Vilas Trust, for Support of Scholarships, Fellowships, Professorships, and Special Programs in Arts and Humanities, Social Sciences, Biological Sciences, Physical Sciences, and Music.

**ANNOUNCEMENT OF THE PROFFER TO UW-MILWAUKEE FROM THE TRUSTEES OF THE WILLIAM F. VILAS TRUST ESTATE FOR SUPPORT OF SCHOLARSHIPS, FELLOWSHIPS, PROFESSORSHIPS, AND SPECIAL PROGRAMS IN ARTS AND HUMANITIES, BIOLOGICAL, PHYSICAL, AND SOCIAL SCIENCES, AND MUSIC**

**BACKGROUND**

The terms of the Deed of Gift and Conveyance of the estate of William F. Vilas, subsequently validated and accepted by an act of the Legislature of Wisconsin, provides in part that the Trustees of the Estate may proffer in writing to the Board of Regents funds for the maintenance of scholarships, fellowships, professorships, with their respective auxiliary allowances, and other like endowments specifically enumerated, defined, and provided for by the Deed.

The Board of Regents approved the UW-Milwaukee request totaling \$120,769 at the April 11, 2014, meeting. Following that approval, UW System President Cross sent the formal request to the Trustees. In May, the Board of Regents received the proffer issued by the Vilas Trustees of the funding available to UW-Milwaukee for 2014-15. The Regents will be asked to approve an adjusted request by UW-Madison at their June, 2014 meeting.

The Regents are asked to approve the proffer for UW-Milwaukee at their June, 2014 meeting.

**REQUESTED ACTION**

Approval of resolution I.1.a.(3), accepting the proffer in the sum of \$120,769 from the Trustees of the William F. Vilas Trust Estate.

**DISCUSSION**

For 2014-2015, the Vilas Trust is able to fund UW-Milwaukee's request for \$120,769.

**RECOMMENDATION**

The University of Wisconsin System Administration recommends approval of Resolution I.1.a.(3), accepting the proffer in the sum of \$120,769 for UW-Milwaukee from the Trustees of the William F. Vilas Trust Estate.

**WILLIAM F. VILAS TRUST ESTATE**  
**602 PLEASANT OAK DR., SUITE F**  
**OREGON, WISCONSIN 53575**

May 20, 2014

The Regents of the University of Wisconsin  
1860 Van Hise Hall  
1220 Linden Drive  
Madison, WI 53706-1557

Dear Regents:

The fiscal year of the William F. Vilas Trust Estate ended on March 31, 2014. The Trustees met on Monday, April 21, 2014, and considered the annual audited financial statements and the request for funding from the Milwaukee campus, as set forth in Provost and Vice Chancellor Johannes Britz's letter to President Cross dated March 14, 2014 (the "Britz Letter"). After considering the requests for funding, the Trustees have resolved to fund the fixed annual expenditures described in paragraph (C) of Article 4 (Fourth) of the Trust, for the research and salary support for Vilas Research Professor Kumkum Sangari, as described in paragraph 1 of the Britz Letter. The Trustees also resolved to grant the requested funding of programs for the encouragement of merit and talent and promotion of appreciation for the art of music in paragraph (B) in the requested amount of \$58,269.00 as described in paragraph 2 of Britz Letter. The Trustees have also resolved to fund the retirement benefit of \$2,500.00 for Emeritus Vilas Professor Ihab Hassa, as requested in paragraph 3 of the Britz Letter. In accordance with the provisions of the Will of William F. Vilas, the Trustees proffer to the Regents of the University of Wisconsin for the University of Wisconsin - Milwaukee the sum of **\$120,769.00** for its fiscal year July 1, 2014, to June 30, 2015, to be expended in the following manner:

**CONTINUATION OF APPROVED PROGRAMS**

1. Continuation of the salary and the respective allowance of one Vilas Research Professorship:

Kumkum Sangari – Vilas Research Professor of English,  
College of Letters and Science, Milwaukee

	Salary	10,000.00	
	Auxiliary Allowance	<u>50,000.00</u>	60,000.00
2.	Retirement benefits for Vilas Professor Hassan at \$2,500.00:		2,500.00

3. Continuation of support for encouragement of merit and talent o  
or to promote appreciation of and taste for the art of music:

a. Milwaukee: Department of Music Request	<u>58,269.00</u>	58,269.00
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<b>TOTAL PROFFER FOR UNIVERSITY OF WISCONSIN – MILWAUKEE 2014-2015</b>		<b>\$120,769.00</b>
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The foregoing Continuation Request is fully supported by the income earned by the Vilas Trust Estate.

Very truly yours,



Robert R. Stroud  
Secretary of the Trustees

RRS/gh

cc: President Ray Cross  
Senior Vice President Mark A. Nook, UW System  
Interim Chancellor Mark Mone, UW-Milwaukee  
Special Assistant to Senior Vice President Carmen Faymonville, UW System  
Sandy Shackelford

2014 Report on Faculty Promotions,  
Tenure Designations, and  
Other Changes of Status

EDUCATION COMMITTEE

Resolution I.1.a.(4):

That, upon recommendation of the respective Chancellors and the President of the University of Wisconsin System, the 2014 Report on Faculty Promotions, Tenure Designations, and Other Changes of Status be approved.

**UNIVERSITY OF WISCONSIN SYSTEM  
2014 REPORT ON FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND  
OTHER CHANGES OF STATUS**

**BACKGROUND**

Each spring, the UW System Office of Academic and Student Affairs compiles data on tenure designations, promotions, and new tenured appointments made at the fifteen UW institutions. The names of those faculty members who have been newly tenured, promoted, and hired with tenure for Academic Year 2013-2014 are included with this document.

The Board of Regents is required by s. 36.13, Wis. Stats., to approve institutional tenure designations. Pursuant to UWS 3.06, the criteria and procedures for promotion and the granting of tenure are established by each institution, and must include an evaluation of teaching, research, and professional and public service contributions to the institution. Affirmative recommendations must be made by an academic department and the Chancellor. Institutional procedures typically provide for a multi-step review of candidates before a recommendation comes from the Chancellor to the Board of Regents.

In providing the UW System Office of Academic and Student Affairs with the names of the faculty tenured and promoted by their institutions, Chancellors and/or Provosts send in assurances that they have personally reviewed the dossiers of each of these faculty members and can certify as to the appropriateness of their tenure and promotions.

Although the decision is made at the institutional level, Regent action becomes the final step in the process by which faculty receive tenure.

**REQUESTED ACTION**

Approval of Resolution I.1.a.(4), approving the 2014 Report on Faculty Promotions, Tenure Designations, and Other Changes of Status.

**DISCUSSION**

The Annual Tenure and Promotion Report includes the names of those faculty members, arranged by institution, who have been newly tenured, promoted, or hired with tenure. The Board of Regents has delegated to the President of the UW System the authority to grant out-of-cycle tenure, and the names of those faculty members who have been approved through the out-of-cycle process since the 2013 Report was issued are also included in the 2014 Report.



The Education Committee has asked to be provided with supplementary data that provides a systemwide perspective on faculty hiring, tenure, and promotion by minority status and gender. That information will be provided directly to Committee members.

### **RECOMMENDATION**

The University of Wisconsin System Administration recommends approval of Resolution I.1.a.(4), approving the 2014 Report on Faculty Promotions, Tenure Designations, and Other Changes of Status.

### **RELATED REGENT and UW SYSTEM POLICIES**

Regent Policy 20-9: Guidelines for Tenured Faculty Review and Development

UW System Unclassified Personnel Guideline (UPG) #5 (revised 11/01/2001)

**UNIVERSITY OF WISCONSIN SYSTEM**

**2014 REPORT ON FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS**

<b>INSTITUTION</b>	<b>NAME</b>	<b>DEPARTMENT</b>	<b>STATUS</b>	<b>CURRENT TITLE</b>	<b>ACTION TAKEN</b>	<b>PROPOSED STATUS</b>
UW COLLEGES	ANAND, JAYANT	ANTHROPOLOGY/SOC COMP SCI/ ENGR/PHYSICS/ ASTRONOMY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	BEAVER, JOHN		TENURE TENURE	ASSOCIATE PROFESSOR	PROMOTION PROMOTION &	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR
UW COLLEGES	BENNETT, DYLAN	POLITICAL SCIENCE	TRACK	PROFESSOR	TENURE	W/ TENURE
UW COLLEGES	BROCK, LORINE	BIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	CLASEN, TRICIA	COMM/THEATRE ARTS HEALTH/EXERCISE	TENURE TENURE	PROFESSOR ASSISTANT	PROMOTION PROMOTION &	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR
UW COLLEGES	DALBERG, JARED	SCIENCE/ATHLETICS	TRACK	PROFESSOR	TENURE	W/ TENURE
UW COLLEGES	DEMEZAS, DAVID	BIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	HEIN, ROBERT	MATHEMATICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	JONES, GEORGE	BUSINESS/ECONOMICS	TENURE TENURE	PROFESSOR ASSISTANT	PROMOTION PROMOTION &	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR
UW COLLEGES	JULIAN, MICHAEL	ART	TRACK	PROFESSOR	TENURE	W/ TENURE
UW COLLEGES	KARAU, MARK	HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	KELSEY, LETHA	ART	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	LOVE, LAUREN	COMM/THEATRE ARTS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	MORTENSEN, BRYSON	MUSIC	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	MUMM-JANSEN, VALERIE	WORLD LANGUAGES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	NEAL, TOM	CHEMISTRY	TENURE TENURE	PROFESSOR ASSISTANT	PROMOTION PROMOTION &	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR
UW COLLEGES	PERKINS, FRANCES	COMM/THEATRE ARTS PSYCHOLOGY /	TRACK	PROFESSOR	TENURE	W/ TENURE
UW COLLEGES	PHILLIPPI-IMMEL, KATHY	EDUCATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW COLLEGES	PREMADASA, A K (KIRTHI)	MATHEMATICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	SKURZEWSKI-SERVANT, MELISSA	HEALTH/EXERCISE SCIENCE/ATHLETICS COMP SCI/ ENGR/PHYSICS/ ASTRONOMY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	STEFFEN, AARON	PHILOSOPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	SZABO, TAIT	PHILOSOPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	TEMPLE, GLENA	COMM/THEATRE ARTS	TENURE TRACK	PROFESSOR ASSISTANT	TENURED PROMOTION & TENURE	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	TYVELA, KIRK	HISTORY	TENURE TRACK	PROFESSOR ASSOCIATE	PROMOTION & TENURE	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	UEBELHERR, TOM	ART	TENURE TRACK	PROFESSOR ASSISTANT	PROMOTION & TENURE	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	VAN BRUNT, NANCY	MUSIC	TENURE TRACK	PROFESSOR ASSISTANT	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	WATSON, SAMUEL	ART	TENURE TRACK	PROFESSOR ASSOCIATE	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	WIDMAYER, ANNE	ENGLISH	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW COLLEGES	YOHNK, DEAN	BIOLOGICAL SCIENCES	TENURE	PROFESSOR ASSOCIATE	TENURED	PROFESSOR W/ TENURE
UW COLLEGES	ZOREA, AHRON	HISTORY	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE

**UNIVERSITY OF WISCONSIN SYSTEM**

**2014 REPORT ON FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS**

<b>INSTITUTION</b>	<b>NAME</b>	<b>DEPARTMENT</b>	<b>STATUS</b>	<b>CURRENT TITLE</b>	<b>ACTION TAKEN</b>	<b>PROPOSED STATUS</b>
UW-EAU CLAIRE	AROSKAR, RAJ	ACCOUNTING AND FINANCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	BLESKEVRECHEK, APRIL	PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	BONSTEAD-BRUNS, MELISSA	SOCIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	CHAUDHURI, SANJUKTA	ECONOMICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	DALHOE, ANGELA	SPECIAL EDUCATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	DUFFY, COLLEEN	MATHEMATICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	GENIUSZ, WENDY	LANGUAGES COMMUNICATION SCIENCES & DISORDERS	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-EAU CLAIRE	HOEPNER, JERRY	SCIENCES & DISORDERS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	JAMELSKE, ERIC	ECONOMICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	JANOT, JEFFREY	KINESIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	JENNINGS, ERIC	LIBRARY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	JOHNSON, MARQUELL	KINESIOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	KEMP, THOMAS	ECONOMICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	KISHEL, HANS	LIBRARY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	KOLIS, MICHAEL	EDUCATION STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	LEAMAN, DAVID	ARTS & SCIENCES	TENURE	ASSOCIATE PROFESSOR	NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-EAU CLAIRE	LEE, INCHO	EDUCATION STUDIES	TENURE TRACK	ASSISTANT PROFESSOR		ASSISTANT PROFESSOR W/ TENURE
UW-EAU CLAIRE	LEE, TALI	BIOLOGY	TENURE	ASSOCIATE PROFESSOR	TENURED	TENURE
UW-EAU CLAIRE	LEE, TALI	BIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	LELAND, DAVID	PSYCHOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW-EAU CLAIRE	LIU, LING	ACCOUNTING AND FINANCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	LOVELL, OWEN	MUSIC AND THEATRE ARTS	TENURE TRACK	ASSISTANT PROFESSOR ASSOCIATE	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	MANN, JOHN	HISTORY	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	MANNING, CARMEN	ENGLISH	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	MATTHEWS, DOUGLAS	PSYCHOLOGY PHILOSOPHY AND	TENURE	PROFESSOR ASSOCIATE	NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-EAU CLAIRE	MCALEER, JOHN S	RELIGIOUS STUDIES	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	MILLER, NATHAN	PHYSICS AND ASTRONOMY	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	MILLER, WILLIAM	ACCOUNTING AND FINANCE	TENURE TRACK	ASSISTANT PROFESSOR ASSOCIATE	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	NIMKE, RICHARD	MUSIC AND THEATRE ARTS	TENURE TENURE TRACK	PROFESSOR ASSISTANT PROFESSOR ASSOCIATE	PROMOTION PROMOTION & TENURE	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	OLSON-MCBRIDE, LEAH	SOCIAL WORK MUSIC AND THEATRE ARTS	TENURE TENURE TRACK	PROFESSOR ASSISTANT PROFESSOR ASSOCIATE	PROMOTION PROMOTION & TENURE	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	OSTRANDER, PHILLIP	ARTS	TENURE	PROFESSOR ASSISTANT	PROMOTION	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	PATTEE, DEBORAH	EDUCATION STUDIES	TENURE TENURE TRACK	PROFESSOR ASSISTANT PROFESSOR	PROMOTION PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	REX, CATHY	ENGLISH MUSIC AND THEATRE ARTS	TENURE TENURE TRACK	PROFESSOR ASSISTANT PROFESSOR ASSOCIATE	PROMOTION & TENURE PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	RONDON, TULIO	MUSIC AND THEATRE ARTS	TENURE TRACK	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	SADEGHPOUR, MITRA	COMMUNICATION SCIENCES & DISORDERS	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	STADLER, MARIE	ART & DESIGN	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	WIEGEL, KURT	CHEMISTRY	TENURE TENURE TRACK	PROFESSOR ASSISTANT PROFESSOR ASSOCIATE	PROMOTION PROMOTION & TENURE	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	WOLTER, LYNSEY	ENGLISH MUSIC AND THEATRE ARTS	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	YASUDA, NOBUYOSHI	GEOGRAPHY AND ANTHROPOLOGY	TENURE TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW-EAU CLAIRE ZHANG, RUIDONG

INFORMATION SYSTEMS TENURE

ASSOCIATE  
PROFESSOR

PROMOTION

PROFESSOR W/ TENURE

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UW-GREEN BAY	BANSAL, GAURAV	COFRIN SCHOOL OF BUSINESS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-GREEN BAY	BOSWELL, CAROLINE	HUMANISTIC STUDIES / HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-GREEN BAY	FENCL, HEIDI	NATURAL AND APPLIED SCIENCES	TENURE	PROFESSOR	PROMOTION	PROFESSOR
UW-GREEN BAY	KNIGHT, MICHAEL	COFRIN SCHOOL OF BUSINESS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-GREEN BAY	LOEBL, JAMES	COFRIN SCHOOL OF BUSINESS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-GREEN BAY	LOWERY, JAMES VINCENT	HUMANISTIC STUDIES / HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-GREEN BAY	ORTIZ, CRISTINA	HUMANISTIC STUDIES / SPANISH	TENURE	PROFESSOR	PROMOTION	PROFESSOR
UW-GREEN BAY	RANGANATHAN, SAMPATHKUMAR	COFRIN SCHOOL OF BUSINESS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-GREEN BAY	SAXTON-RUIZ, GABRIEL	HUMANISTIC STUDIES / SPANISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-GREEN BAY	VANDENHOUTEN, CHRISTINE	NURSING PUBLIC & ENVIRONMENTAL	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-GREEN BAY	WARNER, LORA	AFFAIRS NATURAL AND APPLIED	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-GREEN BAY	ZORN, MICHAEL	NATURAL AND APPLIED SCIENCES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR

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UW-LA CROSSE	BAGGETT, JEFFREY	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-LA CROSSE	BAINES, ANITA	BIOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	BLOCK, RAY	POLITICAL SCIENCE AND PUBLIC ADMINISTRATION	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	BUTLER MODAFF, JENNIFER	COMMUNICATION STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	CHEN, WEN-CHIANG	EDUCATIONAL STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	DAI, HUA	INFORMATION SYSTEMS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	DOCAN-MORGAN, SARA	COMMUNICATION STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	DUTTA, NABAMITTA	ECONOMICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	EPSTEIN, ANN	EDUCATIONAL STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	ESCHENBAUM, NATALIE	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	GANSEN, ERIC	PHYSICS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	GRIDER, JOHN	HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	HARIED, PETER	INFORMATION SYSTEMS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	HUISMAN, DENA	COMMUNICATION STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	JOHNSON, JULIA	COMMUNICATION STUDIES	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-LA CROSSE	KINCMAN, LAURIE	THEATRE ARTS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	KING-HEIDEN, TISHA	BIOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	KOSIAK, JENNIFER	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE



UW-LA CROSSE	LAVALLEE-WELCH, CATHERINE	LIBRARY	TENURE	PROFESSOR	NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-LA CROSSE	LYBECK, MARTI	HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	MCCOOL, JENNI	MATHEMATICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	MCKELLEY, RYAN	PSYCHOLOGY RECREATION MANAGEMENT AND THERAPEUTIC RECREATION	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	NEWHOUSE, GRETCHEN	ART	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	NICHOLS, BRADLEY	ART	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	NUNLEY, JOHN	ECONOMICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	O'BRIEN, ALEXANDER	PSYCHOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	ROSACKER, KIRSTEN	ACCOUNTANCY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	SEDDON, JOHN	MUSIC	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	SHRESTHA, BINOD	ART	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	THOMSEN, MEREDITH	BIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-LA CROSSE	THOUNE, DARCI	ENGLISH COMMUNICATION STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	TURNER, PATRICIA	STUDENT AFFAIRS	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	VIANDEN, JORG	ADMINISTRATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR

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UW-MADISON	ADAMS, ALEXANDRA	FAMILY MEDICINE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR
UW-MADISON	AHN, SOYONG	CIVIL & ENVIRONMENTAL ENGINEERING	TENURE		NEW APPOINTMENT	W/ TENURE
UW-MADISON	ALEXANDER, CAROLINE	ONCOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ALLEN, HEATHER WILLIS	FRENCH & ITALIAN	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	ALLEWAERT, MONIQUE	ENGLISH	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	ANDREZEJEWSKI, ANNA	ART HISTORY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ANE, JEAN-MICHEL	AGRONOMY	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ARNOLD, MICHAEL	MATERIALS SCIENCE AND ENGINEERING	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	AUDHYA, ANJON	BIOMOLECULAR CHEMISTRY	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	BANERJEE, SUMAN	COMPUTER SCIENCES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	BARAK-CUNNINGHAM, JERI	PLANT PATHOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	BARTHOLOMAY, LYRIC	PATHOBIOLOGICAL SCIENCES	TENURE		NEW APPOINTMENT	W/ TENURE
UW-MADISON	BASHIRULLAH, ARASH	SCHOOL OF PHARMACY	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	BAYOUTH, JOHN	HUMAN ONCOLOGY	TENURE		NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-MADISON	BEILIN, KATARZYNA	SPANISH AND PORTUGUESE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	BLEIWEISS, ROBERT	ZOOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	BLOCK, WALTER	MEDICAL PHYSICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	BROWN, RANDALL	FAMILY MEDICINE	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	BURGER, CORINNA	NEUROLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW-MADISON	CABRERA, VICTOR	DAIRY SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	CAI, WEIBO	RADIOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	CHAVEZ, KARMA	COMMUNICATION ARTS SCHOOL OF HUMAN	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	CHRISTENS, BRIAN	ECOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	CHUI, MICHELLE	SCHOOL OF PHARMACY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	CHUNG, DANIEL	PHYSICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	CONNOR, NADINE	COMMUNICATION SCIENCES & DISORDERS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	CORBY, KATHERINE	DANCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	CRNICH, CHRISTOPHER	MEDICINE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	CURTIS, MARAH	SCHOOL OF SOCIAL WORK	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	DAMSCHEN, ELLEN	ZOOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	DENNIS, JOSEPH	HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	DEWERD, LARRY	MEDICAL PHYSICS	TENURE		NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-MADISON	DOAN, AN HAI	COMPUTER SCIENCES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	DOPFER, DORTE	MEDICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	EGEDAL, JAN	PHYSICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	ELDRIDGE, MARLOWE	PEDIATRICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ENGELMAN, CORINNE	POPULATION HEALTH SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	ENKE, A FINN	GENDER & WOMEN'S STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	EVANS, DAVID	PATHOLOGY & LABORATORY MEDICINE	TENURE		NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-MADISON	EVERETT, LISA	PHYSICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE

UW-MADISON	FAIN, SEAN	MEDICAL PHYSICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	FIELD, AARON	RADIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	FOLEY, EUGENE	SURGERY	TENURE		NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-MADISON	FRIEDRICH, THOMAS	PATHOBIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	GADE, ANNA	LANGUAGES AND CULTURES OF ASIA	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	GUREVITCH, SHAMGAR	MATHEMATICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	HAMEDANI, AZITA	MEDICINE	TENURE		NEW APPOINTMENT	W/ TENURE
UW-MADISON	HARTENBACH, ELLEN	OBSTETRICS AND GYNECOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	HERD, PAMELA	LAFOLLETTE SCHOOL OF PUBLIC AFFAIRS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	HERRERA, YOSHIKO	POLITICAL SCIENCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	HIRSCH, FRANCINE	HISTORY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	HOLLOWAY, TERESA	NELSON INSTITUTE FOR ENVIRONMENTAL STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	HUNEEUS, ALEXANDRA	LAW SCHOOL	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	HUTTON, JEREMY	HEBREW & SEMITIC STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	JACKSON, EDWARD	MEDICAL PHYSICS	TENURE		NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-MADISON	JOHNSON, AMAUD	ENGLISH	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	JOHNSON, DEREK	COMMUNICATION ARTS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	JORGENSEN, JOAN	COMPARATIVE BIOSCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	JU, WEI	ONCOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	KALEJTA, ROBERT	ONCOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE

UW-MADISON	KELES, SUNDUZ	STATISTICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	KERN, ADAM	EAST ASIAN LANGUAGES & LITERATURE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	KEUTSCH, FRANK	CHEMISTRY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	KIM, KYUNG-SUN	LIBRARY AND INFORMATION STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	KOENIGS, MICHAEL	PSYCHIATRY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	KRYSAN, PATRICK	HORTICULTURE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	KYDD, ANDREW	POLITICAL SCIENCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	LABOSKI, CARRIE	SOIL SCIENCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	LAI, HUICHUAN	NUTRITIONAL SCIENCES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	LAPLANTE, STACIE	SCHOOL OF BUSINESS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	LEVERTY, TYLER	SCHOOL OF BUSINESS	TENURE		NEW APPOINTMENT	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	LIM, CHAEYOON	SOCIOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	LUEDTKE, JAMES	INDUSTRIAL & SYSTEMS ENGINEERING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	MAGNUSON, KATHERINE	SCHOOL OF SOCIAL WORK	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	MATSUMURA, JON	SURGERY	TENURE		NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-MADISON	MAYHEW, BRIAN	SCHOOL OF BUSINESS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	MCCULLOCH, TIMOTHY	SURGERY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	MCDERMOTT, ROBERT	PHYSICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	MEULENBELD, MARK	EAST ASIAN LANGUAGES & LITERATURE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	MEYERS, STEPHEN	ENGINEERING PHYSICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW-MADISON	MICHAELS, ANTHONY	HISTORY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	MITCHELL, JULIE	BIOCHEMISTRY AND MATHEMATICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	MOREAU, PAGE	SCHOOL OF BUSINESS	TENURE		NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-MADISON	NOBLES, JENNA	SOCIOLOGY	TENURE TRACK	ASSISTANT PROFESSOR ASSOCIATE	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	ODORICO, JON	SURGERY	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ORROCK, JOHN	ZOOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	OZDOGAN, MUTLU	FOREST & WILDLIFE ECOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	PATTERSON, SARA	HORTICULTURE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	PAUL, SEAN	MATHEMATICS	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	PEPPARD, PAUL	POPULATION HEALTH SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	PERRY, M ZACH	FOREST & WILDLIFE ECOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	QIAN, XIAOPING	MECHANICAL ENGINEERING	TENURE		NEW APPOINTMENT	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	QIAN, ZHIGUANG	STATISTICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	RABAGO, DAVID	FAMILY MEDICINE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	RALPHE, JOHN CARTER	PEDIATRICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	RAVAL, AMISH	MEDICINE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	REEDER, SCOTT	RADIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	RENZ, MARK	AGRONOMY	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	RIDDLE, KARYN	JOURNALISM & MASS COMMUNICATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	ROBERTSON, MORGAN	GEOGRAPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	ROGERS, TIMOTHY	PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE

		SCHOOL OF JOURNALISM AND MASS COMMUNICATION	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ROJAS, HERNANDO	MECHANICAL ENGINEERING	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	ROTHAMER, DAVID	GENDER & WOMEN'S STUDIES	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	SAMUELS, ELLEN	COMPARATIVE LITERATURE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	SCHENCK, THERESA		TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	SCHWARZE, MARGARET	SURGERY	TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	SENES, ALESSANDRO	BIOCHEMISTRY ORTHOPEDICS AND REHABILITATION	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	SESTO, MARY		TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	SHARAFI, MITRA	LAW SCHOOL	TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	SHELEF, NADAV	POLITICAL SCIENCE	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	SIMS, PATRICK	THEATRE & DRAMA PATHOLOGY AND LABORATORY MEDICINE	TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	SLUKVIN, IGOR		TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	SMITH, JUDITH	PEDIATRICS	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	SNYDER, BRAD	LAW SCHOOL	TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	SUN, XIN	GENETICS PATHOBIOLOGICAL SCIENCES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	TALAAAT, ADEL		TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	THIBEAULT, SUSAN	SURGERY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	THOMAS, MICHAEL	BACTERIOLOGY COUNSELING PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	THOMPSON, MINDI	ENGINEERING PROFESSIONAL DEVELOPMENT	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	TINJUM, JAMES		TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	TITELBAUM, MICHAEL	PHILOSOPHY	TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW-MADISON	TOWNSEND, RICHARD	ASTRONOMY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	TRAINOR, AUDREY	REHABILITATION AND SPECIAL EDUCATION	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	TREVOR, CHARLIE	SCHOOL OF BUSINESS	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	TRIANA, MARY	SCHOOL OF BUSINESS HEBREW & SEMITIC STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	TROXEL, RONALD	MECHANICAL ENGINEERING	TENURE TRACK	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	TRUJILLO, MARIO	ENGINEERING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	VEMUGANTI, RAGHU	NEUROSURGERY	TENURE TRACK	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	WALKER, CHRISTOPHER	DANCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	WANG, XUDONG	MATERIALS SCIENCE AND ENGINEERING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	WASSARMAN, KAREN	BACTERIOLOGY	TENURE TRACK	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	WELHAM, NATHAN	SURGERY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	WENG, YIQUN	HORTICULTURE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	WHEELER, DERIC	HUMAN ONCOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	XENOS, MICHAEL	COMMUNICATION ARTS	TENURE TRACK	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	XING, YONGNA	ONCOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MADISON	YACKEE, SUSAN	LAFOLLETTE SCHOOL OF PUBLIC AFFAIRS AND POLITICAL SCIENCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	YAVUZ, DENIZ	PHYSICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ZHANG, ZHENGJUN	STATISTICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ZHAO, XINYU	NEUROSCIENCE	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ZHENG, JING	OBSTETRICS AND GYNECOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ZINN, MICHAEL	MECHANICAL ENGINEERING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE



UW-MADISON

ZLATOS, ANDREJ

MATHEMATICS

TENURE

ASSOCIATE  
PROFESSOR

PROMOTION

PROFESSOR W/ TENURE

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<b>INSTITUTION</b>	<b>NAME</b>	<b>DEPARTMENT</b>	<b>STATUS</b>	<b>CURRENT TITLE</b>	<b>ACTION TAKEN</b>	<b>PROPOSED STATUS</b>
UW-MILWAUKEE	ARMSTRONG, DAVID	POLITICAL SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR ASSOCIATE	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	BRANDL, STEVE	CRIMINAL JUSTICE	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-MILWAUKEE	BULEY-MEISSNER, MARY	ENGLISH	TENURE	PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	CHOI, WOONSUP	GEOGRAPHY	TENURE TRACK	ASSISTANT PROFESSOR ASSOCIATE	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	COSIER, KIM	VISUAL ART & DESIGN	TENURE	PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	COVA, ELISABETTA	FOREIGN LANGUAGES AND LINGUISTICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	DO, PHUONG	PUBLIC HEALTH	TENURE TRACK	ASSISTANT PROFESSOR ASSOCIATE	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	DUNHAM, REBECCA	ENGLISH	TENURE	PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	EL-HAJJAR, RANI	CIVIL ENGINEERING AND MECHANICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	ERB, DAWN	PHYSICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	FANG, XIANG	BUSINESS ADMINISTRATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	FILE, NANCY	CURRICULUM AND INSTRUCTION	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-MILWAUKEE	FLORSHEIM, PAUL	PUBLIC HEALTH CHEMISTRY & BIOCHEMISTRY	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-MILWAUKEE	FRICK, DAVID	BIOCHEMISTRY	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-MILWAUKEE	FRICK, KARYN	PSYCHOLOGY	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-MILWAUKEE	GHOSE, RINA	GEOGRAPHY	TENURE	PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	GREENLEAF, CHRISTY	KINESIOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	HARLEY, AMY	PUBLIC HEALTH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	HARRIS, LESLIE	COMMUNICATIONS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW-MILWAUKEE	HELLMAN, JOHN	COMMUNICAITON SCIENCES & DISORDERS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	HINOW, PETER	MATHEMATICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	HOLIFIELD, RYAN	GEOGRAPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	HUANG, CHIANG-CHING	PUBLIC HEALTH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	HUDDLESTON, WENDY	KINESIOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	KAKO, PENINNAH	NURSING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	KAPLAN, DAVID	PHYSICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	KEENAN, KEVIN	KINESIOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	KLOS, LORI	KINESIOLOGY MATHEMATICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	KRAVTSOV, SERGEY		TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	KWAK, JUNG	SOCIAL WORK	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	LATCH, EMILY	BIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	LATHAM, JOYCE	INFORMATION STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	LESON, RICHARD	ART HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	LI, YING	MECHANICAL ENGINEERING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	LISDAHL, KRISTA	PSYCHOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	LIU, YUE	CIVIL ENGINEERING & MECHANICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	MCBRIDE, GENEVIEVE	HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	MUELLER, DEVIN	PSYCHOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	MURPHY, KRISTEN	CHEMISTRY & BIOCHEMISTRY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW-MILWAUKEE	NASIRI, ABDOL HOSEIN	ELECTRICAL ENGINEERING & APPLIED SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION PROMOTION & TENURE	PROFESSOR ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	NEUFELD, BLAIN	PHILOSOPHY CHEMISTRY & BIOCHEMISTRY	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	PACHECO, ANDREW	INDUSTRIAL & MANUFACTURING ENGINEERING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	PETERING, MATTHEW	JOURNALISM, ADVERTISING AND MEDIA	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	POPP, RICHARD	PHYSICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	RAICU, VALERICA	ELECTRICAL ENGINEERING AND COMPUTER SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	RANJI, MAHSA	MECHANICAL ENGINEERING	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	REISEL, JOHN	BUSINESS ADMINISTRATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	REN, HONG	POLITICAL SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	SHAH, PARU	OCCUPATIONAL SCIENCE AND TECHNOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	SINDHU, BHAGWANT	INFORMATION STUDIES	TENURE TRACK	VISITING PROFESSOR	TENURED	PROFESSOR W/ TENURE
UW-MILWAUKEE	SMIRAGLIA, RICHARD	COMMUNICATION CURRICULUM AND INSTRUCTION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	SONG, HA YEUN	INSTRUCTION	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	STEELE, MICHAEL	KINESIOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	STRATH, SCOTT	THEATRE	TENURE TRACK		NEW APPOINTMENT	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	STRAWN, SANDRA	PSYCHOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	TIGER, JEFF	SOCIAL WORK	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	TOPITZES, JAMES DIMITRI		TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW-MILWAUKEE	VELIE, ELLEN	PUBLIC HEALTH	TENURE TRACK		NEW APPOINTMENT PROMOTION & TENURE	PROFESSOR W/ TENURE ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	WANG, JINSUNG	KINESIOLOGY MATHEMATICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	WILLENBRING, JEB	EDUCATIONAL POLICY & COMMUNITY STUDIES	TENURE TRACK	CLINICAL PROFESSOR	TENURED PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	WILLIAMS, GARY		TENURE TRACK	ASSISTANT PROFESSOR ASSOCIATE PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	WILLIAMS, TAMI	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	YANG, CHING-HONG	BIOLOGICAL SCIENCES ELECTRICAL ENGINEERING AND COMPUTER SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	YU, ZEYUN		TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-MILWAUKEE	ZIMMER, MICHAEL	INFORMATION STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-OSHKOSH	ANGWALL, MERLAINE	THEATRE	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	BAKER, LAURA	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	BECK, VICTORIA	CRIMINAL JUSTICE	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	BROWN, PETE	RELIGIOUS STUDIES/ ANTHROPOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	CALDERWOOD, JESSICA	ART	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	CHYBOWSKI, JULIA	MUSIC	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-OSHKOSH	FREY, JAMES	HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	GIBSON, KAREN	EDUCATIONAL LEADERSHIP	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	HALEY, M RYAN	ECONOMICS	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	HARPER, AMNEY	PROFESSIONAL COUNSELING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	JASINSKI, MICHAEL	POLITICAL SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	KAZMI, SYED HASSAN KAMRAN	MATHEMATICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	MICHALSKI, MICHELLE	BIOLOGY & MICROBIOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	MULDOON, MAUREEN	GEOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	MURPHY, CARYN	COMMUNICATION	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	NOLLENBERGER, KARL	PUBLIC ADMINISTRATION	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	PEREKSTA, LINDA	MUSIC	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-OSHKOSH	PESTA, JAMES DUKE	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW-OSHKOSH	PURSE-WIEDENHOEFT, JANE	THEATRE PROFESSIONAL COUNSELING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	SAGINAK, M ALAN SIEMERS, SARINDA		TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	TAENGNOI	ECONOMICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	STUART, NATHAN	ACCOUNTING	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	SUBULWA, ANGELA GRAY	GEOGRAPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	WESTPHAL, JUDITH	NURSING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-PARKSIDE	CORONADO, TERESA	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	CRAFTON, LINDA	COMMUNICATION SOCIOLOGY &	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-PARKSIDE	DA'NA, SEIF	ANTHROPOLOGY SOCIOLOGY &	TENURE TENURE	PROFESSOR ASSISTANT	PROMOTION PROMOTION &	PROFESSOR ASSOCIATE PROFESSOR
UW-PARKSIDE	GILLOGLY, KATHLEEN	ANTHROPOLOGY	TRACK	PROFESSOR ASSOCIATE	TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	JAMES, PEGGY	POLITICAL SCIENCE	TENURE TENURE	PROFESSOR ASSISTANT	PROMOTION PROMOTION &	PROFESSOR ASSOCIATE PROFESSOR
UW-PARKSIDE	KEEFE, JENNIFER	PHILOSOPHY	TRACK	PROFESSOR ASSOCIATE	TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	MCROY, JAY	ENGLISH	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-PARKSIDE	PHAM, DAPHNE	BIOSCIENCES	TENURE TENURE	PROFESSOR ASSISTANT	PROMOTION PROMOTION &	PROFESSOR ASSOCIATE PROFESSOR
UW-PARKSIDE	ROGERS, DAVID	BIOSCIENCES	TRACK	PROFESSOR ASSOCIATE	TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	SKALBECK, JOHN	GEOSCIENCES	TENURE TENURE	PROFESSOR ASSISTANT	PROMOTION PROMOTION &	PROFESSOR ASSOCIATE PROFESSOR
UW-PARKSIDE	WHITAKER, NANCY	MUSIC	TRACK	PROFESSOR	TENURE	ASSOCIATE PROFESSOR W/ TENURE



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UW-PLATTEVILLE	ALBERS, MARK	INDUSTRIAL STUDIES	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	CARTMILL, DONITA	AGRICULTURE	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-PLATTEVILLE	EL-OMARI, SAMIR	GENERAL ENGINEERING	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-PLATTEVILLE	FRAYER, CHRISTOPHER	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	KWON, MIYEON	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-PLATTEVILLE	LEITCH, DANIEL	EDUCATION	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	LERNER, ANNE-MARIE	MECHANICAL & INDUSTRIAL ENGINEERING	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	LJUMANOVIC, LEONIDA	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	MONTGOMERY, TERA	AGRICULTURE	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-PLATTEVILLE	RIMEL, ERIC	INDUSTRIAL STUDIES	TENURE	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-PLATTEVILLE	RINGGENBERG, SCOTT	EDUCATION	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	ROY, BIDHAN	GENERAL ENGINEERING	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-PLATTEVILLE	TENG, HONG	GENERAL ENGINEERING	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	THOMPSON, MICHAEL KEITH	CIVIL & ENVIRONMENTAL ENGINEERING	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-PLATTEVILLE	TUCKER, AMANDA	HUMANITIES	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	WILLIAMS, MARY ROSE	MEDIA STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-PLATTEVILLE	WU, TSUNGH SUEH (JOSEPH)	CHEMISTRY	TENURE	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	WU, YAN	ENGINEERING PHYSICS	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW-PLATTEVILLE YUNCK, STEVEN

