

WISCONSIN STATE
LEGISLATURE
COMMITTEE HEARING
RECORDS

2003-04

(session year)

Assembly

(Assembly, Senate or Joint)

Committee on
Colleges and
Universities
(AC-CU)

(Form Updated: 11/20/2008)

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October 22, 1997

Provost Howard Cohen
CL 805
University of Wisconsin-Green Bay
Green Bay, WI 54311

Dear Howard,

I wish to report that my sabbatical leave for the 1996-97 academic year was exceptionally profitable for both myself and our campus. I was engaged in full time research on transcription initiation in *E. coli* from July 15, 1996 through July 14, 1997 in the laboratory of Dr. William S. Reznikoff in the Department of Biochemistry at the University of Wisconsin-Madison. Dr. Reznikoff graciously supplemented my income from one of his grants while I was with him. We also obtained a Research Opportunity Award (ROA) from the National Science Foundation to support my work (see attached cover sheet).

My laboratory investigation of transcription initiation required extensive utilization of several procedures with which I had little or no previous experience. These included: construction of a set of in vitro mutants of a particular gene, 5'-end labeling of DNA, sequencing of DNA by both the Sanger method and cycle sequencing, construction of λ bacteriophage lysogens in *E. coli*, purification and characterization of lysogens of *E. coli*, determination of the 5' end of mRNA, and the use of a phosphoimager. I learned an extensive amount of bacterial and bacteriophage genetics as a part of this project. The results of my work were presented at two meetings (see attached abstracts). Currently, additional experiments are being done to complete the story that these data have revealed so that it comprises a more complete publication.

In addition to the laboratory work I attended numerous seminars (approximately 100). I attended a workshop: "Introduction to Molecular Graphics on Desktop Computers" by Jean-Yves Sgro from the Institute for Molecular Virology, UW-Madison. Materials from this workshop were used by students in Biochemistry Laboratory for three weeks this September. I attended several manufacturers demonstrations, lectures, and expositions. I attended the "Fourth International *E. coli* and Small Genomes Meeting", September 8-12, 1996, at the UCLA Conference Center in Lake Arrowhead, California. I attended the "NATO Advanced Study Institute on Molecular Microbiology," April 7-17, 1997, at the University of Birmingham, England. Students at UW-Green Bay who take Biochemistry or Molecular Biology will definitely profit from my participation in these latter two meetings.

Also while at UW-Madison, I developed a working relationship with the Senior Laboratory Manager, Bambi L. Wilson, who is in charge of the teaching laboratories for the Biochemistry Department. Ms. Wilson assisted me in my total redesigning of the Biochemistry Laboratory Course (225-331) at UW-Green Bay for this Fall. Three of the exercises used in a similar course at UW-Madison were used by students at UW-Green Bay.

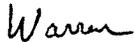
This fall, UW-Green Bay undergraduate student Michael Smits is doing an independent research project that extends some of the work that I did while on sabbatical. Mike will graduate this December and is planning of attending graduate school in some area of molecular biology.

During the sabbatical year I was repeatedly amazed at how important it is for instructors of undergraduate students in science to be immersed in a research environment periodically. Science in

general, and Molecular Biology in particular, are changing at a rapid rate. Lone ranger scientists rapidly become out of date in their perception of their own field. Too much of our understanding can become vicarious. This sabbatical replaced much of my vicarious knowledge with first hand experiential knowledge and this is a radically superior perspective for a teacher. I am convinced that I will be a much better teacher because of this sabbatical experience.

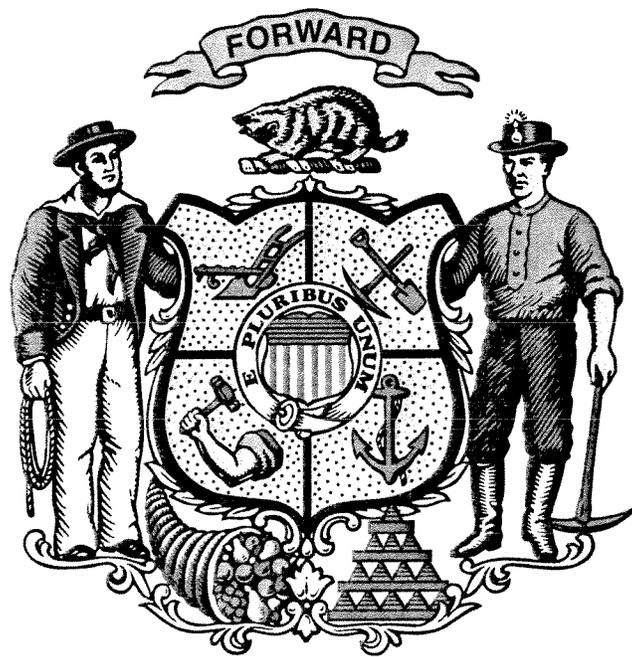
Finally, I cannot find adequate words to express my most profound appreciation of Dr. William S. Reznikoff who went out of his way to make this a truly fantastic year. Not only was I given bench space in his laboratory, but I was also given a desk in his personal office. My previous training was in totally different areas of biochemistry than prokaryotic transcription. It makes sense for a teacher of undergraduates to learn a new area to enhance his value as a teacher, however, it is not the most efficient for accomplishing the goals of a major research laboratory to take on someone who does not have extensive experience with most of the techniques needed for the project. This sabbatical was successful only because of Dr. Reznikoff's enthusiastic support.

Sincerely,



Warren Johnson
Associate Professor of Biochemistry and Molecular Biology, Human Biology

cc: Mark Perkins, Chancellor
Carol Pollis, Dean of Liberal Arts and Sciences
Charles Ihrke, Chair of Human Biology



UNIVERSITY OF
WISCONSIN
M A D I S O N

November 12, 2003

The Honorable Rob Kreibich
The Wisconsin State Assembly
107 West, State Capitol
PO Box 8952
Madison, Wisconsin 53708

Dear Representative Kreibich:

Following the October 7 Colleges and Universities hearing you asked Professor Sharpless for a written copy of his testimony on Assembly Bill 377. I just received a copy of that testimony and wanted to share it with you. I am copying the other members of the Committee so they have the testimony for their files as well.

Please do not hesitate to contact me at 262-4809 should have any questions about this bill or any other issue or concern.