MEDIA STUDIES

TENURE  
TRACK

ASSOCIATE  
PROFESSOR

TENURED

ASSOCIATE PROFESSOR  
W/ TENURE

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UW-RIVER FALLS	AYRES, MELANIE	PSYCHOLOGY	TENURE	ASSISTANT	PROMOTION &	ASSOCIATE PROFESSOR
		MANAGEMENT &	TRACK	PROFESSOR	TENURE	W/ TENURE
UW-RIVER FALLS	BENSON, JOY	MARKETING	TENURE	ASSOCIATE	PROMOTION	PROFESSOR
UW-RIVER FALLS	ECKER, KEN	HEALTH & HUMAN	TENURE	PROFESSOR	PROMOTION	PROFESSOR
		PERFORMANCE	TENURE	ASSISTANT	PROMOTION &	ASSOCIATE PROFESSOR
UW-RIVER FALLS	FURNESS, STACY	PERFORMANCE	TRACK	PROFESSOR	TENURE	W/ TENURE
UW-RIVER FALLS	GHENCIU, IOANA	MATHEMATICS	TENURE	ASSOCIATE	PROMOTION	PROFESSOR
UW-RIVER FALLS	GILLEN, MARK	COUNSELING AND	TENURE	PROFESSOR	PROMOTION	PROFESSOR
		SCHOOL PSYCHOLOGY	TENURE	ASSISTANT	PROMOTION &	ASSOCIATE PROFESSOR
UW-RIVER FALLS	HUANG, CHENG-CHEN	BIOLOGY	TRACK	PROFESSOR	TENURE	W/ TENURE
UW-RIVER FALLS	KELLY, LOGAN	ECONOMICS	TENURE	ASSISTANT	PROMOTION &	ASSOCIATE PROFESSOR
			TRACK	PROFESSOR	TENURE	W/ TENURE
UW-RIVER FALLS	KRAUS, NEIL	POLITICAL SCIENCE	TENURE	ASSOCIATE	PROMOTION	PROFESSOR
		COMMUNICATIVE	TENURE	PROFESSOR	PROMOTION &	ASSOCIATE PROFESSOR
UW-RIVER FALLS	SHINDE, SATOMI KIMURA	DISORDERS	TRACK	PROFESSOR	TENURE	W/ TENURE
UW-RIVER FALLS	STOFFREGEN, STACEY	CHEMISTRY	TENURE	ASSISTANT	PROMOTION &	ASSOCIATE PROFESSOR
			TRACK	PROFESSOR	TENURE	W/ TENURE
UW-RIVER FALLS	WILKINSON, TODD	PSYCHOLOGY	TENURE	ASSISTANT	PROMOTION &	ASSOCIATE PROFESSOR
			TRACK	PROFESSOR	TENURE	W/ TENURE
UW-RIVER FALLS	WRIGHT, MARY	TEACHER EDUCATION	TENURE	ASSOCIATE	PROMOTION	PROFESSOR
				PROFESSOR		

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UW-STEVENS POINT	ALDEN, HELENA	SOCIOLOGY & SOCIAL WORK	TENURE TRACK	ASSISTANT PROFESSOR ASSOCIATE	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	BARDON, LISA	EDUCATION	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-STEVENS POINT	BESALYAN, RAFFI	MUSIC	TENURE TRACK	PROFESSOR ASSOCIATE	PROMOTION & TENURE	PROFESSOR W/ TENURE
UW-STEVENS POINT	BLACK-HOOVER, DIANA	ART & DEISGN	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-STEVENS POINT	BODENSTEINER, KARIN	BIOLOGY	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-STEVENS POINT	BOELK, AMY	SOCIOLOGY & SOCIAL WORK	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-STEVENS POINT	DEBOER, DOROTHY	SOCIOLOGY & SOCIAL WORK	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-STEVENS POINT	DYJAK, PATRICIA	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	FLORESS, KRISTIN	CNR	TENURE TRACK	ASSISTANT PROFESSOR ASSOCIATE	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	FREIRE, VIRGINIA	BIOLOGY	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-STEVENS POINT	FRY, KARIN	PHILOSOPHY	TENURE	PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	HALE, BRIAN	HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	HAUER, RICHARD	CNR	TENURE	PROFESSOR ASSOCIATE	PROMOTION	PROFESSOR
UW-STEVENS POINT	HERMAN, EDWIN	MATHEMATICAL SCIENCES	TENURE	PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	HERR, MAYSEE YANG	EDUCATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	HUCK, COREY	HEALTH PROMOTION & HUMAN DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR ASSOCIATE	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	HUSPENI, TODD	GEOGRAPHY & GEOLOGY	TENURE	PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	KAPLAN, SAMANTHA	GEOGRAPHY & GEOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	LUFT, SHAANAN	PHILOSOPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR

UW-STEVENS POINT	MAGYAR-MOE, JEANA	PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	MCGINLEY, PAUL	CNR	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	MORRIS, STUART	ART & DESIGN	TENURE	PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	ODOGBA, ISMAILA	GEOGRAPHY & GEOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	OLMSTED, JODI	HEALTH CARE PROFESSIONS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	PALMER, DEBRA	PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	SANDHU, DEVINDER	BIOLOGY	TENURE	PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	SCHOONAERT, KELLY	HEALTH PROMOTION & HUMAN DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	SIPIORSKI, JUSTIN	BIOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	TURNNEY, BRENT	MUSIC	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	WILLIAMS, CHRISTOPHER	ENGLISH	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR

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UW-STOUT	ANDERSON, BYRON C	APPAREL & COMMUNICATION TECHNOLOGIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	BAE, WAN DUCK	MATHEMATICS, STATISTICS & COMPUTER SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	BESSERT, MICHAEL L	BIOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	CARLSON, KITRINA MARIE	BIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	CHANDLER, RENEE LISA	TEACHING, LEARNING & LEADERSHIP	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	CHIKTHIMMAH, NAVEEN	FOOD & NUTRITION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	DeARMOND, ALEX	DESIGN	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	DZISSAH, JOHN SETUTSIMAM	OPERATIONS & MANAGEMENT	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	FICHTER, AMY ELIZABETH	ART & ART HISTORY SCHOOL OF	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	GERDES, KRISTAL ANN	HOSPITALITY LEADERSHIP	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-STOUT	GHENCIU, PETRE ION	MATHEMATICS, STATISTICS & COMPUTER SCIENCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	GUNDALA, RAGHAVA R	BUSINESS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	HALTINNER, URS R	TEACHING, LEARNING & LEADERSHIP	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	HAMILTON, KATHRYN LYNN	PSYCHOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	HANSON, JOLEEN R	ENGLISH & PHILOSOPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	HASHMI, MALEKA P	BIOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	HOEL, ANNE KELLY	BUSINESS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE

UW-STOUT	KARMAKER, AMITAVA	MATHEMATICS, STATISTICS & COMPUTER SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	KIRK, JOHN S	CHEMISTRY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	KLEM, JOHN L	REHABILITATION & COUNSELING	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	KRAMSCHUSTER, ADAM J	ENGINEERING & TECHNOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	KUCHTA, MATTHEW A	PHYSICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	LITTLE, AMANDA M	BIOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	LOIZIDES, GEORGIOS P	SOCIAL SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	MARSHALL, ELENA R	ENGLISH & PHILOSOPHY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	MEKRAZ, ADEL MOHAMED	BUSINESS	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	MENEFEE, JOAN K	ENGLISH & PHILOSOPHY	TENURE TENURE	PROFESSOR ASSISTANT	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	NAVARRE, JOAN M	ENGLISH & PHILOSOPHY	TENURE TRACK	PROFESSOR ASSISTANT	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	PAULSON, NELS R	SOCIAL SCIENCE	TENURE TRACK	PROFESSOR ASSISTANT	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	PEARSON, THOMAS W	SOCIAL SCIENCE	TENURE TRACK	PROFESSOR ASSOCIATE	PROMOTION	ASSOCIATE PROFESSOR ASSOCIATE PROFESSOR
UW-STOUT	PETERSON, KERRY D	FOOD & NUTRITION	TENURE TRACK	PROFESSOR ASSOCIATE	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	PIGNETTI, DAISY M	ENGLISH & PHILOSOPHY	TENURE TRACK	PROFESSOR ASSISTANT	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	RAY, MATTHEW ALAN	CHEMISTRY	TENURE TRACK	PROFESSOR ASSOCIATE	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	RISLEY, KRISTIN A	ENGLISH & PHILOSOPHY	TENURE	PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	SCHMIDT, LAURA JEAN	MATHEMATICS, STATISTICS & COMPUTER SCIENCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	SCHOONOVER, KRISTINE M	SCHOOL OF HOSPITALITY LEADERSHIP	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE

UW-STOUT	SCHULTZ, JOHN R	ENGINEERING & TECHNOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-STOUT	SEIM, DAVID L	SOCIAL SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	SLUPE, GREGORY T	ENGINEERING & TECHNOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-STOUT	STARY, WENDY RAE	ENGINEERING & TECHNOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	STRICKER, DAVID R	TEACHING, LEARNING & LEADERSHIP	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	TEUBER, HOLLACE ANNE	SPEECH COMMUNICATION, FOREIGN LANGUAGES, THEATRE & MUSIC	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	THARP, KEVIN W	APPAREL & COMMUNICATION TECHNOLOGIES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	THOMAS, KATHLEEN MARIE WAY	COMMUNICATION TECHNOLOGIES	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	TOZER, TIMOTHY	SOCIAL SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	WIRTANEN, DEAN A	ART & ART HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-STOUT	WOLFGRAM, SUSAN MARGARET	CONSTRUCTION HUMAN DEVELOPMENT & FAMILY STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	ZAGORSKI, KIMBERLY L	FAMILY STUDIES	TENURE	ASSISTANT PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT		SOCIAL SCIENCE	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE



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UW-SUPERIOR	ARNHOLD-DAVIES, MICHELLE	NATURAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-SUPERIOR	AUGSBURGER, DEBORAH	SOCIAL INQUIRY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	CLEARY, TIM	VISUAL ARTS	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-SUPERIOR	DANZ, NICHOLAS	NATURAL SCIENCES	TENURE TRACK	PROFESSOR	TENURED	PROFESSOR W/ TENURE
UW-SUPERIOR	FANK, CATHY	COMMUNICATING ARTS WORLD LANGUAGES, LITERATURES & CULTURES	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-SUPERIOR	FEZZEY, HILARY	MUSIC	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	FINGALSON-MADISON, VICKI	MUSIC	TENURE TRACK	PROFESSOR	TENURED	PROFESSOR W/ TENURE
UW-SUPERIOR	GUDERIAN, LOIS	MUSIC	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	HUBBARD, KATHY	VISUAL ARTS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-SUPERIOR	JACOBS, LAURA	WRITING & LIBRARY SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-SUPERIOR	JOHNSON, DAVID	BUSINESS & ECONOMICS MATHEMATICS & COMPUTER SCIENCE	TENURE TRACK	PROFESSOR	TENURED	PROFESSOR W/ TENURE
UW-SUPERIOR	LECK, UWE	COMPUTER SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-SUPERIOR	NOTBOHM, BRENT	COMMUNICATING ARTS HUMAN BEHAVIOR	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-SUPERIOR	PINNOW, ELENI	JUSTICE & DIVERSITY MATHEMATICS & COMPUTER SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-SUPERIOR	ROSENBERG, STEVE	COMPUTER SCIENCE MATHEMATICS & COMPUTER SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-SUPERIOR	TUCKER, SHIN-PING	COMPUTER SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR

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UW-WHITewater	AGNEW, MELANIE	EDUCATIONAL FOUNDATIONS	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	AHN, KWANGSEOG	OCCUPATIONAL AND ENVIRONMENTAL SAFETY & HEALTH	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	APPLETON, ERIC	THEATRE/DANCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	BENNETT, MICHAEL	LANGUAGES & LITERATURES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	BRADY, KATHLEEN	COMMUNICATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	BROWN, ERIC	BIOLOGICAL SCIENCES HEALTH, PHYSICAL EDUCATION, RECREATION & COACHING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	CAMERON, JAY	MANAGEMENT	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	CHANG, YOUNG	LANGUAGES & LITERATURES	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	CHEHADE, NAYLA	SPECIAL EDUCATION	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	DE GREGORIO, ALICIA	LANGUAGES & LITERATURES	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	ELLIOTT, KATHLEEN	EDUCATIONAL FOUNDATIONS	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	FENG, MIAO	HISTORY	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	FOSTER, ADRIENNE	ART & DESIGN	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	FRAME, TERI	ART & DESIGN	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	GOBLE, KRISTIN	CURRICULUM & INSTRUCTION	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	GRUBEL, BARBARA	THEATRE/DANCE	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR

UW- WHITEWATER	GUNAWARDENA, ATHULA	MATHEMATICAL & COMPUTER SCIENCES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW- WHITEWATER	GUO, LEI (NICK)	ECONOMICS	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW- WHITEWATER	GUTHRIE, DEANNA D'AMICO	SOCIAL WORK	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW- WHITEWATER	HARRAHY, ELISABETH	BIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW- WHITEWATER	HARTWICK, JAMES	CURRICULUM & INSTRUCTION	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW- WHITEWATER	HERRIOTT, JEFF	MUSIC	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW- WHITEWATER	IBRAHIM, AMAL G S	COMMUNICATION SOCIOLOGY, ANTHROPOLOGY, & CRIMINAL JUSTICE	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW- WHITEWATER	JEFFERS, GREGORY	COMMUNICATION FINANCE & BUSINESS LAW	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW- WHITEWATER	KAMAL, RASHIQA	PSYCHOLOGY	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW- WHITEWATER	KARNES, SASHA	HEALTH, PHYSICAL EDUCATION, RECREATION & COACHING	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW- WHITEWATER	LAUGHLIN, MICHAEL	SOCIAL WORK PHILOSOPHY & RELIGIOUS STUDIES	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW- WHITEWATER	LAW, KRISTI	FINANCE & BUSINESS LAW	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW- WHITEWATER	LEBENS, CRISTA	BIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW- WHITEWATER	LETOURNEAU, PASCAL	OCCUPATIONAL AND ENVIRONMENTAL SAFETY AND HEALTH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW- WHITEWATER	LISBERG, ANNEKE	HISTORY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW- WHITEWATER	LOUSHINE, TODD					
UW- WHITEWATER	MANDELL, NIKKI					

UW-WHITewater	MASON, RICHARD	CURRICULUM & INSTRUCTION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	MILLER, BILL	ART & DESIGN	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	NORMAND, CAROL	ACCOUNTING	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	O'BRIEN, PATRICK	SOCIOLOGY, ANTHROPOLOGY, & CRIMINAL JUSTICE	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	OLSON, JEFFREY	GEOGRAPHY & GEOLOGY	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	OSTER, ZACHARY	MATHEMATICAL & COMPUTER SCIENCES	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	PADDOCK, ADAM	HISTORY	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	PANERU, KHYAM	MATHEMATICAL & COMPUTER SCIENCES	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	PETERS, SCOTT	EDUCATIONAL FOUNDATIONS INFORMATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	PLATT, ALANA	TECHNOLOGY & SUPPLY CHAIN MANAGEMENT	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	PORTERFIELD, LAURA	EDUCATIONAL FOUNDATIONS	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	PRODOEHL, DANA EDWARDS	LANGUAGES & LITERATURES	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	PRUDE, MARY ALYSON	PHILOSOPHY & RELIGIOUS STUDIES	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	RAABE, WILLIAM	ACCOUNTING	TENURE TRACK		NEW APPOINTMENT	PROFESSOR
UW-WHITewater	SCHROEDER, MARK	EDUCATIONAL FOUNDATIONS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	SCOVOTTI, CAROL	MARKETING	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	SIMHA, ADITYA	MANAGEMENT	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	STREET, SANDRA	PSYCHOLOGY	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-WHITewater	THAO, CHENG	MATHEMATICAL & COMPUTER SCIENCES	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR

UW- WHITEWATER	TOBECK, JANINE	LANGUAGES & LITERATURES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW- WHITEWATER	TOURIGNY, LOUISE	MANAGEMENT	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION PROMOTION & TENURE	PROFESSOR ASSOCIATE PROFESSOR W/ TENURE
UW- WHITEWATER	WACHANGA, DAVID	COMMUNICATION SOCIOLOGY, ANTHROPOLOGY, & CRIMINAL JUSTICE	TENURE TRACK			
UW- WHITEWATER	WARING, CHANDRA	LANGUAGES & LITERATURES	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT PROMOTION & TENURE	ASSISTANT PROFESSOR ASSOCIATE PROFESSOR W/ TENURE
UW- WHITEWATER	WITONSKY, TRUDI	HEALTH, PHYSICAL EDUCATION, RECREATION & COACHING	TENURE TRACK			
UW- WHITEWATER	WITTE, KELLY		TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW- WHITEWATER	WOODS, BRETT	BIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW- WHITEWATER	XIANG, MEIFANG	ACCOUNTING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW- WHITEWATER	YANKELEVITZ, RACHELLE	PSYCHOLOGY	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW- WHITEWATER	YAVUZCETIN, OZGUR	PHYSICS	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW- WHITEWATER	YU, TONG (ROBERT)	ACCOUNTING	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR
UW- WHITEWATER	ZAKARIA, RIMI	MANAGEMENT	TENURE TRACK		NEW APPOINTMENT	ASSISTANT PROFESSOR

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UW-EXTENSION	ALLEN, ANGELA	COMMUNITY RESOURCE DEVELOPMENT	TENURE TRACK	INSTRUCTOR ASSOCIATE	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	BAKER, BEVERLEE	FAMILY DEVELOPMENT	TENURE TRACK	PROFESSOR ASSISTANT	PROMOTION	PROFESSOR
UW-EXTENSION	BEEKSMA, KATHERINE	FAMILY DEVELOPMENT	TENURE TRACK	PROFESSOR ASSISTANT	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	BERG, BROOK	FAMILY DEVELOPMENT	TENURE TRACK	PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	BUTLER, CYNTHIA	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	FELDMAN, LYNN	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	GEORGSON, LAVERN	AGRICULTURE AND LIFE SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	GIESEKE, JOY	COMMUNITY RESOURCE DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	GILDERSLEEVE, RHONDA	AGRICULTURE AND LIFE SCIENCES	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-EXTENSION	GREIL, AMY	COMMUNITY RESOURCE DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	GRIGORYAN, ARIGA	COMMUNITY RESOURCE DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	HALOPKA, RICHARD	AGRICULTURE AND LIFE SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	HANKEY, JOHN	YOUTH DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	HELLA, PAULA	FAMILY DEVELOPMENT	TENURE TRACK	PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	HOPKINS, SARAH	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR ASSISTANT	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	HOUGHAM, JUSTIN	YOUTH DEVELOPMENT	TENURE TRACK	PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	JAREK, KEVIN	AGRICULTURE AND LIFE SCIENCES	TENURE TRACK	ASSOCIATE PROFESSOR ASSISTANT	PROMOTION	PROFESSOR
UW-EXTENSION	JOHNSON, JACKIE	YOUTH DEVELOPMENT	TENURE TRACK	PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW-EXTENSION	KOENIG, RENEE	FAMILY DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	KOLES, MICHAEL	COMMUNITY RESOURCE DEVELOPMENT	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-EXTENSION	KONO, MELISSA	COMMUNITY RESOURCE DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	KOSTMAN, AMANDA	FAMILY DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	LATOUR, JENNIFER	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	LAZERS, KARI	FAMILY DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	LEXAU, ELIZABETH	FAMILY DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	LIANG, SANDY	FAMILY DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	MCLAUGHLIN, PATRICK	ENVIRONMENTAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EXTENSION	MILLS-LLOYD, SARAH	AGRICULTURE AND LIFE SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	NEISWENDER, CATHERINE	COMMUNITY RESOURCE DEVELOPMENT	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-EXTENSION	OTTO, KRISTA	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	PATTON, JAMIE	AGRICULTURE AND LIFE SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EXTENSION	PAWASARAT, KATHERINE	COMMUNITY RESOURCE DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	PLAMANN, CASEY	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	RONK, ERIC	AGRICULTURE AND LIFE SCIENCES	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR
UW-EXTENSION	SAGE, MEG	YOUTH DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	SCHULTZ, NANCY	FAMILY DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	SEEFELDT, LYSSA	AGRICULTURE AND LIFE SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	SIEGEL, SARAH	FAMILY DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	INSTRUCTOR

UW-EXTENSION	SOLOMON, VICTORIA	COMMUNITY RESOURCE DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT INSTRUCTOR
UW-EXTENSION	SPENCER, SETH	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT INSTRUCTOR
UW-EXTENSION	TARJESON, SARAH	YOUTH DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & ASSOCIATE PROFESSOR
UW-EXTENSION	TARBERT, SARAH	YOUTH DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	TENURE W/ TENURE
UW-EXTENSION	TORBERT, SARAH	YOUTH DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT ASSISTANT PROFESSOR
UW-EXTENSION	TRAVIS, MICHAEL	AGRICULTURE AND LIFE SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT ASSISTANT PROFESSOR
UW-EXTENSION	VANCE, NANCY	FAMILY DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT ASSISTANT PROFESSOR
UW-EXTENSION	VIAU, CHRIS	YOUTH DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & ASSOCIATE PROFESSOR
UW-EXTENSION	ZAMBITO, JAMES	ENVIRONMENTAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	TENURE W/ TENURE
UW-EXTENSION	ZIEHLI, ANDREW	COMMUNITY RESOURCE DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT ASSISTANT PROFESSOR



Revised Mission Statement (Approval)  
UW-Platteville

EDUCATION COMMITTEE

Resolution I.1.b.