Sincerely,

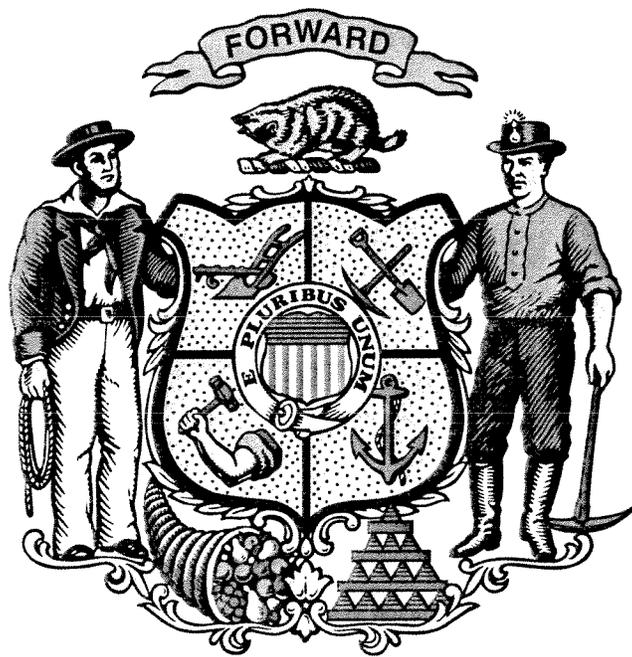


Kristi V. Thorson
Assistant Director, State Relations

Enclosure

CC: Representative Mark Gottlieb
Representative Suzanne Jeskewitz
Representative Judy Krawzyck
Representative Steve Nass
Representative Debi Towns
Representative Gregg Underheim
Representative Larry Balow
Representative Spencer Black
Representative Mark Pocan
Representative Marlin Schneider
Representative Jennifer Shilling

Office of the Chancellor





Legislative Fiscal Bureau

One East Main, Suite 301 • Madison, WI 53703 • (608) 266-3847 • Fax: (608) 267-6873

March 17, 2003

TO: Representative Suzanne Jeskewitz
Room 314 North, State Capitol

FROM: John Stott, Fiscal Analyst

SUBJECT: UW System Faculty Sabbatical Leave Program

At your request, I am providing you with information on the UW System's faculty sabbatical leave program.

According to UW System policy, sabbaticals are granted by the UW System Board of Regents to recognize and enhance teaching efforts and research skills of academic staff. Selection of candidates has been delegated to the chancellors, following approval by appropriate faculty and administrative committees, and is intended to recognize teaching or research excellence. To be eligible for sabbatical, the faculty member must have completed six or more years, or the equivalent, of full-time instructional service in the system, have not taken sabbatical during the previous six years, and agree to return to the institution for at least one year following the leave.

For the 2003-04 academic year, 227 faculty have been selected for the sabbatical leave program. Of the 227 faculty members selected for sabbatical, 122 chose a one-semester sabbatical and 105 chose an academic year sabbatical. Current UW System policy provides that a faculty may take a sabbatical leave, if approved by the Board, for one semester and receive up to 100% of compensation, or for a full academic year at 65% compensation for that period. The UW System does not receive state funding for this program; support must come from existing general operations appropriations. Instructional responsibilities of those on leave are assumed by colleague coverage, by instructional staff or visiting faculty funded from salary savings or by rescheduling courses.

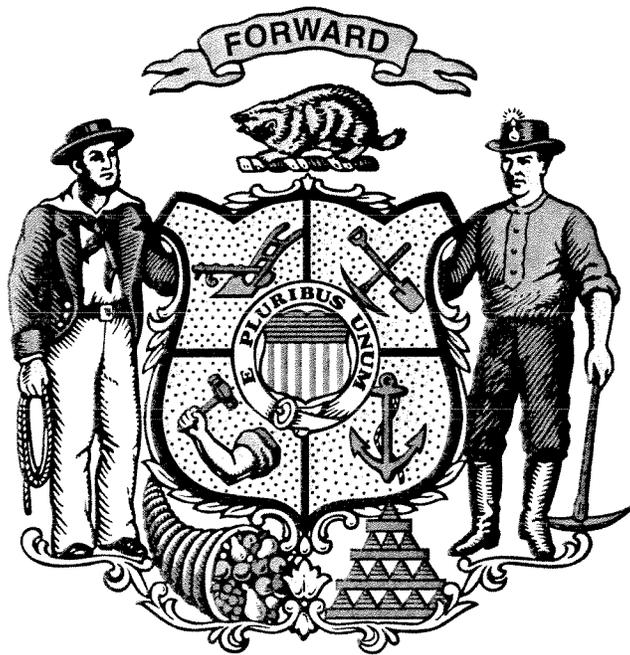
Based on average salary data for 2002-03, the salary costs for the 227 faculty granted sabbatical leave for 2003-04 would be an estimated \$9.6 million with an additional \$3.4 million of fringe benefit costs associated with those positions. UW System salary and fringe benefit costs are funded through a mix of GPR and tuition revenues; currently, GPR funding accounts for approximately 61% of salary and fringe benefit expenses.

However, the net fiscal cost of sabbaticals is difficult to determine, because data on the cost of replacement instructional staff and visiting staff that are used to fulfill instructional responsibilities of the faculty on sabbatical are unavailable. These replacement staff costs are part of the UW System's ongoing base salary and fringe benefits funding. In addition, because almost half of the faculty on sabbatical chooses the option to take a full-year sabbatical at 65% of their salary, there is a payroll "savings" associated with the current sabbatical policy, which is typically used to cover the cost of temporary replacements.

Finally, most institutions of higher learning in the United States offer some form of sabbatical leave program for faculty. According to UW System staff, eliminating or reducing the sabbatical leave program could make the UW System less competitive in faculty recruitment and retention efforts compared to peer institutions. In addition, it would limit the ability of certain faculty to conduct research, particularly research that cannot be conducted within the campus setting or within the time available between academic sessions.

I hope this information is helpful. Please contact me if you have any further questions.

JS/bh



Hub, Brad

From: Jerry Young [jyoungtuba@charter.net]
Sent: Monday, September 29, 2003 10:33 PM
To: rep.kreibich@legis.state.wi.us
Cc: chris.ladwig@legis.state.wi.us; brad.hub@legis.state.wi.us
Subject: AB377

I'm writing to you relative to AB377 (and adjunct to that bill, AB-377fe). It seems to me that the university system is rapidly turning into the whipping boy for all of the things that ail our state financially. While so many people laud the accomplishments of the university and what an important part it plays in the state economy, some members of the legislature seem to be determined to dismantle the institution piece by piece. As Chair of your particular committee relative to higher education, I hope that this is as disturbing to you as it is to me.

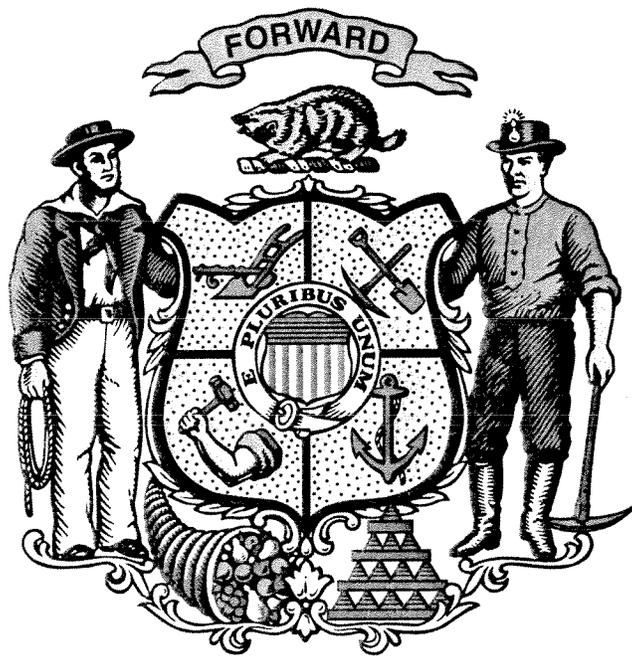
The information presented in AB-377fe is, indeed, accurate in all statements. Beyond those statements and the negative financial implications of AB377 for the university and the state, however, there are also educational quality issues to be considered. The state of knowledge in any field is not static - it expands exponentially every day. Professors who are teaching a full academic load and spending many hours with students are hard pressed to remain current in their respective fields, let alone to advance research. The students must and do come first on our university campuses.

Sabbaticals, even though they are awarded to an extremely small percentage of university faculty, help to keep everyone in the System in the field of the person granted the leave current or in possession of new and important knowledge. Faculty, students, the institution, and the taxpayer all win. The knowledge gained is always shared with colleagues (usually across the System), as well as students. Apparently, some of the ill-informed (or purposefully ignorant) sponsors of AB377 think that a sabbatical leave amounts to some kind of leisure vacation for faculty. A short review of the major projects undertaken and the results of those projects alone, thoughtfully considered, only confirm that sabbatical leaves only provide an opportunity for a different kind of demanding work outside the classroom setting. The sabbatical leaves, as pointed out in AB-377fe, cost the state of Wisconsin very little, yet yield great benefits for faculty, students, and the prestige of the university system.

After years of having been told that our university faculty's low pay was ameliorated by the fact that the benefit package was really part of the salary, then being handed (by that definition) a pay cut in the form of large increases in health care premiums, this attack on the sabbatical leave program now sends the message that advancing knowledge and keeping our students on the cutting edge of their respective fields is also not important. This is an attitude worthy of states in the lowest tier of higher education, but certainly not worthy of Wisconsin. If this bill passes, our system will lose more good faculty and will experience difficulty in recruiting new faculty of quality. Please help to stop these seemingly unending attacks on higher education in

Wisconsin, and specifically, please do not support AB-377.

Sincerely, Jerry A. Young, Eau Claire



COLLEGES

Office of the Chancellor

September 30, 2003

Rep. Robin Kreibich, Chair
Assembly Colleges and Universities Committee
P.O. Box 8953
Madison, WI 53708

Re: AB 366 and AB 377

Dear Rep. Kreibich:

I write to voice my opposition on behalf of the UW Colleges to two Assembly bills scheduled to be heard before your committee on October 7, 2003.

The first bill, Assembly Bill 366, deals with the transfer of credits between and within the University of Wisconsin System and the Wisconsin Technical College System. The UW and WTC Systems have, over the past five years, developed an effective set of proposals to deal with the important matter of credit transfer. The latest set of proposals which have recently been announced are the capstone to this process. We ask your support for these proposals. This is not an issue that needs legislation.

The second bill, Assembly Bill 377, would require paid sabbatical leave for University of Wisconsin System faculty to be funded solely by gifts and grants. We believe this proposal would exert a terrible blow to our attempts to recruit and retain quality faculty who expect Sabbaticals as part of a legitimate professional development package from an institution of higher education. In addition, the UW Colleges, similar to most other UW campuses, do not have the resources available from private gifts to fund sabbaticals.

We ask your committee's support in opposing these two bills.

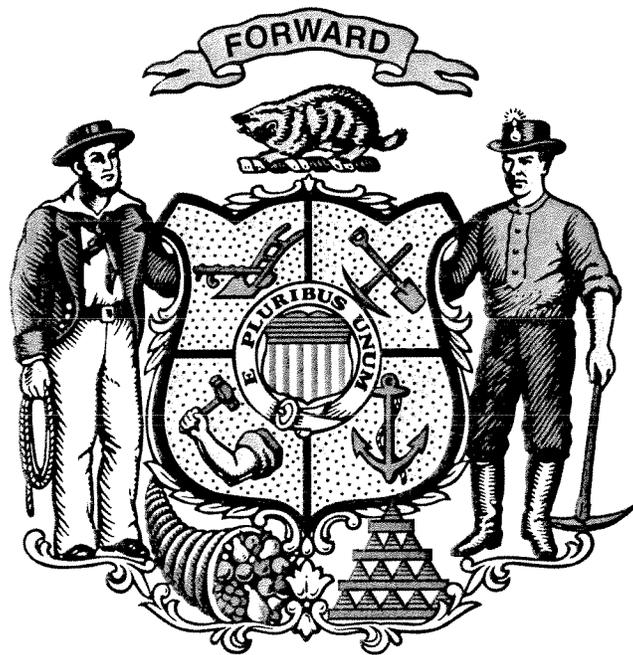
Thank you.