That, upon recommendation of the Chancellor of the University of Wisconsin-Platteville and the President of the University of Wisconsin System, the Board of Regents approves the University of Wisconsin-Platteville's revised mission statement.

**REVISED MISSION STATEMENT  
UNIVERSITY OF WISCONSIN-PLATTEVILLE  
(SECOND READING AND APPROVAL)**

**BACKGROUND**

Section 36.09 (1)(b), Wis. Stats., requires that "the Board, after public hearing at each institution, shall establish for each institution a mission statement delineating specific program responsibilities and types of degrees to be granted."

The University of Wisconsin-Platteville requests approval for its revised mission statement. The revised statement is the result of strategic planning completed in 2012-14, and of extensive campus-wide discussion. As part of UW System Administration's review of the proposed mission revision in 2013, System Administration personnel reviewed s. 36.09 (1)(b) to(d), Wis. Stats., and the mission statements for each institution in the System. The result of this review was a recommendation from UW System legal counsel and the Senior Vice President of Academic and Student Affairs that all UW missions must contain language that delineates specific program responsibilities and types of degrees to be granted in order to be in alignment with s. 36.09 (1)(b), Wis. Stats. The Office of Academic and Student Affairs worked with UW-Platteville to make appropriate changes to the version of the revised UW-Platteville mission statement submitted to the Education Committee for a first reading on February 7, 2013, so that the new version of the proposed mission statement will be consistent with s. 36.09 (1)(b), Wis. Stats. The version submitted for the first meeting is therefore different from the version for this second reading.

As part of UW-Platteville's strategic planning process, its steering committee hosted campus forums for approximately 200 attendees. A result arising from the strategic planning discussion was a recommendation to revise the mission statement, particularly to reduce its length. There was campus-wide consensus that the written mission needed to be more succinct so that it could become broadly understood and communicated by faculty, staff, and students.

During the academic year 2012-2013, UW-Platteville's proposed mission statement received the support of the university's strategic plan steering committee, divisions and departments, and was approved by the Student Senate on November 13, 2012, and by the Academic Staff Senate on November 19, 2012. Following the first reading, on November 4, 2013, a public hearing was held on the UW-Platteville campus, in fulfillment of the statutory requirement. It was presided over by Regent Farrow, and attended by members of the campus community.

As noted above, the proposed mission was subsequently revised again based on feedback received from UW System Administration and through the public and institutional hearings. The final version of the revised mission statement was approved by the University Senate on April 22, 2014, and Chancellor Shields on April 28, 2014.

## **REQUESTED ACTION**

Approval of Resolution I.1.b., approving UW-Platteville's revised mission statement.

## **DISCUSSION**

UW-Platteville's new mission is an entirely new statement compared to the mission adopted in 2002, and proposed as follows:

*The University of Wisconsin-Platteville provides Associate, Baccalaureate, and Master's degree programs in a broad spectrum of disciplines including: science, technology, engineering, and mathematics; criminal justice; education; business; agriculture; and the liberal arts. We promote excellence by using a personal, hands-on approach to empower each student to become broader in perspective, intellectually more astute, ethically more responsible, and to contribute wisely as an accomplished professional and knowledgeable citizen in a diverse global community.*

Below you will find UW-Platteville's current mission, with eliminations (strike-through) and additions (bolded) tracked in the text:

*(Bolded words are new; italicized words have been incorporated into the new wording.)*

~~The fundamental mission of UW-Platteville and the entire UW System is to serve the people of Wisconsin. This basic goal is expressed in detail in the mission statement adopted in 1988 and revised in 2002. In those statements, UW-Platteville pledges itself to:~~

The University of Wisconsin-Platteville provides Associate, Baccalaureate, and Master's degree programs in a broad spectrum of disciplines including: science, technology, engineering, and mathematics; criminal justice; education; business; agriculture; and the liberal arts. **We promote excellence by using a personal, hands-on approach to**

1. **Enable empower** each student to become broader in perspective, ~~more literate,~~ intellectually more astute, ethically more ~~sensitive~~ **responsible**, and to ~~participate~~ **contribute** wisely ~~in society~~ as ~~an competent~~ **accomplished** professional and knowledgeable citizen **in a diverse global community**.
2. ~~Provide baccalaureate degree programs which meet primarily regional needs in arts and sciences, teacher education, business and information technology.~~
3. ~~Provide baccalaureate degree programs and specialized programs in middle school education, engineering, technology management, agriculture and criminal justice which have been identified as institutional areas of emphasis.~~
4. ~~Provide graduate programs in areas clearly associated with its undergraduate emphases in education, agriculture, technology management, engineering and criminal justice.~~
5. ~~Provide undergraduate distance learning programs in business administration and graduate online programs in project management, criminal justice and engineering~~
6. ~~Provide agricultural systems research programs utilizing the Pioneer Farm in partnership with businesses, universities and agencies~~
7. ~~Expect scholarly activity, including applied research, scholarship and creative endeavor, that supports its programs at the baccalaureate degree level, its selected graduate programs and its special mission~~
8. ~~Seek to serve the needs of all students and in particular the needs of women, minority, disadvantaged and nontraditional students. Furthermore, the university seeks diversification of the student body, faculty and staff~~
9. ~~Serve as an educational, cultural and economic development resource to southwestern Wisconsin~~

~~These statements, along with the UW System and University Cluster mission statements, provide a guide to UW Platteville in what it attempts and does not attempt to accomplish as an institution of higher education.~~

The current UW-Platteville mission (original), adopted in 2002, is included for comparison below.

The fundamental mission of UW-Platteville and the entire UW System is to serve the people of Wisconsin. This basic goal is expressed in detail in the mission statement adopted in 1988 and revised in 2002. In those statements, UW-Platteville pledges itself to:

1. Enable each student to become broader in perspective, more literate, intellectually more astute, ethically more sensitive and to participate wisely in society as a competent professional and knowledgeable citizen
2. Provide baccalaureate degree programs which meet primarily regional needs in arts and sciences, teacher education, business and information technology
3. Provide baccalaureate degree programs and specialized programs in middle school education, engineering, technology management, agriculture and criminal justice which have been identified as institutional areas of emphasis
4. Provide graduate programs in areas clearly associated with its undergraduate emphases in education, agriculture, technology management, engineering and criminal justice
5. Provide undergraduate distance learning programs in business administration and graduate online programs in project management, criminal justice and engineering
6. Provide agricultural systems research programs utilizing the Pioneer Farm in partnership with businesses, universities and agencies
7. Expect scholarly activity, including applied research, scholarship and creative endeavor, that supports its programs at the baccalaureate degree level, its selected graduate programs and its special mission
8. Seek to serve the needs of all students and in particular the needs of women, minority, disadvantaged and nontraditional students. Furthermore, the university seeks diversification of the student body, faculty and staff
9. Serve as an educational, cultural and economic development resource to southwestern Wisconsin

These statements, along with the UW System and University Cluster mission statements, provide a guide to UW-Platteville in what it attempts and does not attempt to accomplish as an institution of higher education.



# UNIVERSITY OF WISCONSIN PLATTEVILLE

April 28, 2014

Dear Associate Vice President Stephen Kolison,

In January 2012, the University of Wisconsin-Platteville began developing a five year strategic plan through a collaborative process. Initially the strategic plan steering committee did not intend to modify the mission statement. However, as the strategic planning process moved through campus wide forums it became apparent that people were not familiar with the current mission statement – the mission statement was too long for people to know well. Therefore, in late spring the steering committee decided to revise the mission statement. The intent of the revision was solely to develop a more focused mission statement that could be incorporated more fully into UW-Platteville’s daily routines.

As part of the strategic planning process, the steering committee hosted campus forums for approximately 200 attendees. The need for a mission statement change was first raised at these forums. The steering committee, composed of 15 representatives from across the university, spent much of the summer revising the mission statement. A revised mission statement was presented for discussion at approximately 20 department and division meetings, for 500 attendees, in August and September. Based on the feedback received, a final draft mission statement was developed. This mission statement was presented at campus governance groups in October and November and further refinements were made. The mission statement was approved by Student Senate on November 12, 2012, Classified Staff Advisory Committee and Faculty Senate on November 13, 2012, and Academic Staff Senate on November 19, 2012.

After the first Board of Regents reading of the proposed mission statement, System and the Board requested some additional changes. UW-Platteville spent some time pondering these changes. During this time, Regent Margaret Farrow came to campus on Monday, November 4, 2013 and hosted a forum to discuss the proposed mission statement. The forum was announced to the entire campus using traditional campus update/announcement methods. Approximately 20 people attended, including faculty, staff, and students.

After this forum, the campus revised the mission statement, incorporating feedback from the Regents, System, and the open forum. Faculty Senate approved the revised mission statement on Tuesday, April 22, 2014.

I request that the Board of Regents review and approve the following proposed mission statement:

*The University of Wisconsin-Platteville provides Associate, Baccalaureate, and Master's degree programs in a broad spectrum of disciplines including: science, technology, engineering, and mathematics; criminal justice; education; business; agriculture; and the liberal arts. We promote excellence by using a personal, hands-on approach to empower each student to become broader in perspective, intellectually more astute, ethically more responsible, and to contribute wisely as an accomplished professional and knowledgeable citizen in a diverse global community.*

Sincerely,



Dennis J. Shields  
Chancellor, University of Wisconsin-Platteville

Attached:

- Current UW-Platteville mission statement
- Marked up mission statement
- Proposed new mission statement



Addendum to the Mission Approved in 2010  
University of Wisconsin-La Crosse

EDUCATION COMMITTEE

Resolution I.1.c

That, upon recommendation of the Chancellor of University of Wisconsin-La Crosse and the President of the University of Wisconsin System, the Board of Regents approves the addendum to the University of Wisconsin-La Crosse mission approved by the Board of Regents in 2010.

**ADDENDUM TO MISSION STATEMENT  
UNIVERSITY OF WISCONSIN-LA CROSSE  
(APPROVAL)**

**BACKGROUND**

Section 36.09 (1)(b), Wis. Stats., requires that "the Board, after public hearing at each institution, shall establish for each institution a mission statement delineating specific program responsibilities and types of degrees to be granted."

The University of Wisconsin-La Crosse requests approval for its mission addendum. A UW System Administration review of UW institutions' mission statements revised after 2009, revealed that some missions were no longer compliant with s. 36.09(1)(b), Wis. Stats. Board leadership asked Senior Vice President Nook and General Counsel Stafford to work with UW-La Crosse and other UW institutions to make appropriate changes so that their mission statements would again be in alignment with s. 36.09(1)(b), Wis. Stats. UW-La Crosse was asked to add statements that delineated the specific program responsibilities and degrees offered.

The revised mission statement has been reviewed and approved by the appropriate governance bodies at UW-La Crosse. The final version of the mission statement addendum was approved by the Deans' Council on March 11, 2014; the Faculty Senate on March 13, 2014; the Chancellor's Cabinet on March 17, 2014; the Academic Staff Council on March 19, 2014; the Classified Staff Council on March 31, 2014; the Student Senate on April 2, 2014; and Chancellor Gow on April 8, 2014. UW System Administration recommends the addendum for approval by the Board of Regents.

**REQUESTED ACTION**

Approval of Resolution I.1.c., approving the addendum to UW-La Crosse's mission statement.

**DISCUSSION**

What follows below is the current mission statement, the previous select mission statement (last revised in 2010), and the proposed revision with the addendum.

UW-La Crosse's current mission reads as follows:

The University of Wisconsin-La Crosse provides a challenging, dynamic, and diverse learning environment in which the entire university community is fully engaged in supporting student success. Grounded in the liberal arts, UW-L fosters curiosity and life-long learning through collaboration, innovation, and the discovery and dissemination of new knowledge. Acknowledging and respecting the contributions of all, UW-L is a regional academic and cultural center that prepares students to take their place in a constantly changing world community.

Below is UW-La Crosse's previous select mission statement (before the 2010 revisions):

In addition to the system and core missions, the University of Wisconsin-La Crosse has the following select mission:

The primary purpose of the University of Wisconsin-La Crosse is to provide education leading to baccalaureate and selected graduate degrees supplemented by appropriate research and public service activities as further detailed in the following set of goals:

1. The University shall emphasize excellence in educational programs and teaching.
2. The University shall provide a broad base of liberal education as a foundation for the intellectual, cultural and professional development of the students.
3. The University shall offer undergraduate programs and degrees in the arts, letters and sciences; health and human services; education; health, physical education and recreation; and business administration.
4. The University shall offer graduate programs and degrees related to areas of emphasis and strength within the institution.
5. The University expects scholarly activity, including research, scholarship and creative endeavor, that supports its programs at the baccalaureate degree level, its selected graduate programs and its special mission.
6. The University shall support studies related to the environment, cultural heritage, institutions and economy of La Crosse and the surrounding Upper Mississippi Valley region.

The new UW-La Crosse mission with the addendum is proposed as follows:

The University of Wisconsin-La Crosse (UW-L) provides a challenging, dynamic, and diverse learning environment in which the entire university community is fully engaged in supporting student success. Grounded in the liberal arts, UW-L fosters curiosity and life-long learning through collaboration, innovation, and the discovery and dissemination of new knowledge. Acknowledging and respecting the contributions of all, UW-L is a regional academic and cultural center that prepares students to take their place in a constantly changing world community.

The proposed addendum consists of the following paragraph:

The University offers undergraduate programs and degrees in the arts and humanities; health and sciences; education; and business administration. The University offers graduate programs related to areas of emphasis and strength within the institution, including business administration, education, health, the sciences, and the social sciences.

UNIVERSITY *of* WISCONSIN  
**LA CROSSE**

To: Mark A. Nook, Senior Vice President for Academic and Student Affairs

From: Chancellor Joe Gow

Date: April 14, 2014

Re: Mission Statement

As you are aware, per your letter of February 20, 2014, General Counsel Tom Stafford expressed concern that UW-La Crosse's current mission statement might not be consistent with policy 36.09 (1) (b). I am writing today to express my support for UW-La Crosse's revised mission statement, and request it be placed on the Board of Regents agenda for final approval.

The revised mission statement has been reviewed and approved by the appropriate bodies of UW-La Crosse campus governance. For your reference, and the reference of the Board of Regents, this includes:

Approved by the Deans Council on Tuesday, March 11, 2014  
Approved by the Faculty Senate on Thursday, March 13, 2014  
Approved by Chancellor's Cabinet on Monday, March 17, 2014  
Approved by Academic Staff Council on Wednesday, March 19, 2014  
Approved by Classified Staff Council on Monday, March 31, 2014  
Approved by Student Senate on Wednesday, April 2, 2014

I would like to take this opportunity to thank you for your assistance with this matter. We look forward to receiving final approval. In the event you have any questions or concerns regarding UW-La Crosse's revised mission statement, please contact my office and I will ensure they are addressed.

Sincerely,



Joe Gow  
Chancellor

OFFICE OF THE CHANCELLOR  
135 Graff Main Hall  
1725 State St. | La Crosse, WI 54601 USA

phone 608.785.8004  
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Universal Credit Transfer Agreement between the  
University of Wisconsin System and the Wisconsin  
Technical College System (Approval)

EDUCATION COMMITTEE

Resolution I.1.d.

That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves the Universal Credit Transfer Agreement between the University of Wisconsin System and the Wisconsin Technical College System.

**PROPOSED UNIVERSAL UNDERGRADUATE CREDIT TRANSFER AGREEMENT  
BETWEEN THE UNIVERSITY OF WISCONSIN SYSTEM AND THE WISCONSIN  
TECHNICAL COLLEGE SYSTEM**

**BACKGROUND**

Wisconsin Act 20, published July 1, 2013, enacted s. 36.31, Wis. Stats., entitled “Coordination with other educational agencies.” The statutory requirements will go into effect July 1, 2014. The parts of s. 36.31 directly relevant to the proposed UW System Universal Undergraduate Credit Transfer Agreement between the University of Wisconsin System (UW System) and Wisconsin Technical College System (WTCS) (in the following referred to as “the agreement”) are listed below.

Under s. 36.31(2m)(b), the statute requires the following actions:

*Notwithstanding s. 36.09(4),<sup>1</sup> the Board of Regents and the technical college system board shall, and the governing boards of tribally controlled colleges in this state and the association, on behalf of private colleges, may, enter into and implement an agreement that identifies core general education courses totaling not fewer than 30 credits and establishes policies for ensuring that, beginning in the 2014-15 academic year, credits for completing the courses are transferable and would satisfy general education requirements at the receiving institution or college, between and within each institution, college campus, and technical college, and each tribally controlled college and private college that elects to participate in the agreement.*

In s. 36.31(2m)(a)2, core general education courses are defined as follows:

*Core general education courses "means courses generally required for an undergraduate degree that are prerequisite or otherwise in addition to the courses required for an undergraduate degree in a specific course of study."*

In the following narrative, several Regent and UW System policies will be summarized in order to provide a policy context for the proposed agreement. Regent Policy Document (RPD) 7-1, the University of Wisconsin System Undergraduate Transfer Policy, for instance, applies to all UW institutions serving transfer students. The purpose of RPD 7-1 is to provide guidance to UW institutions regarding the admission and credit evaluation of transfer students from UW institutions, WTCS, and other accredited colleges and universities. The goal of RPD 7-1 is to improve student transfer and reduce the overall cost and time towards degree completion.

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<sup>1</sup> Section 36.09 (4), Wis. Stats. outlines statutory faculty rights and responsibilities within the UW System:  
*FACULTY. 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.*

UW System's transfer policy is grounded in the following enduring principles:

*UW System welcomes transfer students from accredited colleges and universities both within and outside Wisconsin. The UW System Undergraduate Transfer Policy endorses a student-centered transfer process which fosters educational attainment, accommodates student mobility, and provides equitable treatment of transfer and continuing students. At the same time, this transfer policy recognizes legitimate differences among educational institutions, their missions and academic programs, and acknowledges institutional autonomy and program integrity.*

The Board of Regents requires UW institutions to follow the principles, guidelines and administrative practices set out in RPD 7-1, and procedures articulated in UW System Academic Information Series (ACIS) 6.0 and 6.2 (revised and approved by the Board in June 2011). ACIS 6.0 and 6.2 include principles and guidelines with respect to admission of transfer students, transfer credit principles, principles of accommodation, credit for prior learning, institutional responsibilities, and articulation agreements between UW institutions and WTCS districts. The UW System Office of Academic and Student Affairs is charged with coordinating systemwide transfer policy and procedures, and with implementing and ensuring institutional compliance with ACIS 6.0 and 6.2.

Changes in ACIS 6.0, 6.1, and 6.2 approved in 2011 were made to better reflect UW System initiatives and changes in Higher Education to better align System policy with the UW System's *More Graduates for Wisconsin* initiative and other *Growth Agenda for Wisconsin* goals designed to increase opportunities for baccalaureate education.

The revision to ACIS 6.0 made undergraduate transfer in the UW System more student-centered by fostering educational attainment, accommodating student mobility, and providing for the equitable treatment of transfer and continuing students, while at the same time respecting institutional autonomy and the differences among educational institutions, their missions, and academic programs. Specifically the policy section on admission practices for transfer students was significantly revised to align with Regent Policy Document 7-3, the University of Wisconsin System Freshmen Admissions Policy. The revision to ACIS 6.0 also made comprehensive admissions review a model for transfer admission at all UW institutions. A section on transfer credit principles was added at the time to make explicit basic assumptions about transfer. This section ties the transfer principles and practices of UW institutions to the [\*Joint Statement on the Transfer and Award of Credit\*](#) developed by the American Association of Collegiate Registrars and Admissions Officers (AACRAO), the American Council on Education (ACE), and the Council for Higher Education Accreditation (CHEA).