Sincerely,



William F. Messner
Chancellor

cc: Katharine C. Lyall, President, UW System
Reps. Mark Gottlieb, Gregg Underheim, Stephen Nass, Suzanne Jeskewitz, Judy Krawczyk,
Debi Towns, Jennifer Shilling, Mark Pocan, Larry Balow, Spencer Black, Marlin Schneider





University of Wisconsin-Eau Claire

105 Garfield Avenue • P.O. Box 4004 • Eau Claire, WI 54702-4004

October 2, 2003

Rep. Robin Kreibich
Chair, Assembly Colleges and Universities Committee
PO Box 8952
107 West
Madison, WI 53708

Dear Rep. Kreibich,

On October 7 the Assembly Colleges and Universities Committee will consider legislation requiring the UW System Board of Regents to offer paid sabbatical leave funded by gifts and grants instead of general purpose revenue, as it is now funded.

As you may know, sabbaticals are a mainstay for faculty recruitment and retention, are in place at virtually every university in this country and are funded as we currently fund ours in Wisconsin. It would not be possible for UW-Eau Claire to pay for sabbaticals from gift dollars as those dollars come to us almost always restricted in use by the donors.

To help you better understand the benefit sabbatical leaves bring to our campus and community I am enclosing the most recent issue of UW-Eau Claire's alumni publication, *The View*.

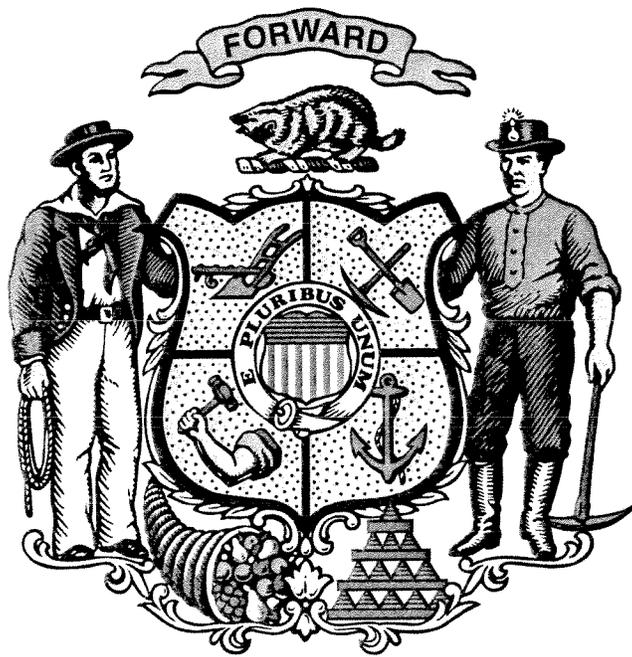
Thank you for your interest in this matter and please feel free to contact me either by phone 715-836-4742 or e-mail rindomj@uwec.edu if you have any questions.

Sincerely,

Mike Rindo
Executive Director – University Communications

Excellence. Our measure, our motto, our goal.

News Bureau • Schofield Hall 201 • (715) 836-4741 • fax: (715) 836-2900
Web: www.uwec.edu/newsbureau • e-mail: newsbur@uwec.edu



Ladwig, Chris

From: Karen and Glenn [sandhill@discover-net.net]
Sent: Monday, October 06, 2003 11:28 AM
To: Rep.Kreibich; Rep.Gottlieb (Recovered); Rep.Balow; Rep.Black; Rep.Jeskewitz; Rep.Krawczyk; Rep.Nass; Rep.Pocan; Rep.Schneider; Rep.Shilling; Rep.Towns; Rep.Underheim
Subject: The importance of sabbaticals

To the members of the Higher Education Subcommittee:

I am normally an apolitical person. I look at candidates' positions on issues and vote accordingly, but I don't write to legislators about specific issues. However, I believe sabbatical leaves are so important to higher education that I am making an exception for this issue.

I have read Assembly Bill 377, which I understand you will be considering tomorrow. I was doing field work and just found out about this, otherwise I would be writing personalized letters to each of you. Please do not support this bill for the following reasons.

1. Sabbaticals are cost-effective. I looked at the addendum on financial implications of the bill and they apparently have not been determined. Generally at our institution faculty rearrange their teaching schedules around sabbaticals so that upper level courses are still taught in a timely manner. There may be a slight reduction in the number of student seats in introductory level courses, although I have seen cases where colleagues taught (often unpaid) overloads to facilitate their colleagues' sabbatical leaves. In return for the small cost in student seats or the small cost of a paid overload the University and its students get a lot in return. Faculty do many different things on their sabbaticals, but the results are nearly always twofold. Faculty advance their scholarship and/or community service and/or upgrade their courses significantly in ways they do not have time for during a year with a normal teaching load. (For a good sampling, please see the Fall 2003 issue of The View, alumni newspaper at UW-Eau Claire.) And they come back refreshed and newly committed to educating students. They are refreshed not because they have worked any less hard than during a non-sabbatical semester - in fact my husband claims I am working harder during my sabbatical than during a regular semester - but because they have had a chance to delve deeply into some aspect of their field of expertise and rekindle the excitement that brought them to an academic career in the first place. Ask any college student what makes a course good and they will tell you that enthusiasm of the instructor for the topic is very high on the list.
2. Sabbaticals contribute significantly to development of knowledge. Faculty, along with researchers in industry research and development arms, are responsible for generating knowledge. It is our job to move our field forward by generating and testing new hypotheses. At my institution, a 4-year college, our teaching, advising, mentoring, and University service loads during the semester are heavy enough that little time is left for the work required to contribute meaningfully to the field, despite best efforts and intentions. Time between semesters is used for this, but in my field, these blocks of time must be used for field work. Prior to my sabbatical I was in desperate need of time to read the literature widely and think deeply about my field.
3. Sabbaticals support faculty-student collaboration in scholarship. Not counted in our teaching load is a very important part of our work: teaching our majors how to do science. At Eau Claire, the Center of Excellence for Faculty and Undergraduate Student Research Collaboration, we take this work very seriously. It is through development of a project, data collection and interpretation and presentation of results in professional venues that allows our students to make the transition from learning about the subject in classrooms and field courses, to becoming practicing scientists. This gives our graduates a great edge in either the workplace or in graduate school. Faculty in my department typically mentor

several students at a time. This involves a huge investment of time and energy from proposal writing to fund the project, to regular meetings with the student sometimes over several years, to helping the student develop a professional-level presentation. This is different from mentoring graduate students who are typically significantly more independent. Undergraduates are starting from square one and must be taught how to think, act and write like a scientist. This collaboration does not lighten the scholarship load for a faculty member as working with graduate students might. Every bit of work must be closely supervised.