Newly added principles of accommodation were adapted to remove differences in accommodation. Some of the accommodations that previously were made only for UW System transfer students were granted to any student transferring into a UW institution. Expectations and processes related to granting transfer credit for prior learning were also included.

ACIS 6.1, *Guidelines for Transferring Wisconsin Technical College System Applied Associate Degree General Education Courses* was deleted as the content of the policy was

incorporated into ACIS 6.0. The former 30-credit limit on the number of general education credits that were transferable to a UW institution from a WTCS applied associate degree was removed. Each UW institution determines if and how applied associate degree courses transfer based upon the quality and comparability of the coursework and its applicability to UW degree requirements.

The revision to ACIS 6.2, *Guidelines for Developing Program-to-Program Articulation and Degree-Completion Agreements between UW System Institutions and WTCS Districts* removed the distinction between program-to-program agreements and degree-completion agreements; these types of agreements are now commonly referred to as articulation agreements.

The full statements of the UW System's current undergraduate transfer policies are available at: [http://www.wisconsin.edu/acss/acis/ACIS\\_6.0\\_revJune11.pdf](http://www.wisconsin.edu/acss/acis/ACIS_6.0_revJune11.pdf) and [http://www.wisconsin.edu/acss/acis/ACIS\\_6.2revJune11.pdf](http://www.wisconsin.edu/acss/acis/ACIS_6.2revJune11.pdf).

Also relevant as background to the proposed agreement is RPD 4-16 (available at <http://www.uwsa.edu/bor/policies/rpd/rpd4-16.htm>), Criteria for Approval of Wisconsin Technical College System Collegiate Transfer Programs. RPD 4-16 requires that the WTCS Board and the Regents approve the broadening of collegiate transfer programs in WTCS districts. At the time RPD 4-16 was adopted, WTCS was pursuing additional collegiate transfer offerings through the development of pre-professional associate degree programs and through increasing the number of liberal arts (formerly called College Parallel) associate degree programs. Liberal arts programs leading to the Associate of Arts (A.A.) or Associate of Science (A.S.) degree are currently offered at selected WTCS colleges, including Madison College (formerly Madison Area Technical College), Chippewa Valley, Western, Milwaukee Area, and Nicolet. Technical college liberal arts degrees are designed for students planning to transfer to a baccalaureate institution. By completing one of these degrees, the student will generally satisfy the first two years of general education requirements for various majors in baccalaureate institutions and obtain an educational foundation in languages, humanities, natural sciences, mathematics, and the social sciences.

Applied associate degrees (offered by 16 WTCS institutions) generally require fewer general education credits than liberal arts associate degrees. Applied associate degrees include a significant number of credits in career or technical area of study, and therefore require fewer general education credits for graduation. WTCS has established criteria for approval of additional collegiate transfer programs by the appropriate District, the UW System Board of Regents, and the WTCS Board. The 2013 Wisconsin Act 20 also instituted the following statutory requirement which has been added as "Footnote 1" to the first sentence of RPD 4-16 (see <http://www.uwsa.edu/bor/policies/rpd/rpd4-16.htm>):

*Section 36.31(1)*

*The board shall not, without the approval of the technical college system board, broaden the system's post-high school training mission to include the preparation of persons for semiprofessional or skilled-trade occupations beyond those offered during the 1972-73 academic year. The technical college system board shall not, without the approval of the*



*board of regents, broaden its system's collegiate transfer program offerings beyond those in existence during the 1972-73 academic year. In this section, "collegiate transfer program" has the meaning given in s. [38.01 \(3\)](#).*

*Section 36.31(2)*

*The technical college system board, in agreement with the board may designate courses other than those covered under sub. [\(1\)](#) as transferable for collegiate credit between the 2 systems.*

RPD 4-16 may need further revision in the future pursuant to the proposed agreement required under s. 36.31(2m), Wis. Stats., once the agreement has been fully implemented.

**Steps Towards Compliance with s. 36.31(2m), Wis. Stats., in 2013 and 2014**

During the summer of 2013, UW System Administration (UWSA) Senior Vice President (SVP) for Academic and Student Affairs Mark Nook directed UWSA staff to conduct a preliminary review of UW System and WTCS course equivalency<sup>2</sup> data. Staff examined course equivalency data available in the UW System Transfer Information System (TIS) electronic database (<http://tis.uwsa.edu/>) and developed a set of course subject crosswalks. In Fall 2013, SVP Nook met with stakeholders across the UW System and WTCS to review and respond to this preliminary analysis.

In January 2014, SVP Nook charged the UW System General Education 30-Credit Transfer Committee with providing UWSA and the Board with policy recommendations for compliance with s. 36.31(2m), Wis. Stats. The committee, under the leadership of UW Colleges Provost Greg Lampe, and comprised of 15 UW institutional faculty, academic staff, and other staff members. The group included the coordinator of the faculty representatives, UW-Stevens Point Professor Randy Olson, a UW HELP representative, and a UWSA representative. It convened for its first meeting in March 2014.

The Committee facilitated institutional discussion regarding transferable courses, discussed learning outcomes eligible for the proposed agreement, and identified reasons for transferability variance among institutions. In its findings, the Committee further established a 30-credit course matrix and recommended modifications to RPD 7-1.

The findings of the UW-System 30-Credit Transfer Committee were shared with UW System Faculty Representatives on May 2, 2014, with the Provosts on May 9, 2014, with the Chancellors on May 16, 2014, and with the Board office. Findings were also shared with the Wisconsin Technical College System (WTCS) Offices. On May 7, 2014, UW System representatives met with the WTCS Provost and Vice President of Student Success, Kathleen Cullen and representatives from the WTCS System Offices and institutions. The Universal Credit Transfer Agreement between the UW System and the WTCS was developed drawing from the findings of the UW System 30-Credit Transfer Committee and incorporating the

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<sup>2</sup> A course equivalency articulates how a course at one college or university transfers for course credit to another college or university.

outcomes of discussions between UW System and WTCS representatives. The agreement was reviewed and endorsed by UW System Legal and WTCS.

## **DISCUSSION**

In 2013, the National Conference of State Legislatures (NCSL) issued a brief which recommended that states adopt a general education core of courses that would be accepted by all institutions in their respective state. NCSL stated that governors in 23 states initiated laws that required institutions of higher education to adopt a general education core curriculum. According to NCSL, the governing boards or state agencies in 17 states, among them Indiana, Ohio, Minnesota, Illinois, Iowa, and Michigan, implemented some type of transferable general education core or voluntary agreements among institutions. According to NCSL, credits within these general education transfer curricula range from 27 to 64 credits.

Within the UW System, faculty determine the general education requirements at their institution. Systemwide, the number of general education credits required for graduation varies by institution and by degree program or type. Pursuant to RPDs 7-1, 14-6, and ACIS 6.0 and 6.2, currently, each UW institution determines whether and how credits earned at each of the 13 other UW institutions will apply to that institution's degree or general education credit requirements. UW System general education programs require between 19 and 60 credits, depending on the institution.

UW System and WTCS already articulate a high number of program-to-program transfer agreements. Academic advisors at both systems use these agreements to map academic pathways for students and counsel students who wish to transfer on the courses that will likely transfer into specific programs at either a UW or a WTCS institution. These articulation transfer agreements are accessible through the TIS website (<http://tis.uwsa.edu/>).

### **Terms of the Agreement and Expected Impact**

Pending approval by the Regents and the WTCS Board, the proposed agreement is effective from July 1, 2014 to June 30, 2015, and will be renewed annually. The current agreement includes eleven course subjects. Total transferable credits within course subject sets range between 34-48 credits, depending on the number of credits awarded to a student by the sending institution for successfully completing a course. The set of course subjects are classified into general categories of disciplines, helping students and advisors understand how the selected courses are distributed across a variety of academic areas and disciplines. Each course subject set is comprised of fourteen UW courses and one systemwide WTCS course (as the WTCS course title and number are the same for all WTCS institutions). The courses selected for transfer credit comply with s. 36.31(2m), Wis. Stats., and are “generally required for an undergraduate degree that are prerequisite or otherwise in addition to the courses required for an undergraduate degree in a specific course of study.” Upon transfer, the transfer credit will satisfy a general education requirement or degree requirement or count as an elective.

Prior to each subsequent academic year, UWSA and the WTCS System Office will provide an annual report their respective boards that summarizes any modifications made to the agreement taking effect in the subsequent academic year.

UWSA and individual institutions will work in partnership with the WTCS System Office and its institutions. Together they will develop routines to maintain, review, modify, assess, and update the agreement. WTCS and UW System will publish online resources available to reflect this agreement to all students. Procedures for program and policy assessment will also be developed.

Transferred credits as listed in the agreement will satisfy a general education or degree requirement at the receiving UW or WTCS institution and may include elective credits. Examples of transfer courses listed in the agreement may satisfy degree requirements for some students only, depending on the courses required for a particular major and the structure of the academic program at receiving institutions. In addition, some applied associate's degree programs offered by WTCS (different from the liberal arts transfer associate degree programs offered at five WTCS institutions), may require as few as 21 general education credits, limiting the number of credits a student could possibly transfer. Further, some technical colleges may offer certain general education courses infrequently.

The Universal Credit Transfer agreement is one example of an articulated transfer agreement that currently exist between UW and WTCS institutions. Students and their advisors will still need to review, select, and apply transfer agreements that best support a particular student's academic and career goals. Students are advised to discuss career and academic plans, including transfer plans, early on in their academic studies.

Terms within this and future agreements do not supersede or replace any currently published program-to-program transfer agreements established under any UW System policy. When establishing course transfer credit equivalencies, all UW institutions will use the transfer credit principles and policies articulated in ACIS 6.0 and RPD 7-1.

There will be additional costs in establishing and monitoring this agreement on an ongoing basis. The fiscal implications are unclear.

## **RECOMMENDATION**

UW System Administration concurs with the recommendation of the 30-Credits Transfer Committee and endorses the agreement.

## **RELEVANT REGENT AND UW SYSTEM POLICIES**

Regent Policy Document 7-1: University of Wisconsin System Undergraduate Transfer Policy

Academic Information Series (ACIS) 6.0, the University of Wisconsin System Undergraduate Transfer Policy (rev. June 2011)

ACIS 6.2, the University of Wisconsin System Guidelines for Articulation Agreements between UW System Institutions and WTCS Districts, (revised June 2011).

Regent Policy Document 7-3: the University of Wisconsin System Freshman Admissions Policy

Regent Policy Document 4-16: Criteria for Approval of Wisconsin Technical College System  
Collegiate Transfer Programs

## APPENDIX A

### Section 36.31, Wis. Stats. Coordination with other educational agencies.

36.31(1) The board shall not, without the approval of the technical college system board, broaden the system's post-high school training mission to include the preparation of persons for semiprofessional or skilled-trade occupations beyond those offered during the 1972-73 academic year. The technical college system board shall not, without the approval of the board of regents, broaden its system's collegiate transfer program offerings beyond those in existence during the 1972-73 academic year. In this section, "collegiate transfer program" has the meaning given in s. [38.01 \(3\)](#).

36.31(2)

The technical college system board, in agreement with the board may designate courses other than those covered under sub. [\(1\)](#) as transferable for collegiate credit between the 2 systems.

36.31(2m)

36.31(2m)(a) In this subsection:

36.31(2m)(a)1 "Association" means the Wisconsin Association of Independent Colleges and Universities.

36.31(2m)(a)2 "Core general education courses" means courses generally required for an undergraduate degree that are prerequisite or otherwise in addition to the courses required for an undergraduate degree in a specific course of study.

36.31(2m)(a)3 "Private college" means a private, nonprofit institution of higher education that is a member of the association.

36.31(2m)(b) Notwithstanding s. [36.09 \(4\)](#), the Board of Regents and the technical college system board shall, and the governing boards of tribally controlled colleges in this state and the association, on behalf of private colleges, may, enter into and implement an agreement that identifies core general education courses totaling not fewer than 30 credits and establishes policies for ensuring that, beginning in the 2014-15 academic year, credits for completing the courses are transferable and would satisfy general education requirements at the receiving institution or college, between and within each institution, college campus, and technical college, and each tribally controlled college and private college that elects to participate in the agreement.

36.31(2m)(c) The Board of Regents and the technical college system board shall ensure that the governing bodies of tribally controlled colleges and the association, on behalf of private colleges, have an opportunity to elect to participate in the agreement specified in par. [\(b\)](#).

36.31(3) The fees for services charged in the national direct student loan servicing contract to the board by the higher educational aids board must be approved by the secretary of administration.

**36.31 History:** [1973 c. 335](#); [1977 c. 29](#); [1979 c. 34](#); [1991 a. 39](#); [1993 a. 399](#); [2013 a. 20](#); [2013 a. 168 s. 21](#).

## APPENDIX B

### UNIVERSAL UNDERGRADUATE CREDIT TRANSFER AGREEMENT BETWEEN THE UNIVERSITY OF WISCONSIN SYSTEM AND THE WISCONSIN TECHNICAL COLLEGE SYSTEM

Pending approval of the University of Wisconsin System Board of Regents and the  
Wisconsin Technical College System Board

#### I. Purpose

On July 1, 2013, s. 36.31(2m), Wis. Stats., the State of Wisconsin 30-Credit Transfer Rule, became law. The statutory requirements will go into effect on July 1, 2014. The Universal Credit Transfer Agreement between the University of Wisconsin and Wisconsin Technical College System satisfies the requirement expressed in the statute. Specifically,

The University of Wisconsin (UW) System and Wisconsin Technical College System (WTCS) shall “*implement an agreement that identifies core general education courses totaling not fewer than 30 credits*” that are “*transferable and would satisfy general education requirements at the receiving institution or college, between and within each institution, college campus, and technical college.*” [s. 36.31(2m)(b), Wis. Stats.]

The statute defines core general education courses to mean,

“*Courses generally required for an undergraduate degree that are prerequisite or otherwise in addition to the courses required for an undergraduate degree in a specific course of study.*” [s. 36.31(2m)(a)(2), Wis. Stats.]

#### II. History of transfer agreements within and across the UW and WTCS

The long-standing patterns of inter-institutional collaboration among the UW System and WTCS institutions on matters of transfer provided a ready foundation for development of this agreement. Decades of mutual work between and among the two systems and institutions has led to a strong culture of support for transfer and student success among the public colleges and universities of Wisconsin. Previous partnerships resulted in the establishment of undergraduate transfer policy and guidelines outlined in the UW System Academic Information Series (ACIS) 6.0 and 6.2. Collaborations between institutions within the two systems have produced a great number of course equivalencies or course-based credit transfer agreements within and across the UW and WTCS institutions.

Guided by ACIS 6.2, UW System and WTCS institutions articulate and document hundreds of program-to-program transfer agreements. These program agreements map specific academic pathways for students. Academic advisors use these agreements to counsel students to identify how courses they take in their Associate Degree programs will transfer into specific baccalaureate programs at a UW institution.

Transfer agreements are made accessible to the public through the Transfer Information System (TIS) website (<http://tis.uwsa.edu/>).

### **III. Universal Credit Transfer Agreement General Terms and Provisions**

#### **A. Terms**

1. This agreement is effective July 1, 2014, and will be renewed annually.
2. This agreement applies only to students who are enrolled at a UW System or WTCS institution.
3. Terms within this and future agreements do not supersede or negate any currently published program-to-program transfer agreements established under UW System ACIS 6.0 or ACIS 6.2.
4. When establishing course transfer credit equivalencies within this agreement, the UW System and its institutions should apply the transfer credit principles and principles of accommodation as articulated in UW System ACIS 6.0.

#### **B. Application of the Universal Transfer Agreement**

1. The courses represented in the Universal Transfer Agreement may satisfy degree requirements differently for a student depending on the course requirements related to the major that the student declares, and the structure of the academic program at the receiving institution. Some professional majors and curricular pathways require students to complete a specific set of general education courses.
2. The Universal Credit Transfer Agreement represents only a fraction of the articulated UW/WTCS credit transfer agreements available to students. Students and institutional advisors should select and apply the transfer agreement that best supports the student's academic and career goals.
3. To ensure that students make the best choice to enroll in and complete coursework that is most relevant to advancing their degree goals, UW System and its institutions and WTCS and its institutions shall advise students to:
  1. Discuss career and academic programs plans, including transfer plans, with a UW or WTCS academic transfer advisor early in their academic studies.
  2. Utilize the UW TIS searchable database, <http://tis.uwsa.edu/> to:

- 1) View a larger set of transferable courses and course equivalencies within academic departments at each UW/WTCS institution.
- 2) View transfer guides and articulation agreements that map out specific degree plans and course transfer plans for a range of majors and programs of study.

#### C. Publishing of the Agreement

1. In partnership with WTCS, UW System will publish web-based resources within the UW System TIS that are dedicated to the Universal Credit Transfer Agreement.
2. Historical Universal Credit Transfer Agreements will be published and maintained on the UW System TIS.

#### D. Maintenance of the Agreement

1. The UWSA Office of Academic and Student Affairs in partnership with UW institutions and the WTCS System Office and WTCS institutions will establish routines to maintain, review, modify, assess, and update this agreement.
2. UW System and WTCS institutions agree that regular revisions to Section IV of this agreement are necessary to stay current with the dynamic nature of the curriculum and course offerings that evolve in order to stay current with emerging knowledge, industry needs within a professional field, and pedagogy.
3. Additional courses may be added to Section IV (Table 2) of this agreement, at any time, upon agreement of all UW and WTCS institutions, using the routines established in Section III(D)(1).
4. Modifications to Section IV (Table 2) of this agreement that will result in the elimination of a course subject set from the Universal Credit Transfer Agreement (see Table 1) may not be made during the academic year for which the agreement is in effect.
5. Prior to each subsequent academic year, the UWSA Office of Academic and Student Affairs and the WTCS System Office will provide an annual report to their respective boards that summarizes the modifications made to this Section IV of this agreement for the subsequent academic year.

### **IV. UW/WTCS Universal Transfer Agreement- Effective beginning Academic Year 2014-15**

- A. The term of this agreement is July 1, 2014 through June 30, 2015. The agreement will be renewed, as described in Section III.



## B. Courses included in the agreement

1. The Academic Year 2014-2015 UW/WTCS Universal Transfer Agreement includes eleven (11) course subject sets (Table 1). The total sum of transferable credits within the course subject sets ranges between 34-48 credits, depending on the number of credits awarded by the sending institution to a student for successfully completing a course.
2. Each course subject set is comprised of fourteen (14) specific UW institution courses and one (1) systemwide WTCS course. The WTCS course title and number are common to all sixteen (16) WTCS campuses. Table 2 illustrates lists of the fifteen (15) specific institution course numbers and titles that correspond to each course subject set. Course numbers and titles are drawn from the respective institutions' current course catalogs.
3. Credits awarded to students who successfully complete the courses listed in Table 2 are transferable to all institutions within the UW System and WTCS.
4. The set of course subjects within the table are classified into general classifications of study. The classification of courses illustrates how the selected courses are distributed across a variety of academic areas and disciplines.
5. The transferred credits will satisfy a general education or general degree requirement at the receiving UW or WTCS institution and may include elective credit. General education, elective, and degree requirements provide value by preparing students for advanced coursework. Further, general requirements provide students with skill sets and breadth of content knowledge that will enable students to transfer and apply knowledge to multiple academic and workplace settings.
6. Specific information about how each listed course title and number will transfer and satisfy the general education or general degree requirement at a receiving institution may be accessed on TIS. The courses listed within a course subject set do not represent a one-to-one course transfer equivalency.