4. Faculty do not have time to fund-raise for their sabbaticals. I am sure that as members of a committee that focuses on higher education, you have a better than average understanding of what a faculty member does. The general public often thinks that as we are in classrooms on our official teaching schedules for 12 hours a week that we have a cushy job. I am sure you know this is not the case. With course office hours, paper-grading, working with student research collaborators, advising of majors and of student organizations, professional obligations, university and departmental committee work and community service activities my colleagues and I often work 60 hours a week easily during a semester. During our field courses faculty live with students for weeks at a time and are on full-time. Although time spent might drop closer to 40 hours a week during breaks (except during field time), most faculty I know work through their breaks, usually unpaid, except for 1 to 3 weeks of vacation they may take with their families. This frantic pace that we keep, as well as limiting time for deep scholarship, limits our ability to develop proposals to bring in the kind of funding needed to support our own sabbatical leaves. We already do fund-raising to support specific components of our sabbaticals, such as travel to field areas, but few agencies offer the kind of support needed to fund a salary during a sabbatical.

5. Lack of sabbaticals would make it even harder to recruit and retain good faculty. With the erosion in salary competitiveness and benefits package, it is becoming ever more difficult to recruit and retain excellent faculty. In our department we have recently lost faculty to better-paying jobs. For recruiting, as a regional state institution we just don't have the benefit of a "big name" to attract candidates. In the past we have been able to hire great faculty by stressing the relatively low living costs of rural Wisconsin, the progressive nature of education in Wisconsin, and the excellent benefits package of the UW System to offset the relatively low salaries we can offer. All three of these features are becoming harder to claim. I believe removing sabbaticals from the mix makes us completely uncompetitive. Faculty accept lower wages for the "perks" of the job. These are relative independence and self-direction of one's career within a field one loves, the opportunity to contribute to educating our students, and the ability once every 7 years to work differently for a semester or a year. It is too bad all professions do not support sabbaticals. The resulting avoidance of burn-out and opportunity to do something creative and useful, but different, would no doubt enhance employee retention in any field of work. But particularly in education, where one is never really "off" and the office travels home with you each night and weekend as you grade papers, plan classes, etc., this change of pace every so often is very important.

Faculty I know are very dedicated to their work of teaching, advising, scholarship, and service to profession and community. They are overworked and constantly frustrated that they lack the time and resources to accomplish their educational goals. Please do not take away a key benefit that allows the UW to attract and retain great faculty and allows faculty to remain effective educators over the long-haul. Please vote to retain sabbaticals for the sake of our students, who deserve great faculty.

Sincerely,

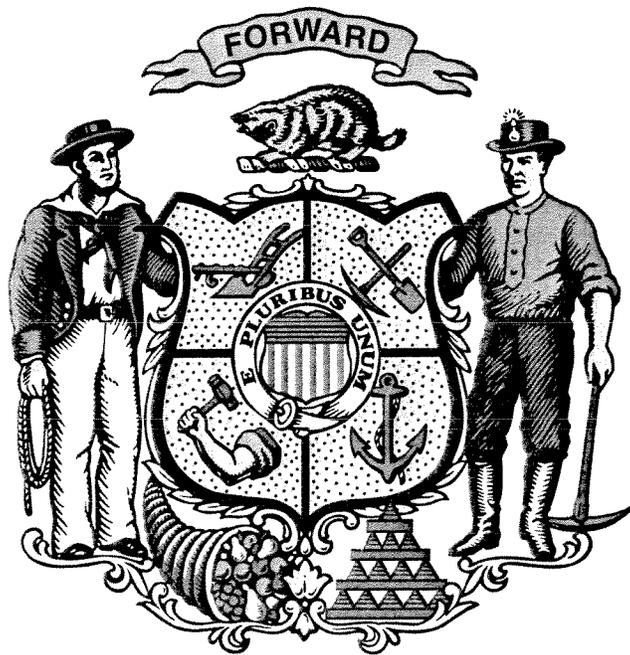
Karen Havholm
5535 Mischler Rd.

10/06/2003

Eau Claire, WI 54701

Oct. 6, 2003

10/06/2003



Ladwig, Chris

From: Mitchell Laura M [mitchell.laur@students.uwlax.edu]

Sent: Monday, October 06, 2003 10:09 AM

To: rep.kreibich@legis.state.wi.us; rep.gottlieb@legis.state.wi.us

Cc: rep.underheim@legis.state.wi.us; rep.nass@legis.state.wi.us; rep.jeskewitz@legis.state.wi.us;
rep.krawczyk@legis.state.wi.us; rep.towns@legis.state.wi.us; rep.shilling@legis.state.wi.us;
rep.pocan@legis.state.wi.us; rep.balow@legis.state.wi.us; rep.black@legis.state.wi.us;
rep.schneider@legis.state.wi.us

Dear Chairperson Kreibich and Vice Chairperson Gottlieb and Committee on Colleges and Universities Members,

I am writing in response to the proposed 2003 Assembly Bill 377- In regard to requiring that system schools only fund sabbaticals through gifts and grant instead of general revenue as has been allowed in the past.

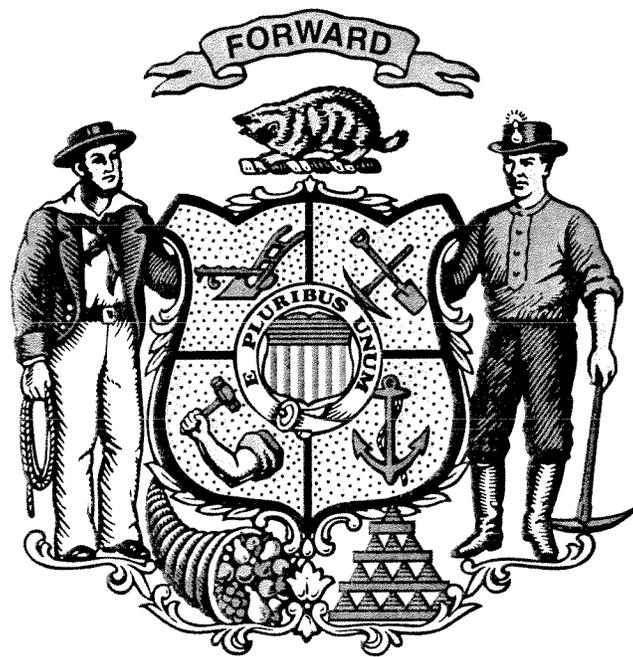
Please be aware that the state system schools do not grant sabbaticals without taking into account how the research and work that the professor does on sabbatical will increase the quality of the department on campus and possibly further research in a given field. Sabbaticals are not "vacations" as many from outside of academia may insist. Faculty must have concrete plans for the work (research or other) that will be performed while on sabbatical. There are committees that either approve or deny sabbatical requests. Sabbaticals are not randomly assigned or handed out on a whim.