**Table 1: AY 2014-15 UW/WTCS Universal Transfer Agreement course subject sets**

<b>Classification</b>	<b>Course Subject Set</b>	<b>Credit Range</b>
Communication	Composition I	3-5
	Introduction to Public Speaking	2-4
Social and Behavioral Sciences	Introduction to Psychology	3-4
	Introduction to Sociology	3-4
	Introduction to American Government & Politics	3-4
	Introduction to Economics	3
Natural Sciences and Quantitative Reasoning	Introduction to/General Chemistry	4-5
	Concepts of Biology	2-5
	General Physics	4-5
	Algebra and Trigonometry	4-5
Humanities and Fine Arts	Ethics/Moral Problems	3-4
Confirmed Total Credit Range		34-48

*Some institutions may not offer a course within a general course subject set, but will grant credit for the course offered by another institution in the general course subject area.*

**Table 2: UW/WTCS courses corresponding to each course subject set**

Course Subject Set	Institution	Class Title	Course Number	Credits
Composition I	UW Colleges	College Writing & Critical Reading	ENG 101	3
	UW-Eau Claire	Critical Reading & Writing	WRIT 116	5
	UW-Green Bay	College Writing	ENG COMP 100	3
	UW-La Crosse	College Writing I	ENG 110	3
	UW-Madison	Intro to College Composition	ENG 100	3
	UW-Milwaukee	Intro to College Writing	ENG 101	3
	UW-Oshkosh	College English I	ENG 101	3
	UW-Parkside	Composition and Reading	ENG 101	3
	UW-Platteville	Freshman Composition	ENG 1130	3
	UW-River Falls	Academic Reading and Writing	ENGL 100	3
	UW-Stevens Point	Freshman English	ENG 101	3
	UW-Stout	Composition I	ENGL 101	3
	UW-Superior	College Writing I	WRIT 101	3
	UW-Whitewater	Freshman English	ENGL 101	3
	Wisconsin Technical Colleges	Written Communication	801-195	3
Introduction to Public Speaking	UW Colleges	Intro to Public Speaking	CTA 103	3
	UW-Eau Claire	Speech Fundamentals	CJ 202	3
	UW-Green Bay	Fundamentals of Public Speaking	COMM 133	3
	UW-La Crosse	Communicating Effectively	CST 110	3
	UW-Madison	Intro to Speech Composition	COM ART 100	3
	UW-Milwaukee	Public Speaking	COM 103	3
	UW-Oshkosh	Intro to Public Speaking (GE)	COM 111	3
	UW-Parkside	Public Speaking	COMM/SPCH 105	3
	UW-Platteville	Public Speaking	SPEECH 1010	2
	UW-River Falls	Fundamentals of Oral Communication	COMS 101	3
	UW-Stevens Point	Oral Communication	COM 101	2-3
	UW-Stout	Fundamentals of Speech	SPCOM 100	2-3
	UW-Superior	Introduction to Communication	COMM 110	3
	UW-Whitewater	Intro to Human Communication	COMM 110	3
	Wisconsin Technical Colleges	Speech	801-198	3

*The courses listed within each course subject set do not represent a one-to-one course transfer equivalency. Information about how each listed course will specifically transfer to a receiving institution and satisfy general requirements may be accessed through the UW TIS transfer wizards ( <http://tis.uwsa.edu/wizards/>).*

	Course Subject Set	Institution	Class Title	Course Number	Credits
Social and Behavioral Sciences	Introduction to Psychology	UW Colleges	Introductory Psych	PSY 202	3
		UW-Eau Claire	Intro to Psychology	PSY 100	3
		UW-Green Bay	Intro to Psychology	PSYCH 102	3
		UW-La Crosse	General Psychology	PSYC 100	3
		UW-Madison	Intro to Psychology	PSYC 202	3
		UW-Milwaukee	Intro to Psychology	PSYC 101	3
		UW-Oshkosh	General Psychology	PSYC 101	3
		UW-Parkside	Intro to Psychological Science	PSYC 101	3
		UW-Platteville	General Psychology	PSYC 1130	3
		UW-River Falls	General Psychology	PSYC 101	3
		UW-Stevens Point	Intro to Psychology	PSYC 110	3
		UW-Stout	General Psychology	PSYC 110	3
		UW-Superior	Intro to Psychology	PSYC 101	3
		UW-Whitewater	Introductory Psych	PSYCH 211	3
		Wisconsin Technical Colleges	Intro to Psychology	809-198	3
	Introduction to Sociology	UW Colleges	Intro to Sociology	SOC 101	3
		UW-Eau Claire	Intro to Sociology	SOC 101	3
		UW-Green Bay	Intro to Sociology	SOCIOLOG 202	3
		UW-La Crosse	The Social World	SOC 110	3
		UW-Madison	American Sociology: How it Really Works	SOC 125	3-4
		UW-Milwaukee	Intro to Sociology	SOCIOLOG 101	3
		UW-Oshkosh	Intro to Sociology	SOC 101	3
		UW-Parkside	Intro to Sociology	SOC 101	3
		UW-Platteville	Principles of Sociology	SOC 1030	3
		UW-River Falls	Intro to Sociology	SOCI 100	3
		UW-Stevens Point	Intro to Sociology	SOC 101	3
UW-Stout		Intro to Sociology	SOC 110	3	
UW-Superior		Intro to Sociology	SOCI 101	3	
UW-Whitewater		Principles of Sociology	SOC 240	3	
Wisconsin Technical Colleges		Intro to Sociology	809-196	3	

The courses listed within each course subject set do not represent a one-to-one course transfer equivalency. Information about how each listed course will specifically transfer to a receiving institution and satisfy general requirements may be accessed through the UW TIS transfer wizards (<http://tis.uwsa.edu/wizards/>).

	Course Subject Set	Institution	Class Title	Course Number	Credits
Social and Behavioral Sciences	Introduction to American Government and Politics	UW-Eau Claire	American National Politics	POL 110	3
		UW-Green Bay	American Government & Politics	POL 101	3
		UW-La Crosse	American National Government	POLS 101	3
		UW-Madison	Intro. to American Politics & Government	POLS 104	3
		UW-Milwaukee	Intro. to American Government & Politics	POL SCI 104	3
		UW-Oshkosh	American Government & Politics	POL SCI 105	3
		UW-Parkside	American Politics	POLS 100	3
		UW-Platteville	Intro. to American Government	POLSCI 1230	3
		UW-River Falls	American Government & Politics	POLS 114	3
		UW-Stevens Point	American Politics	POLS 101	3
		UW-Stout	American Government	POLS 210	3
		UW-Superior	American National Government	POLS 150	3
		UW-Whitewater	American Government & Politics	POLSCI 141	3
		Wisconsin Technical Colleges	Intro to American Government	809-122	3
	Introduction to Economics	UW Colleges	Intro to Economics	ECON 101	3
		UW-Eau Claire	Economic Analysis of Contemporary Issues	ECON 100	3
		UW-Green Bay	Economic Concepts	ECON 152	3
		UW-La Crosse	General Economics not offered	-	-
		UW-Madison	General Economics not offered	-	-
		UW-Milwaukee	Introductory Economics	ECON 100	3
		UW-Oshkosh	General Economics	ECON 106	3
		UW-Parkside	The American Economy	ECON 101	3
		UW-Platteville	General Economics not offered	-	-
		UW-River Falls	Modern Economics	ECON 100	3
		UW-Stevens Point	Intro to Economics	ECON 100	3
UW-Stout		General Economics	ECON 201	3	
UW-Superior		Economics in Society	ECON 235	3	
UW-Whitewater		General Economics not offered	-	-	
Wisconsin Technical Colleges	Economics	809-195	3		

The courses listed within each course subject set do not represent a one-to-one course transfer equivalency. Information about how each listed course will specifically transfer to a receiving institution and satisfy general requirements may be accessed through the UW TIS transfer wizards ( <http://tis.uwsa.edu/wizards/>).

		Course Subject Set	Institution	Class Title	Course Number	Credits
Natural Sciences and Quantitative Reasoning	Introduction to/ General Chemistry	UW Colleges	Introductory Chemistry	CHEM 125	5	
		UW-Eau Claire	General Chemistry I	CHM 103	4	
		UW-Green Bay	General Chemistry	CHEM 108	4	
		UW-La Crosse	General Chemistry I	CHEM 103	5	
		UW-Madison	General Chemistry I	CHEM 103	4	
		UW-Milwaukee	General Chemistry	CHEM 100	5	
		UW-Oshkosh	General Chemistry I	CHEM 105	5	
		UW-Parkside	General Chemistry I	CHEM 101	5	
		UW-Platteville	General Chemistry	CHEM 1140	4	
		UW-River Falls	General Chemistry I	CHEM121	5	
		UW-Stevens Point	Fundamental Chemistry	CHEM 105	5	
		UW-Stout	General Chemistry	CHEM 115	5	
		UW-Superior	General Chemistry	CHEM 105	5	
		UW-Whitewater	Introductory Chemistry	CHEM 102	5	
		Wisconsin Technical Colleges	General Chemistry	806-134	4	
	Concepts of Biology	UW Colleges	Concepts of Biology	BIO 101	5	
		UW-Eau Claire	General Biology	BIOL 100	4	
		UW-Green Bay	Principles of Biology	BIO 202	4	
		UW-La Crosse	General Biology	BIO 105	4	
		UW-Madison	Introductory Biology	BIO 151	5	
		UW-Milwaukee	Elements of Biology	BIO SCI 102	3	
		UW-Oshkosh	Biological Concepts-Unity	BIO 105	4	
		UW-Parkside	Biological Science	BIOS 101	4	
		UW-Platteville	General Biology	BIO 1150	5	
		UW-River Falls	General Biology	BIO 150	3	
		UW-Stevens Point	General Biology	BIO 101	5	
		UW-Stout	Introductory Biology	BIO 101	4	
UW-Superior	Environmental Science	BIO 100	2			
UW-Whitewater	Biological Foundations	BIO 120	4			
Wisconsin Technical Colleges	General Biology	806-114	4			

The courses listed within each course subject set do not represent a one-to-one course transfer equivalency. Information about how each listed course will specifically transfer to a receiving institution and satisfy general requirements may be accessed through the UW TIS transfer wizards ( <http://tis.uwsa.edu/wizards/>).

	Course Subject Set	Institution	Class Title	Course Number	Credits
Natural Science and Quantitative Reasoning	General Physics	UW Colleges	College Physics	PHYS 141	4-5
		UW-Eau Claire	General Physics	PHYS 211	5
		UW-Green Bay	Fundamentals of Physics I	PHYSICS 103	5
		UW-La Crosse	Fundamental Physics I	PHY 103	4
		UW-Madison	General Physics	PHYSICS 103	4
		UW-Milwaukee	General Physics Lecture/Lab	PHYSICS 120/121	4
		UW-Oshkosh	General Physics	PHYSICS 107	5
		UW-Parkside	College Physics I	PHYS 105	5
		UW-Platteville	Introductory Physics I	PHYSICS 1350	5
		UW-River Falls	Algebra-Based Physics Lecture/Lab	PHYS 151/156	4
		UW-Stevens Point	College Physics I	PHYS 203	5
		UW-Stout	General Physics Lecture/Lab	PHYS 211/212	4
		UW-Superior	Algebra-Based Physics I	PHYS 107	4
		UW-Whitewater	Principles of Physics I	PHYSICS 140	5
		Wisconsin Technical Colleges	General Physics 1	806-154	4
	Algebra and Trigonometry	UW Colleges	Pre-Calculus Math	MATH 124	5
		UW-Eau Claire	Pre-Calculus Math	MATH 112	4
		UW-Green Bay	Elementary Functions: Algebra and Trigonometry	MATH 104	4
		UW-La Crosse	Pre-Calculus	MTH 151	4
		UW-Madison	Algebra and Trigonometry	MATH 114	5
		UW-Milwaukee	Combined Algebra /Trig. course is not offered	-	-
		UW-Oshkosh	Pre-Calculus	MATH 108	5
		UW-Parkside	College Algebra II with Trigonometry	MATH 114	5
		UW-Platteville	Pre-Calculus	MATH 2450	5
		UW-River Falls	College Algebra and Trigonometry	MATH 147	3
		UW-Stevens Point	Combined Algebra/Trig. course is not offered	-	-
		UW-Stout	Introductory College Mathematics II	MATH 121	4
UW-Superior		Pre-Calculus	MATH 115	5	
UW-Whitewater		Elementary Functions	MATH 152	5	
Wisconsin Technical Colleges		College Algebra & Trigonometry w/ Applications	804-197	5	

The courses listed within each course subject set do not represent a one-to-one course transfer equivalency. Information about how each listed course will specifically transfer to a receiving institution and satisfy general requirements may be accessed through the UW TIS transfer wizards ( <http://tis.uwsa.edu/wizards/>).

Course Subject Set	Institution	Class Title	Course Number	Credits
Humanities & Fine Arts	UW Colleges	Ethics	PHIL 241	3
	UW-Eau Claire	Ethical Reasoning	PHIL 120	3
	UW-Green Bay	Contemporary Ethical Issues	PHIL 102	3
	UW-La Crosse	Introduction to Ethics	PHIL 201	3
	UW-Madison	Introductory Ethics	PHIL 241	3-4
	UW-Milwaukee	Moral Problems	PHIL 243	1
	UW-Oshkosh	Ethics	PHIL 105*	3
	UW-Parkside	Contemporary Moral Problems	PHIL 215	3
	UW-Platteville	Ethics	PHIL 2530	3
	UW-River Falls	Social Ethics	PHIL 240	3
	UW-Stevens Point	Contemporary Moral Problems	PHIL 101	3
	UW-Stout	General Ethics	PHIL 235	3
	UW-Superior	Contemporary Moral Problems	PHIL 211	3
	UW-Whitewater	Introduction to Ethics	PHIL 261	3
	Wisconsin Technical Colleges	Intro to Ethics: Theory and Application	809-166	3

\*Course numbering for UW Oshkosh Phil 105 will change to Phil 104, effective Fall 2014

*The courses listed within each course subject set do not represent a one-to-one course transfer equivalency. Information about how each listed course will specifically transfer to a receiving institution and satisfy general requirements may be accessed through the UW TIS transfer wizards ( <http://tis.uwsa.edu/wizards/>).*

## Signatures

On behalf of the University of Wisconsin System,

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Raymond Cross, President

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Date

On behalf of the Wisconsin Technical College System,

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Morna K. Foy, President

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Date



EDUCATION COMMITTEE

Resolution I.1.e

That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves the updates to RPD 7-1 necessitated by the establishment of the Universal Credit Transfer Agreement between the UW System and the Wisconsin Technical College System, effective July 1, 2014.

**REVISION OF RPD 7-1 UNIVERSITY OF WISCONSIN SYSTEM  
UNDERGRADUATE TRANSFER POLICY**

**BACKGROUND**

The implementation of the Universal Credit Transfer Agreement between the UW System and Wisconsin Technical College System (WTCS), effective July 1, 2014, requires an update to RPD 7-1, the University of Wisconsin System Undergraduate Transfer Policy.

This agreement between the UW System and WTCS satisfies the requirements of s. 36.31(2m), Wis. Stats., which establishes a set of courses totaling at least 30 credits that are transferable and will satisfy general education requirements at the receiving institution.

**REQUESTED ACTION**

Approval of resolution I.1.e, approving the revision of RPD 7-1.

**DISCUSSION**

The Regents are asked to review and approve the minor updates made to the policy statement. Included in the updates and addition of language is a name correction for the UW System Administration Office of Academic and Student Affairs. If there will be substantive changes to UW System policies ACIS 6.0 and 6.2, which articulate the principles, guidelines, and administrative practices of the UW System Undergraduate Transfer Policy, these changes will be brought to the Board at a later time.

The original text of the existing RPD 7-1 reads as follows:

Regent Policy Documents  
*SECTION 7: ADMISSIONS POLICY*

7-1 UNIVERSITY OF WISCONSIN SYSTEM UNDERGRADUATE TRANSFER POLICY

(Formerly 84-3)

Scope

The Board of Regents undergraduate transfer policy applies to all UW institutions serving transfer students.

Purpose

The purpose of this policy is to provide guidance to UW institutions regarding the admission and credit evaluation of transfer students from UW institutions, the Wisconsin Technical College System, and other accredited colleges and universities.

## Policy Statement

The University of Wisconsin System (UW System) welcomes transfer students from accredited colleges and universities both within and outside Wisconsin. The Board of Regents endorses a student-centered transfer process which fosters educational attainment, accommodates student mobility, and provides equitable treatment of transfer and continuing students. At the same time, the Board of Regents recognizes that the transfer policy must also consider legitimate differences among educational institutions and their missions and academic programs, and acknowledge institutional autonomy and program integrity.

The Board of Regents policy requires UW institutions to follow the principles, guidelines and administrative practices set out in the UW System Undergraduate Transfer Policy, as articulated in Academic Information Series (ACIS) 6.0 and 6.2 (Revised June 2011). The full statement of the UW System's undergraduate transfer policy and principles may be found at:

[http://www.wisconsin.edu/acss/acis/ACIS\\_6.0\\_revJune11.pdf](http://www.wisconsin.edu/acss/acis/ACIS_6.0_revJune11.pdf)

[http://www.wisconsin.edu/acss/acis/ACIS\\_6.2revJune11.pdf](http://www.wisconsin.edu/acss/acis/ACIS_6.2revJune11.pdf)

The Board of Regents endorses the principles and guidelines outlined in ACIS 6.0 and 6.2:

- *Admission of Transfer Students.* Transfer admission will be based on comprehensive, individualized admission review, consistent with the process for freshman admission.
- *Transfer Credit Principles.* In awarding transfer credit, UW institutions will consider the quality and comparability of the transfer student's coursework, and the applicability of that work to the receiving institution's degree requirements. These principles align with the *Joint Statement on the Transfer and Award of Credit* developed by the American Association of Collegiate Registrars and Admissions Officers (AACRAO), the American Council on Education (ACE), and the Council for Higher Education Accreditation (CHEA).
- *Principles of Accommodation.* The transfer process should be designed to foster educational attainment, and provide equitable treatment of transfer and continuing students. These principles apply to all transfer students with coursework from within the UW System, from the Wisconsin Technical College System (WTCS), or from other accredited institutions.
- *Credit for Prior Learning.* UW institutions should provide transfer students the same opportunities as continuing students to demonstrate their competence through the use of internally and/or externally developed tests, portfolio assessment procedures, and/or other competency-based alternatives.

- *Institutional Responsibilities Regarding Transfer Information.* UW institutions should provide current and accurate transfer information via the Transfer Information System (TIS) and institutional printed and electronic resources.
- *Articulation Agreements between UW Institutions and WTCS Districts.* UW institutions should structure articulation agreements in order to provide students with full and complete information about how courses will transfer and what courses/credits remain to be completed.

In order to maintain the UW System's commitment to transfer students, both the Board of Regents and the UW System policies on undergraduate transfer should be reviewed periodically and updated, as needed.

#### Oversight, Roles & Responsibilities

The UW System Office of Academic Affairs is charged with coordinating systemwide transfer policy and procedures, and with implementing and ensuring institutional compliance with ACIS 6.0 and 6.2, as revised in June 2011. Substantive changes to ACIS 6.0 and 6.2 are to be brought to the Board of Regents for its review.

#### Related RPDs and Applicable Policies

Regent Policy Document 7-3: the University of Wisconsin System Freshman Admissions Policy

Regent Policy Document 4-16: Criteria for Approval of Wisconsin Technical College System Collegiate Transfer Programs

Academic Information Series 6.0, University of Wisconsin System Undergraduate Transfer Policy (revised June 2011)

Academic Information Series 6.2, University of Wisconsin System Guidelines for Articulation Agreements between UW System Institutions and WTCS Districts, (revised June 2011)

History: Res. 3045 adopted 5/11/84; replaces 73-5, 75-1, 76-1; amended by 89-9; amended by Res. 7076 (12/8/95); amended by Res. 7718 (6/5/98); amended by Res. 8847 (05/07/04); amended by Res. 9960 (07/15/11)

The version below contains tracked changes of the proposed revisions. Added language is bolded and removed words and phrases are identified by strike-through.