Before voting and making a hasty decision, I'd challenge you and members of the Committee on Colleges and Universities to contact your nearest UW System school and find out about the sabbatical process. I'd also challenge you to talk to 3 or 4 professors who are on sabbatical to find out about the research/work they are doing that may benefit them, their departments, their universities, the system, and ultimately the state of Wisconsin. Hearing testimony is great; however, actually making the efforts to reach out to the institutions that would be affected by the decision will be much more meaningful in terms of the information gleaned. This should give you a different perspective on sabbaticals.

Ultimately, your decision will impact the quality of the professors that the UW System schools are able to attract. Consider your decision carefully.

Sincerely,

Laura Mitchell
Graduate Student and
Resident of
La Crosse, WI



Ladwig, Chris

From: Karen and Glenn [sandhill@discover-net.net]
Sent: Monday, October 06, 2003 12:00 PM
To: Rep.Kreibich
Subject: Re: The importance of sabbaticals

Rep. Kreibich,

I sent an email earlier today about sabbaticals but neglected to include my phone number, as requested below.

It is 715 831-6067

Karen Havholm
5535 Mischler Rd.
Eau Claire, WI 54701

Rep.Kreibich wrote:

>PLEASE INCLUDE YOUR MAILING ADDRESS.

>

>Thank you for contacting my legislative office. I appreciate your interest,
>and I will respond to your email promptly. Due to the many emails I receive
>daily, it is necessary to have your full information so that I can answer
>your questions expeditiously. If you have not done so already, please
>include the following in your email:

>

>1. Complete Explanation of your Concerns

>2. Contact Information - Mailing Address and Telephone Number

>

>Thank you again for your cooperation.

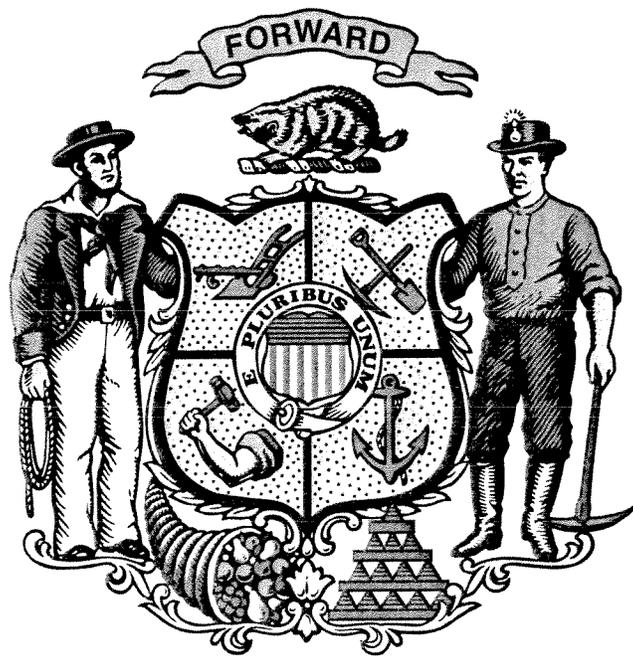
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Hub, Brad

From: Magerus John E [magerus.john@uwlax.edu]
Sent: Monday, October 06, 2003 1:18 PM
To: rep.kreibich@legis.state.wi.us; rep.gottlieb.@legis.state.wi.us; rep.balow@legis.state.wi.us;
rep.black@legis.state.wi.us; rep.jeskewitz@legis.state.wi.us; rep.krawczyk@legis.state.wi.us;
rep.nass@legis.state.wi.us; rep.pocan@legis.state.wi.us; rep.schneider@legis.state.wi.us;
rep.shilling@legis.state.wi.us; rep.towns@legis.state.wi.us; rep.underheim@legis.state.wi.us
Cc: kiyall@uwsa.edu; cmarrett@uwsa.edu
Subject: Assembly Bill 377

Sabbaticals

The Council of Letters and Sciences Deans of the University of Wisconsin System is seriously concerned about the proposed elimination of general program revenue funding for sabbatical leave programs for faculty at our institutions. Assembly Bill 377 currently under consideration by the Assembly Committee on Colleges and Universities would be detrimental to the mission of the university system which is both to transmit knowledge and to create knowledge.

The value of sabbatical leave programs for students, faculty, the universities, and the state of Wisconsin is unquestionable and demonstrable. Sabbaticals are granted on a competitive basis and proposals are reviewed to assess their impact on advancing an institution's mission. To receive a sabbatical faculty members must present a carefully developed proposal that demonstrates a direct impact on their teaching as well as their professional development. The impact of the reassigned time associated with sabbaticals extends well beyond the recipient. Students benefit directly through their contact with actively engaged scholars, through new program development, undergraduate research opportunities, and innovative classroom teaching. The broader academic community profits from the new knowledge created. And the local institutions often benefit from extramural grant proposals and funding opportunities developed, and in some cases submitted, during the sabbatical leaves.

The sabbatical leave program enables the University of Wisconsin system to remain competitive in recruiting highly competent, quality educators for our classrooms. Even in a time of budgetary crisis, general purpose revenue funding of sabbatical leaves is an investment in the future viability of our universities that we adamantly believe must be maintained.

John E. Magerus, Dean
College of Liberal Studies
University of Wisconsin-La Crosse
1725 State Street
La Crosse, Wisconsin 54601
608-785-8116



Ladwig, Chris

From: Duyfhuizen, Bernard [PNOTESBD@uwec.edu]
Sent: Monday, October 06, 2003 4:54 PM
To: rep.kreibich@legis.state.wi.us; rep.balow@legis.state.wi.us
Cc: Mash, Donald J.; Satz, Ronald N.; Dock, V. Thomas; Clark, Mark W.; Lind, Christopher T.
Subject: UW Sabbaticals

Dear Representative Kreibich and Representative Balow

You may have received the following letter from some of my colleague Arts and Sciences Deans in the UW System. I'm writing to you directly as Dean of the College of Arts and Sciences at the University of Wisconsin-Eau Claire to endorse the contents of this letter.

Sabbaticals The Council of Letters and Sciences Deans of the University of Wisconsin System is seriously concerned about the proposed elimination of general program revenue funding for sabbatical leave programs for faculty at our institutions. Assembly Bill 377 currently under consideration by the Assembly Committee on Colleges and Universities would be detrimental to the mission of the University System which is both to transmit knowledge and to create knowledge. The value of sabbatical leave programs for students, faculty, the universities, and the state of Wisconsin is unquestionable and demonstrable. Sabbaticals are granted on a competitive basis and proposals are reviewed to assess their impact on advancing an institution's mission. To receive a sabbatical faculty members must present a carefully developed proposal that demonstrates a direct impact on their teaching as well as their professional development. The impact of the reassigned time associated with sabbaticals extends well beyond the recipient. Students benefit directly through their contact with actively engaged scholars, through new program development, undergraduate research opportunities, and innovative classroom teaching. The broader academic community profits from the new knowledge created. And the local institutions often benefit from extramural grant proposals and funding opportunities developed, and in some cases submitted, during the sabbatical leaves. The sabbatical leave program enables the University of Wisconsin system to remain competitive in recruiting highly competent, quality educators for our classrooms. Even in a time of budgetary crisis, general purpose revenue funding of sabbatical leaves is an investment in the future viability of our universities that we adamantly believe must be maintained. John E. Magerus, Dean College of Liberal Studies University of Wisconsin-La Crosse 1725 State Street La Crosse, Wisconsin 54601 608-785-8116