Regent Policy Documents

*SECTION 7: ADMISSIONS POLICY*

7-1 UNIVERSITY OF WISCONSIN SYSTEM UNDERGRADUATE TRANSFER POLICY

(Formerly 84-3)

Scope

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The University of Wisconsin System (UW System) welcomes transfer students from accredited colleges and universities both within and outside Wisconsin. The Board of Regents endorses a student-centered transfer process which fosters educational attainment, accommodates student mobility, and provides equitable treatment of transfer and continuing students. At the same time, the Board of Regents recognizes that the transfer policy must also consider legitimate differences among educational institutions and their missions and academic programs, and acknowledge institutional autonomy and program integrity.

The Board of Regents policy requires UW institutions to follow the principles, guidelines and administrative practices set out in the UW System Undergraduate Transfer Policy, as articulated in Academic Information Series (ACIS) 6.0 and 6.2 (Revised June 2011), **and the Universal Credit Transfer Agreement between the UW System and Wisconsin Technical College System (WTCS) as established in June 2014, and effective July 1, 2014.** The full statement of the UW System's undergraduate transfer policy and principles may be found at:

[http://www.wisconsin.edu/acss/acis/ACIS\\_6.0\\_revJune11.pdf](http://www.wisconsin.edu/acss/acis/ACIS_6.0_revJune11.pdf),  
[http://www.wisconsin.edu/acss/acis/ACIS\\_6.2revJune11.pdf](http://www.wisconsin.edu/acss/acis/ACIS_6.2revJune11.pdf), and  
<http://www.uwsa.edu/acss/planning/UniversalTransfer.html>

The Board of Regents endorses the principles and guidelines outlined in ACIS 6.0, ~~and 6.2~~, **and the Universal Credit Transfer Agreement:**

- *Admission of Transfer Students.* Transfer admission will be based on comprehensive, individualized admission review, consistent with the process for freshman admission.

- *Transfer Credit Principles.* In awarding transfer credit, UW institutions will consider the quality and comparability of the transfer student's coursework, and the applicability of that work to the receiving institution's degree requirements. These principles align with the *Joint Statement on the Transfer and Award of Credit* developed by the American Association of Collegiate Registrars and Admissions Officers (AACRAO), the American Council on Education (ACE), and the Council for Higher Education Accreditation (CHEA).
- *Principles of Accommodation.* The transfer process should be designed to foster educational attainment, and provide equitable treatment of transfer and continuing students. These principles apply to all transfer students with coursework from within the UW System, from the Wisconsin Technical College System (WTCS), or from other accredited institutions.
- *Credit for Prior Learning.* UW institutions should provide transfer students the same opportunities as continuing students to demonstrate their competence through the use of internally and/or externally developed tests, portfolio assessment procedures, and/or other competency-based alternatives.
- *Institutional Responsibilities Regarding Transfer Information.* UW institutions should provide current and accurate transfer information via the Transfer Information System (TIS) and institutional printed and electronic resources.
- *Articulation Agreements between UW Institutions and WTCS Districts.* UW institutions should structure articulation agreements in order to provide students with full and complete information about how courses will transfer and what courses/credits remain to be completed.
- ***The Universal Credit Transfer Agreement between the UW System and WTCS to satisfy the requirements of s. 36.31(2m), Wis. Stats., which establishes a set of courses, totaling at least 30-credits that are transferable and will satisfy general education requirements at the receiving institution, effective July 1, 2014.***

In order to maintain the UW System's commitment to transfer students, both the Board of Regents and the UW System policies on undergraduate transfer should be reviewed periodically and updated, as needed.

#### Oversight, Roles & Responsibilities

The UW System Office of Academic and Student Affairs is charged with coordinating systemwide transfer policy and procedures, and with implementing and ensuring institutional compliance with ACIS 6.0 and 6.2, as revised in June 2011, **and within the Universal Credit Transfer Agreement between UW System and WTCS, as established in June 2014, and effective July 1, 2014.** Substantive changes to ACIS 6.0 and 6.2 are to be brought to the Board of Regents for its review.

## **RELATED REGENT AND UW SYSTEM POLICIES**

Regent Policy Document 7-3: the University of Wisconsin System Freshman Admissions Policy

Regent Policy Document 4-16: Criteria for Approval of Wisconsin Technical College System Collegiate Transfer Programs

Academic Information Series 6.0, University of Wisconsin System Undergraduate Transfer Policy (revised June 2011)

Academic Information Series 6.2, University of Wisconsin System Guidelines for Articulation Agreements between UW System Institutions and WTCS Districts, (revised June 2011)

### **Universal Undergraduate Credit Transfer Agreement between the UW System and the Wisconsin Technical College System**

History: Res. 3045 adopted 5/11/84; replaces 73-5, 75-1, 76-1; amended by 89-9; amended by Res. 7076 (12/8/95); amended by Res. 7718 (6/5/98); amended by Res. 8847 (05/07/04); amended by Res. 9960 (07/15/11)

## **RECOMMENDATION**

The University of Wisconsin System Administration recommends approval of Resolution I.1.e, approving the changes to RPD 7-1.

## **RELATED REGENT AND UW SYSTEM POLICIES AND DOCUMENTS**

Regent Policy Document 7-3: the University of Wisconsin System Freshman Admissions Policy

Regent Policy Document 4-16: Criteria for Approval of Wisconsin Technical College System Collegiate Transfer Programs

Academic Information Series 6.0, University of Wisconsin System Undergraduate Transfer Policy (revised June 2011)

Academic Information Series 6.2, University of Wisconsin System Guidelines for Articulation Agreements between UW System Institutions and WTCS Districts, (revised June 2011)

UW System General Education 30-Credit Transfer Committee Recommendations (April 29, 2014)

UW System Universal Undergraduate Credit Transfer Agreement between the UW System and the Wisconsin Technical College System

**Report from the UW Systemwide  
Remedial Work Group to the UW System  
Senior Vice President for Academic and  
Student Affairs**

**May 7, 2014**



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## I. INTRODUCTION

The Board of Regents document 4-8 “Remedial Education Policy” was originally adopted in November 1988, and revised in November 1991. A historical and chronological review of the Minutes of the Board of Regents shows that the policy is the culmination of debates regarding basic college skills that go back to the 1970s, shortly after merger. A summary of the Board’s discussion and relevant UWSA communications on the issues surrounding remedial (also known as “developmental”) education was reported to the Board in December 2013, and can be found in Appendix D of this report.

On October 30, 2013, the President of the University of Wisconsin System appointed 19 individuals to the UW Systemwide Remedial Education Work Group and presented them with the following charge:

- review current Regent, System, and institutional policies relating to remedial education;
- review the national literature on remedial education to identify national best practices that might be implemented at UW institutions;
- review UW System institutional data on remedial education students and programs; and
- develop a set of recommendations to include:
  - o revisions to Regent policies
  - o revisions to UW System guidelines
  - o best practices in measuring a student’s readiness for college-level work
  - o best practices in serving students who are determined to be below the necessary level of academic preparation in English and mathematics to be successful in their first college-level courses in these subjects.

The work group was co-chaired by Dr. Phyllis King, Associate Vice Chancellor of Academic Affairs at UW-Milwaukee; Dr. Dennis Rome, Associate Provost at UW-Parkside; and Dr. Mark Balhorn, Professor of English at UW-Stevens Point. The full list of the work group members can be found in Appendix A.

The work group met on a bi-monthly basis from November 2013, through the first week of May 2014. In December 2013, the full group broke into five smaller subgroups to review the national literature on developmental education in the key areas of college readiness, placement, curriculum, and pedagogy. A subgroup also reviewed current Board of Regents and UW System policies related to developmental education. The full work group then drew upon the subgroup reports to formulate a series of goals designed to improve developmental education practices systemwide (listed in Section II), as well as a number of action steps to achieve these goals (listed in Section III and Section IV). In the course of their research and discussions, the work group members determined that the use of the term “developmental” was preferable to “remedial,” as “developmental education” is a broader term that reaches outside the classroom to include related activities such as academic support programs and advising. Accordingly, the term “developmental” is used throughout this report.

Consistent with its charge, the work group has identified a number of “best practices” in developmental education that are either currently in place at one or more UW institutions--and thus might be shared more broadly across the System--or that could be considered by individual institutions for future implementation (Section V). Finally, the work group has drafted a five-year plan for implementation and review of the recommended action steps (Section VI and Appendix C).

The members of the work group submit this report in response to the charge presented to them by President Reilly, acknowledging at the same time that there are many issues related to college readiness and developmental education in the state of Wisconsin that lie outside the scope of the original charge. This report is not, therefore, intended to be read as a definitive statement on how to address all aspects of educational reform in these areas.

## **II. GOALS PROPOSED BY THE WORK GROUP TO ALIGN DEVELOPMENTAL EDUCATION SYSTEMWIDE WITH BEST PRACTICES**

In formulating the goals that are listed below, the work group members were guided by these key concepts:

- the importance of best serving the needs of all students;
- the importance of clear and consistent communication among all stakeholders in the state educational system;
- the need for systemwide acceptance of standardization in certain key areas; and
- the need to respect the differences among institutional missions and student populations served.

Based on their review of the national literature and current systemwide policies, and after many hours of thoughtful debate and discussion, the work group members recommend the following list of goals for review by the Board of Regents, the UW System, and UW institutions:

### *College Readiness*

1. Establish a systemwide definition of “college readiness” in math and English that must be used by all UW institutions. The process used to define “college readiness” must include communication with the K-12 school system. The implications of this definition for UW institutions must also be considered.
2. Assure continued communication and oversight of “college readiness” standards (especially in light of the impact that adoption of the Common Core State Standards will have).
3. Support the development of programs (e.g., bridge programs, tutorial programs, expanded use of the Early Math Placement Tool) designed to prepare students for college-level work before their first semester as a full-time university student, including

those programs designed for students who have been out of high school for more than a year.

#### *Student Success in Developmental Education Programs*

4. Assure the most accurate placement possible of students into and out of developmental math and English courses, using multiple measures (e.g., the UW Mathematics Placement Test, the UW English Placement Test, ACT scores, high school success indicators).
5. Support the development of policies (that may include additional evaluation) that would move students who are close to the cutoff for placement into the lowest credit-bearing course in math and/or English “up” into the credit-bearing course, with appropriate academic support.
6. Support the creation of policies that would lead to greater standardization across the UW System in both the placement of students into developmental programs and in curricular design and evaluation of developmental programs. Standardization must, however, be balanced against the need to support the distinct missions of the UW institutions, which serve a great diversity of populations within Wisconsin’s higher education systems, as well as against the rights of UW faculty to develop and maintain curriculum.
7. Support the creation of policies that provide academic support for students who place into developmental courses, especially for those students whose overall placement scores indicate a need for support that goes beyond the developmental math and English courses (e.g., supplemental support in reading instruction, academic skills courses, academic mentoring).
8. Improve retention and time to degree completion rates of students who place into one or more developmental courses.
9. Support the creation of policies to fund professional development for instructor training in and for curricular redesign of developmental education and introductory credit-bearing courses in math and English.

#### *Systemwide Coordination of Developmental Education*

10. Establish a Council on Developmental Education with broad representation and the general responsibility of overseeing and coordinating systemwide policies and initiatives in developmental education at UW institutions. The Council would report to UW System Administration.
11. Establish a comprehensive and regular reporting system for developmental education.
12. Establish policies and procedures for the on-going assessment of developmental education in the UW System.

13. Establish policies and procedures for the on-going sharing of data related to developmental education and college readiness between UW System Administration, UW institutions, WTCS, DPI, and the K-12 school system.

### **III. RECOMMENDATIONS FOR ACTION BY BOARD OF REGENTS**

In order to accomplish the goals listed in Section II, the UW Systemwide Remedial Education Work Group proposes a series of revisions to Regent Policy Document (RPD) 4-8 and UW System policies. The recommendations for Board of Regent policy are listed below, and the recommendations for UW System policy are listed in Section IV. Taken together, these recommendations address all 13 goals outlined in Section II. The work group recommends retention of all statements in RPD 4-8 that are not specifically referenced below (e.g., developmental courses would continue to be non-credit-bearing and offered on a fee recovery basis).

#### *Recommendations:*

1. Revise RPD 4-8 (6) to require all UW institutions to use the same definition of “college ready” in math and English. As part of this policy—and as a logical extension of the implementation of a common definition of “college ready”—the lowest credit-bearing course in math and in English at all UW institutions must have a “beginning point” that is common systemwide. Additionally, the “beginning point” of the lowest credit-bearing course in math and English at all UW institutions must be equivalent to the “end-point” of the highest-level developmental course in math and English at all UW institutions. Under this policy, UW faculty would still determine the requirements (including prerequisites) for all academic programs, as well as for entrance into all academic programs. [addresses goal #1 and goal #6]
2. Revise RPD 4-8 (1) to require all UW institutions to use the UW Mathematics Placement Test and the UW English Placement Test. [addresses goal #4 and goal #6]
3. Revise RPD 4-8 (7) to require the development of a common algorithm (formulated using multiple measures that include the UW Placement Tests) to be used by all UW institutions for placing students into the lowest credit-bearing course in math and in English. This policy would standardize placement practices across the UW System. [addresses goal #4 and goal #6]
4. Revise RPD 4-8 (1) to require all UW institutions to design a system (if not already in place) for moving students who are “close” to the cutoff for placement into the lowest credit-bearing course in math and English “up” into the credit-bearing course and for providing the appropriate additional academic support for those students. Individual UW institutions would determine the criteria used for identifying students who would benefit from upward placement. Students who are identified as eligible for upward placement into the lowest credit-bearing course would be able to choose, after consultation with the

appropriate academic advisor, to opt out of this upward placement. [addresses goal #5 and goal #6]

5. Revise RPD 4-8 (1) to require all UW institutions to provide supplemental support in reading for students whose placement scores indicate a need for additional academic support in this area. This policy would allow for the incorporation of supplemental support in reading into existing or new courses, as well as for its integration into stand-alone academic services, such as tutoring centers. [addresses goal #7 and goal #8]
6. Revise RPD 4-8 (3) to require all UW institutions to assure availability of developmental courses in math and English for all incoming freshmen, including returning or transfer students, within their first 30 credits. [addresses goal #8]
7. Revise RPD 4-8 (1) to require all UW institutions to clearly define and publish the consequences of failure to meet current Board of Regents Policy 4-8 (1), which requires students who place into developmental math and/or English to “complete successfully the necessary remedial courses prior to completion of 30 credits.” [addresses goal #8]
8. Revise RPD 4-8 (4) to require a comprehensive and regular report from the UW institutions on developmental education (current Board policy requires a report every three years on the number of new freshmen identified as needing remediation in English and/or math and the number who successfully complete developmental courses in English and/or math). [addresses goal #11]
9. Revise RPD 4-8 (all paragraphs) to replace the word “remedial” with the word “developmental.”

#### **IV. RECOMMENDATIONS FOR ACTION BY UW SYSTEM ADMINISTRATION**

The work group members propose the set of recommendations listed below for action by UW System Administration. Key among the recommendations is the establishment of the UW System Council on Developmental Education. A description of the membership and responsibilities of this Council is given in Appendix B.

##### *Recommendations:*

1. Continue the work of the ad hoc UW Systemwide Remedial Education Work Group by establishing the UW System Council on Developmental Education, a standing group that would report to UW System Administration. [directly addresses goal #10; the responsibilities of the Council in the areas of coordination, communication, oversight, and assessment of developmental education systemwide address all other goals listed above]

2. Assign the primary responsibility for developing a detailed definition of “college readiness” in math and English to the UW System Math and English Placement Test Development Committees, with supplemental compensation provided for the additional workload and funding provided for additional face-to-face meetings. [addresses goal #1]
3. Identify the key stakeholders (individuals and offices) at all levels of instruction who should participate in the on-going discussion of “college readiness” and facilitate collaboration and effective communication between WTCS, DPI, the K-12 school system, and the UW institutions. [addresses goal #2]
4. Support the Council on Developmental Education in establishing policies and procedures for the on-going assessment of developmental education in the UW System. [addresses goal #12]
5. Establish UW Systemwide competitive grants for professional development programs for instructors of developmental courses and introductory credit-bearing courses in math and English; for curricular redesign of developmental courses and introductory credit-bearing courses in math and English; and for academic support programs for developmental education. [addresses goal #3, goal #7, and goal #9]
6. Commit UW Systemwide funds to support vertical alignment and articulation between the K-12 school system and the UW institutions, such as funding for regional workshops that would focus on the placement exams, the Early Math Placement Tool, and other issues relating to college readiness and effective transition to college. [addresses goal #3]
7. Establish a statement regarding the common data elements that must be provided to UW System by all UW institutions. [addresses goal #11]
8. Engage WTCS, DPI, and the K-12 school system in on-going conversations about facilitating data-sharing, including the support of a longitudinal database. [addresses goal #13]

## **V. RECOMMENDATIONS TO UW INSTITUTIONS**

In the course of their research and discussion, the work group members compiled a set of recommendations for “best practices” that are submitted here for consideration by individual UW institutions for implementation. At the same time, it should be noted that most of the policies and practices listed below are already in place, in one form or another, at one or more UW institutions. One of the responsibilities of the Council on Developmental Education would be to facilitate the sharing of best practices among the UW institutions through an annual summit, open to all educators in the K-16 pipeline.

*Recommendations for Institutional Placement and Academic Support Policies:*

1. Develop a policy for using multiple measures in determining institutional algorithms for placing students above the lowest credit-bearing course in math and English and below the highest developmental course. [addresses goal #4]
2. Develop strategies for effectively communicating to incoming students the importance of taking placement exams promptly. [addresses goal #4]
3. Provide academic support programs for developmental education based on state and national best practices. Such support programs could include peer learning, tutoring, learning communities, instructional labs, Supplemental Instruction programs, and on-line programs (e.g., the UW-La Crosse math MOOC). These supplemental programs could also provide additional support for students who are placed “up” into the lowest credit-bearing course (note: approval of the corresponding revision to RPD 4-8 would require UW institutions to provide academic support for students in this category). [addresses goal #4, goal #5, and goal #7]

*Recommendations for Institutional Advising Policies:*

4. Review current advising practices for students who place into developmental courses to ensure that such students enroll in the required developmental courses efficiently and that their schedules reflect a reasonable balance between developmental and non-developmental courses. [addresses goal #7 and goal #8]
5. Recognize the prevalence of undiagnosed learning disabilities among student populations who place into developmental courses and develop strategies for educating students on testing and academic support resources. [addresses goal #7 and goal #8]
6. Develop and implement appropriate “early warning” systems and interventions for students who place into developmental courses. [addresses goal #7 and goal #8]

*Recommendations for Institutional Curricular Requirements and Redesign:*

7. Review the feasibility of restricting the number of credits and/or the type of courses that students who place into developmental courses may take. [addresses goal #8]
8. Review the feasibility of requiring students whose placement scores indicate a need for additional academic support to enroll in a reading course and/or an academic study skills course as appropriate. [addresses goal #7 and goal #8]
9. Review the potential advantages and disadvantages of developing multiple pathways and/or co-requisite models in developmental education programs and lower-level, credit-bearing courses in math and English. [addresses goal #8]



*Recommendations for Incorporating Developmental Education into the Institutional Academic Strategic Plan:*

10. Develop a strategic plan through the appropriate governance channels for improving retention and time to degree completion rates for students who place into one or more developmental courses. [addresses goal #8]
11. Review how developmental courses fit into the institution's general education program and develop strategies for ensuring that students who place into developmental courses remain on track for efficient progress through general education courses. [addresses goal #8]
12. Support diversity initiatives and other institutional efforts to build community and support for underserved groups (who are disproportionately represented in the developmental population), such as non-native English speakers, racial and ethnic minorities, and first-generation college students. [addresses goal #7 and goal #8]
13. Develop programs for instructors in developmental education programs that include training strategies for teaching non-native speakers of English and students with learning disabilities; develop programs for instructors in developmental English programs for training in developmental reading education; and develop programs for instructors in the lowest credit-bearing courses in math and English, to ensure continued support of students in developmental programs. [addresses goal #9]
14. Review the feasibility of providing: course releases to coordinators of developmental education programs during the process of redesigning curriculum and implementing new courses and programs; funding for professional development for instructors in developmental education programs and introductory credit-bearing courses in math and English; funding for curricular redesign of developmental education programs and introductory credit-bearing courses in math and English; and funding for staff to assess students who are placed "up" into the lowest credit-bearing course in math and/or English on a case-by-case basis and, if necessary, administer and grade diagnostic essays or perform another form of additional assessment. [addresses goal #5 and goal #9]

**VI. PROPOSAL FOR IMPLEMENTATION OF NEW SYSTEMWIDE POLICIES  
(AY 2014-15 THROUGH AY 2018-19)**

The work group has drafted a five-year implementation plan for consideration by UW System Administration and the Board of Regents (see Appendix C). The plan calls for the development and review of revisions to Regent Policy Document 4-8 to be completed during the 2014-15 academic year. If approved, these systemwide policies would be broadly disseminated during the 2015-16 academic year, at which time individual UW institutions would review current curriculum and begin the process—where necessary—of redesigning curricula and approving changes through faculty governance. All curricular changes would be finalized by the

end of the 2016-17 academic year and implemented systemwide by fall 2017 (individual UW institutions could implement some policies earlier than 2017, depending upon the curriculum already in place).

## **VII. CONCLUDING OBSERVATIONS**

The work group members recognize the important work that UW faculty, academic staff, and administrators have undertaken in the past few years to improve developmental education programs throughout the UW System. In reviewing current policies and practices related to developmental education at UW institutions, the work group concluded that the best way to support continued progress toward a common goal of providing a high-quality educational experience for all UW students was to embrace institutional differences while at the same time shining a light on the need for greater standardization of admission requirements and placement in the key areas of math and English. Simply put, it is time to come together as a System and accept some measure of change in how individual UW institutions approach placement into developmental courses and the content of those courses. Such changes are already happening across the UW System—a renewed focus on collaboration and communication at all instructional levels will build upon current success and further strengthen the reputation of the University of Wisconsin institutions as leaders in educational reform.

## **APPENDIX A. THE UW SYSTEMWIDE REMEDIAL EDUCATION WORK GROUP**

Phyllis King, Associate Vice Chancellor of Academic Affairs, UW-Milwaukee, Co-chair

Dennis Rome, Associate Vice Chancellor, UW-Parkside, Co-chair

Mark Balhorn, Professor of English, UW-Stevens Point, Co-chair

Laura Anderson, Senior Academic Planner, UW System Administration

Dana Prodoehl, Assistant Professor of Languages and Literatures, UW-Whitewater

David Werther, Director of Independent Learning, UW-Extension

Ed Stredulinsky, Professor of Mathematics, UW-Rock County

Jeanne Foley, Professor of Mathematics and Director of the Math Teaching and Learning Center, UW-Stout

Coni Gehler, Instructor of Mathematics and Director of the Remedial Math Program, UW-River Falls

William Bajjali, Professor of Natural Sciences (Hydrogeology), UW-Superior

Eric Williams, Assistant Vice Provost in the Division of Diversity, Equity and Educational Achievement, UW-Madison

Samantha Looker, Assistant Professor of English, Director of First-Year Writing, UW-Oshkosh

Robert Hoar, Associate Vice Chancellor for Academic Affairs, UW-La Crosse

Georges Cravins, Professor of Geography, UW-La Crosse, serving as the Faculty Representative

Joanne Wilson, Assistant Vice Chancellor for Academic Affairs, UW-Platteville

Willa Panzer, Associate Vice President, Office of Student Development and Assessment, Wisconsin Technical College System

Sara Baird, Deputy Director of Career and Technical Education, Wisconsin Department of Public Instruction

Jim Wollack, Director, UW Center for Placement Testing, School of Education, UW-Madison

Heather Kim, Associate Vice President of OPAR, UW System Administration

## **APPENDIX B. PROPOSAL FOR A COUNCIL ON DEVELOPMENTAL EDUCATION**

The Council would have the general responsibility of overseeing and coordinating systemwide policies and initiatives in developmental education at UW institutions. The Council would report to UW System Administration.

Representation on the Council would be drawn from:

- UW Institution Faculty and Academic Staff
- UW Institution Administration
- UW System Administration
- UW Placement Testing Center
- Wisconsin Technical College System
- Department of Public Instruction

[Additional recommendations submitted for consideration: certain members might be appointed ex-officio by virtue of their office; members who are not appointed ex-officio should serve multi-year, staggered terms to ensure continuity; and at least one-third of the initial membership should be drawn from the current Systemwide Remedial Education Work Group to facilitate the transition between the ad hoc group and the standing Council.]

On-going responsibilities would include (but need not be limited to):

- Formulation of recommendations to UW System Administration and the Board of Regents on policies and guidelines for developmental education in the UW System
- Oversight of the development of a definition of “college readiness” in math and English and dissemination of this definition; coordination of periodic review of this definition; oversight of the alignment of developmental education curricula with this definition; oversight of assessment strategies for non-traditional student populations
- Coordination of an annual state summit on developmental education
- Collaboration with the Center for Placement Testing in the oversight of placement practices and policies as they relate to developmental education
- Assistance with logistics and coordination (as appropriate) of meetings of key stakeholders in developmental education
- Dissemination of information to all key stakeholders of innovative new approaches to and best practices in developmental education
- Coordination of recognition process for innovative state leaders in the area of developmental education
- Assistance with collection of information from UW institutions and production of reports to UW System Administration, the Board of Regents, and UW institutions (see below); reports would be used for the on-going assessment of developmental education systemwide and for making informed decisions and recommendations about policies and procedures relating to developmental education at UW institutions

Information that could be included in reports provided by each UW institution to System Administration:

- The number of new freshmen identified as needing remediation in English and/or math (currently required by BOR policy)
- The number of new freshmen who successfully complete developmental courses in English and/or math (currently required by BOR policy)
- The number of students needing remediation who successfully complete their degree
- The number of students who are “placed up” into the lowest credit-bearing course
- Progress in meeting benchmarks set by UW System Administration, the Board of Regents, and/or UW institutions for improving remediation and degree completion rates; strategies to ameliorate subpar progress
- Innovative approaches to curriculum and support services for developmental education programs

**APPENDIX C. PROPOSED IMPLEMENTATION PLAN FOR NEW POLICIES AND PRACTICES RELATED TO DEVELOPMENTAL EDUCATION AT UW INSTITUTIONS**

**2014-2015 Academic Year**

<b>Action</b>	<b>Completed By</b>	<b>Target Completion Date(s)</b>
Establish Council on Developmental Education	UWSA	August 1, 2014
Convene Council to review charge, set meeting schedule, set timeline for completion of projects and reviews	UWSA	September 1, 2014
Communicate upcoming events and updates on drafting/approving/implementing new system-wide policies to UW institutions and other key stakeholders	Council/UWSA	September 15, 2014 and during AY 2014-15 as warranted
Plan first annual UW System summit on college readiness, developmental education, and student success (best practices and current initiatives, such as math MOOC); special focus on support for underserved groups; open to educators at all levels of instruction (K-16)	Council/UWSA	Call for session proposals distributed by October 1, 2014; conference details distributed and registration open spring 2015; summit held spring 2015
Plan UW System competitive grants for: <ul style="list-style-type: none"> <li>• Academic support programs for developmental education</li> <li>• Professional development programs for instructors of developmental education courses and introductory credit-bearing courses in math/English</li> <li>• Curricular redesign of developmental education programs and introductory credit-bearing courses in math/English</li> </ul>	Council/UWSA	Call for funding proposals for 2015-16 distributed by December 1, 2014; deadline for submission of proposals to Council/UWSA February 1, 2015; review of proposals completed by March 15; recipients notified by March 30; report by recipients on projects funded due to Council/UWSA by June 30, 2016
Develop UW System statement on minimum skills and competencies in math and English for “college readiness”	UW System Placement Test Development Committees in Math and English/ UW	Submitted to UWSA by July 1, 2015; presented to BOR (at October meeting?); broadly disseminated AY 2015-16; related curricular changes at

	System Center for Placement Testing/ Council/UWSA	UW institutions finalized AY 2016-17; implemented at all UW institutions by fall 2017
Develop common algorithm for system-wide use in placing students into lowest credit-bearing course in math and English	UW System Placement Test Development Committees in Math and English/ UW System Center for Placement Testing/ Council/UWSA (OPAR)	Submitted to UWSA by July 1, 2015; presented to BOR (at October meeting?); broadly disseminated AY 2015-16; related curricular changes at UW institutions finalized AY 2016-17; implemented at all UW institutions by fall 2017
Develop revisions to current BOR policy that require: <ul style="list-style-type: none"> <li>• all UW institutions to use the same definition of “college ready” in math and English, which means that the lowest credit-bearing course in math and English at all UW institutions must have a common “beginning point”</li> <li>• all UW institutions to use the UW Placement Tests in math/English</li> <li>• all UW institutions to use a common algorithm for placing students into the lowest credit-bearing course in math/English</li> <li>• all UW institutions to design a system for moving students who are “close” to the cutoff for placement into the lowest credit-bearing course in math/English “up” into a credit-bearing course</li> <li>• all UW institutions to provide supplemental support in reading for students whose placement scores indicate a need for this additional academic support.</li> <li>• all UW institutions to assure availability of developmental courses in math and English for all incoming freshmen (including returning and transfer</li> </ul>	Council/UWSA	Submitted to UWSA by July 1, 2015; presented to BOR (at October meeting?); broadly disseminated AY 2015-16; related curricular changes at UW institutions finalized AY 2016-17 (need to link to definition of “college ready”); implemented at all UW institutions by fall 2017

<p>students) within their first 30 credits</p> <ul style="list-style-type: none"> <li>• all UW institutions to clearly define the consequences of not successfully completing the necessary developmental courses prior to completion of the first 30 credits</li> <li>• all UW institutions to submit a comprehensive and regular report on developmental education</li> </ul>		
<p>Develop policies for tracking/collecting data on developmental education and college readiness; develop a template for a comprehensive report to be regularly submitted to UWSA and the BOR</p>	<p>Council/UWSA (OPAR)/ / UW System Center for Placement Testing</p>	<p>Submitted to UWSA by December 1, 2014; presented to BOR (at February meeting?) 2015; implemented as reporting tool by all UW institutions for report to UWSA and BOR fall 2016</p>
<p>Review alternative placement approaches for non-traditional students (and other student populations who might require alternative testing) and make recommendations as appropriate</p>	<p>UW System Center for Placement Testing/ Council/UWSA (OPAR)</p>	<p>Submitted to UWSA by July 1, 2016</p>
<p>Identify list of multiple measures that UW institutions might use in determining algorithms for placing students above the lowest credit-bearing course and below the highest remedial course</p>	<p>UW System Placement Test Development Committees in Math and English/ UW System Center for Placement Testing/ Council/UWSA (OPAR)</p>	<p>Submitted to UWSA by July 1, 2015</p>



**2015-2016 Academic Year**

<b>Action</b>	<b>Completed By</b>	<b>Target Completion Date(s)</b>
Convene Council to set meeting schedule, set timeline for completion of projects and reviews	Council/UWSA	August 1, 2015
Communicate upcoming events to UW Institutions and other key stakeholders	Council/UWSA	September 15, 2015 and during AY 2015-16 as warranted
Plan regional workshops designed to support vertical alignment and articulation between K-12 and UW institutions	Council/ UWSA/ UW System Center for Placement Testing	Invitation to participate sent out by October 1, 2015; regional workshops planned for spring 2016
<p>Broadly disseminate information related to revised BOR policies:</p> <ul style="list-style-type: none"> <li>• statement on “college readiness”</li> <li>• common “beginning point” for lowest credit-bearing course in math/English</li> <li>• use of UW Placement Exams at all UW institutions</li> <li>• common algorithm</li> <li>• system for moving students who are close to the cutoff “up” into a credit-bearing course</li> <li>• supplemental support in reading for students who need additional academic support in this area</li> <li>• assure availability of developmental courses for all new freshmen (and returning/transfer students) in their first 30 credits</li> <li>• define the consequences of not successfully completing the necessary developmental courses prior to completion of the first 30 credits</li> <li>• comprehensive and regular</li> </ul>	Council/UWSA	AY 2015-16

reporting		
Plan second annual UW System summit on college readiness, developmental education, and student success (best practices and current initiatives): special focus on strategies to assist returning students with determining “college readiness” in math/English; open to educators at all levels of instruction (K-16)	Council/UWSA	Call for session proposals distributed by October 1, 2015; conference details distributed and registration open spring 2016; summit held spring 2016
Plan UW System competitive grants for: <ul style="list-style-type: none"> <li>• Academic support programs for developmental education</li> <li>• Professional development programs for instructors of developmental education courses and introductory credit-bearing courses in math/English</li> <li>• Curricular redesign of developmental education programs and introductory credit-bearing courses in math/English</li> </ul>	Council/UWSA	Call for funding proposals for 2016-17 distributed by December 1, 2015; deadline for submission of proposals to Council/UWSA February 1, 2016; review of proposals completed by March 15; recipients notified by March 30; report by recipients on projects funded due to Council/UWSA by June 30, 2017
Review feasibility of using a systemwide common diagnostic evaluation administered at the end of developmental courses in math and English.	UW System Placement Test Development Committees in Math and English/ UW System Center for Placement Testing/ Council/UWSA	Submitted to UWSA by July 1, 2016

**2016-2017 Academic Year**

<b>Action</b>	<b>Completed By</b>	<b>Target Completion Date(s)</b>
Convene Council to set meeting schedule, set timeline for completion of projects and reviews	Council/UWSA	August 1, 2016
Communicate upcoming events to UW institutions and other key stakeholders	Council/UWSA	September 15, 2016 and during AY 2016-17 as warranted
Plan third annual UW System summit on college readiness, developmental education, and student success (best practices and current initiatives): special focus on pathways for developmental education programs; open to educators at all levels of instruction (K-16)	Council/UWSA	Call for session proposals distributed by October 1, 2016; conference details distributed and registration open spring 2017; summit held spring 2017
Review report on developmental education and college readiness	Council/UWSA/BOR/UW institutions	Fall 2016
Plan UW System competitive grants for: <ul style="list-style-type: none"> <li>• Academic support programs for developmental education</li> <li>• Professional development programs for instructors of developmental education courses and introductory credit-bearing courses in math/English</li> <li>• Curricular redesign of developmental education programs and introductory credit-bearing courses in math/English</li> </ul>	Council/UWSA	Call for funding proposals for 2017-18 distributed by December 1, 2016; deadline for submission of proposals to Council/UWSA February 1, 2017; review of proposals completed by March 15; recipients notified by March 30; report by recipients on projects funded due to Council/UWSA by June 30, 2018

**2017-2018 Academic Year**

<b>Action</b>	<b>Completed By</b>	<b>Target Completion Date(s)</b>
Convene Council to set meeting schedule, set timeline for completion of projects and reviews	Council/UWSA	August 1, 2017
Communicate upcoming events to UW institutions and other key stakeholders	Council/UWSA	September 15, 2017 and during AY 2017-18 as warranted
Implement UW System statement on “college readiness” in math and English	Council/UWSA/UW institutions	Fall 2017 (UW institutions may implement earlier than fall 2017)
Implement common algorithm for systemwide use in math/English placement	Council/UWSA/UW institutions	Fall 2017 (UW institutions may implement earlier than fall 2017)
Implement BOR policy statements that require: <ul style="list-style-type: none"> <li>• all UW institutions to use the same definition of “college ready” in math and English, which means that the lowest credit-bearing course in math and English at all UW institutions must have a common “beginning point”</li> <li>• all UW institutions to use the UW Placement Tests in math/English</li> <li>• all UW institutions to use a common algorithm for placing students into the lowest credit-bearing course in math/English</li> <li>• all UW institutions to design a system for moving students who are</li> </ul>	Council/UWSA/UW institutions	Fall 2017 (UW institutions may implement earlier than fall 2017)

<p>“close” to the cutoff for placement into the lowest credit-bearing course in math/English “up” into a credit-bearing course</p> <ul style="list-style-type: none"> <li>• all UW institutions to provide supplemental support in reading for students whose placement scores indicate a need for this additional academic support.</li> <li>• all UW institutions to assure availability of developmental courses in math and English for all incoming freshmen (including returning and transfer students) within their first 30 credits</li> <li>• all UW institutions to clearly define the consequences of not successfully completing the necessary developmental courses prior to completion of the first 30 credits</li> <li>• all UW institutions to submit a comprehensive and regular report on developmental education</li> </ul>		
<p>Plan fourth annual UW System summit on college readiness, developmental education, and student success (best practices and current initiatives); special focus on advising; open to educators at all levels of instruction (K-16)</p>	<p>Council/UWSA</p>	<p>Call for session proposals distributed by October 1, 2017; conference details distributed and registration open spring 2018; summit held spring 2018</p>
<p>Review report on developmental education and</p>	<p>Council/UWSA/BOR/UW institutions</p>	<p>Fall 2017</p>

college readiness		
<p>Plan UW System competitive grants for:</p> <ul style="list-style-type: none"> <li>• Academic support programs for developmental education</li> <li>• Professional development programs for instructors of developmental education courses and introductory credit-bearing courses in math/English</li> <li>• Curricular redesign of developmental education programs and introductory credit-bearing courses in math/English</li> </ul>	Council/UWSA	<p>Call for funding proposals for 2018-19 distributed by December 1, 2017; deadline for submission of proposals to Council/UWSA February 1, 2018; review of proposals completed by March 15; recipients notified by March 30; report by recipients on projects funded due to Council/UWSA by June 30, 2019</p>

**2018-2019 Academic Year**

<b>Action</b>	<b>Completed By</b>	<b>Target Completion Date(s)</b>
Convene Council to set meeting schedule, set timeline for completion of projects and reviews	Council/UWSA	August 1, 2018
Communicate upcoming events to UW institutions and other key stakeholders	Council/UWSA	September 15, 2018 and during AY 2018-19 as warranted
Plan regional workshops designed to support vertical alignment and articulation between K-12 and UW institutions	Council/ UWSA/ UW System Center for Placement Testing	Invitation to participate sent out by October 1, 2018; regional workshops planned for spring 2019
Plan fifth annual UW System summit on college readiness, developmental education, and student success (best practices and current initiatives); special focus on learning disabilities; open to educators at all levels of instruction (K-16)	Council/UWSA	Call for session proposals distributed by October 1, 2018; conference details distributed and registration open spring 2019; summit held spring 2019
Review report on developmental education and college readiness	Council/UWSA/BOR/UW institutions	Fall 2018
Plan UW System competitive grants for: <ul style="list-style-type: none"> <li>• Academic support programs for developmental education</li> <li>• Professional development programs for instructors of developmental education courses and introductory credit-bearing courses in math/English</li> <li>• Curricular redesign of developmental education programs and introductory credit-bearing courses in math/English</li> </ul>	Council/UWSA	Call for funding proposals for 2019-20 distributed by December 1, 2018; deadline for submission of proposals to Council/UWSA February 1, 2019; review of proposals completed by March 15; recipients notified by March 30; report by recipients on projects funded due to Council/UWSA by June 30, 2020

<p>Review initial results of revised BOR policies, especially:</p> <ul style="list-style-type: none"> <li>• statement on “college readiness”</li> <li>• common algorithm</li> <li>• commonality across the System of lowest credit-bearing courses</li> <li>• placing students “up” who are close to the cutoff</li> </ul>	<p>Council/UWSA/ UW System Placement Test Development Committees in Math and English/ UW System Center for Placement Testing/ UW institutions</p>	<p>AY 2018-2019</p>
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**APPENDIX D. REMEDIAL EDUCATION REVIEW (DECEMBER 2013 REPORT)**

Please see: <http://www.uwsa.edu/acss/planning/Remedial%20Education.html>

[UWSA Report to Board of Regents December 2013](#)

[BOR Presentation December 2013](#)