Sincerely,

Bernard Duyfhuizen

~~~~~  
Bernard Duyfhuizen

Interim Dean

College of Arts & Sciences

University of Wisconsin-Eau Claire

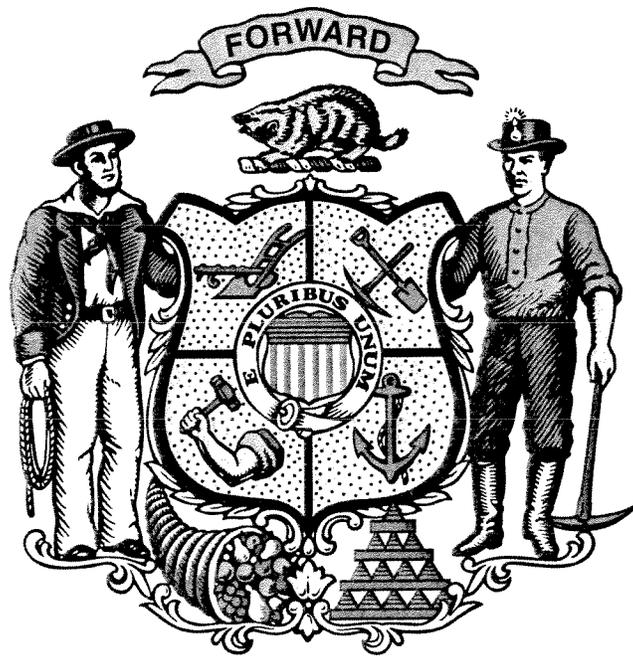
105 Garfield Avenue

Eau Claire, Wisconsin 54702-4004

10/06/2003

phone: 715.836.4625; fax: 715.836.3292

... a suspension at the hinge of doubt  
~ Thomas Pynchon ~



**Hub, Brad**

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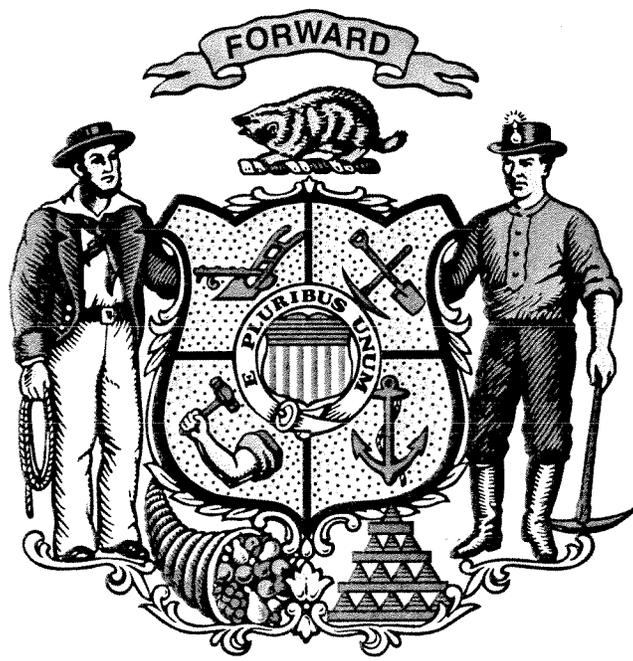
**From:** Steve Thon [thonsf@yahoo.com]  
**Sent:** Monday, October 06, 2003 8:43 PM  
**To:** rep.balow@legis.state.wi.us  
**Cc:** rep.kreibich@legis.state.wi.us  
**Subject:** oppose Assembly Bill 377

Dear Representatives & Higher Education Subcommittee members:

My name is Paula K. Kleintjes and I live at 7672 178th, Chippewa Falls, WI 54729 and I work in Eau Claire. As your voting constituent, I am informing you that I am adamantly opposed to Assembly Bill 377 and the proposed amendment to Wisconsin Statute, Section 1. 36.11(17)(g). I also ask for your help in informing your fellow subcommittee members that this bill further weakens the UW system, especially the comprehensive universities such as UWEC. It is not a cost saving to not use GPR funds, instead sabbaticals are a salary saving. The long term benefits to faculty and students are highly measureable in the terms of better instruction and greater research output both of which result in higher quality faculty recruitment, retention and higher student recruitment and retention in the UWS. Students, faculty and taxpayers all benefit from faculty who earn and are rewarded with a sabbatical leave to conduct research. That time is invaluable to getting work accomplished. Grants and gifts alone can not pay for sabbaticals, for not all grants or gifts are created or stipulated as equal. Many grant \$\$ only allow student salaries, equipment and travel and the faculty simply work out of their dedication and responsibility as a Ph.D. Higher education in Wisconsin has been hit hard enough, as representatives of the UWEC community I ask you to oppose AB377 and encourage your subcommittee to do the same. This proposed bill ONLY weakens an already injured higher educational system that USED to be one of the best in the country.

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**Testimony in Opposition to  
Assembly Bill 377**

**The Committee  
On Colleges and Universities  
Wisconsin State Assembly**

**Representative Kreibich, Chair  
Representative Gottlieb, Vice Chair**

**John Sharpless  
Department of History  
University of Wisconsin  
Madison Campus**

7 October 2003

1 I want to thank The Committee for giving me a chance to speak in opposition to Assembly  
2 Bill 377. It's been a long hearing so I will attempt to make my remarks brief.

3

4 Some of you may know me as John Sharpless - the politician, candidate for congress and  
5 political pundit on Wisconsin Public Radio. That John Sharpless is not here today. The  
6 John Sharpless who is before you today is the UW History Professor of nearly 30 years – an  
7 advocate for our great university system but more particularly, today, an advocate for a  
8 specific program, the UW system-wide Faculty Sabbatical Leave Program.

9

10 Let me stress that I do not question the Legislature's power to scrutinize the budgets of our  
11 various state departments and institutions. Indeed, that is your obligation. The taxpayers of  
12 the State of Wisconsin depend on you to track expenditures; to ask tough questions about the  
13 purpose and effectiveness of state sponsored programs; and to demand accountability. As a  
14 fiscal conservative I support your efforts to keep costs down while resisting any temptation  
15 to raise taxes.

16

17 Nor do I question the necessity of the University System to respond to the current financial  
18 crisis. The University System has implemented more than \$100 million net reductions in  
19 expenditures. These reductions are already a matter of law.

20

21 I was surprised, therefore, that the Sabbatical Leave Program was recently selected for  
22 further scrutiny; indeed, that it has been singled-out among the hundreds of items in the  
23 University System's budget for termination is a bit perplexing.

24

25 For let's be honest with ourselves, the effective result of Assembly Bill 377 would be the  
26 termination of the Sabbatical Program. It is unlikely that private benefactors will embrace a  
27 program that the Legislature has rejected. Depriving it of State support will effectively end  
28 the program.

29

30 I do not believe that ending the sabbatical program is sound public policy. It is a program  
31 of relatively modest expenditure that has shown its effectiveness over nearly three decades.  
32 It has been administrated efficiently and without bias.

1 The potential cost savings will be trivial or nonexistent. Keep in mind that recipients of  
2 sabbatical-leave grants receive no more than 65% of salary. Most take the sabbatical for one  
3 semester only. Their teaching obligations are met in a variety of ways – colleagues taking  
4 on an additional course; a temporary lecturer hired at significantly lower salary than that of  
5 the faculty member who would normally teach the course; or, finally, postponing the course  
6 offering to the following semester. In the absence of the sabbatical program, these faculty  
7 would simply remain “on duty” at full salary.

8

9 Let me briefly review my own experience with the Sabbatical Leave Program. During the  
10 semester of leave:

11

- 12 1. I returned to my research on population issues, US foreign aid and American  
13 foreign policy. I completed a number of working papers and articles that  
14 made important contributions the field;
- 15  
16 2. I began educating myself on a new area of teaching and research – Wisconsin  
17 History;
- 18  
19 3. I rewrote all my lectures for our middle level course – “US History Since  
20 1945.” This course, required by a number of programs on campus, services  
21 hundreds of students a year. Needless to say, a history course that comes  
22 right down to the present requires constant up-dating to be relevant;
- 23  
24 4. I prepared a new course on “Political Scandals in Historical Perspective” – a  
25 course that has subsequently become one of the most popular courses in our  
26 department;
- 27  
28 5. I initiated work on a proposal for a summer field course in Wisconsin History  
29 and Ecology. When it was offered in the summer of 2002 it received  
30 considerable support from the private sector;
- 31

1           6. I wrote and lectured on a variety of current political topics of importance to  
2           the Madison community and the State of Wisconsin.

3  
4 Let me note the breadth of my activities in the semester I was on leave. The effectiveness  
5 of the Sabbatical Program goes well beyond "professional development." There were real,  
6 tangible outcomes that improved my effectiveness as a scholar and a teacher. No program  
7 currently in place allows for this flexibility.

8  
9 While my particular narrative is unique, I am sure that if other UW faculty who have  
10 received sabbatical grants could be here today, they too would speak to its importance. The  
11 representatives from both the Milwaukee and Green Bay campuses have already provided  
12 specific examples of how the sabbatical program not only improved undergraduate  
13 education on these campuses and promoted quality research but in many cases also  
14 generated subsequent financial support from outside the UW System.

15  
16 Let me summarize why this program should have continued funding:

17  
18 1. The Sabbatical Program is competitive. I like that. Competition means the best  
19 proposals will be funded. It is not an automatic privilege but an **opportunity open**  
20 **for faculty to apply on a competitive basis for support.** Each proposal is judged  
21 on its merits. Rank and privilege mean nothing. Only excellence is rewarded.

22  
23 2. The Sabbatical Program is unbiased in its selection criteria.

24  
25       • First, it is a system-wide program not a special sinecure for one campus  
26 alone. While this program is certainly important to the Madison campus,  
27 we have learned today it is vital for system schools that have smaller  
28 endowments.

29  
30       • Secondly, while welcoming proposals from the sciences, faculty in the  
31 humanities, arts and social sciences are considered equally. Outside funding  
32 tends to favor the sciences; government agencies, private industry and

1            nonprofit foundations tend to neglect fields like American History. The  
2            Sabbatical Program allows for some internal readjustment of these external  
3            biases.

4  
5        3. At the University of Wisconsin there are four board areas of commitment:

- 6            • Teaching
- 7            • Research and Scholarship
- 8            • Administrative (self-governing institution)
- 9            • Community & State (Wisconsin Idea)

10  
11        From week to week, year to year how any faculty member distributes their time can  
12        vary. There are times when teaching will take precedence; at other time  
13        administrative tasks can be the most pressing. The Sabbatical Program allows  
14        faculty to readjust their commitments at mid-career. For example, a faculty member  
15        who has focused their efforts on teaching or administration for a period of years can  
16        return to research; immerse themselves in the literature of the field and apply for  
17        additional outside funding. Or, someone who has been deeply involved a major  
18        research project can take time to prepare a new course that takes the most recent  
19        scientific knowledge derived from their research and make it accessible and  
20        understandable to undergraduates.

21  
22        4. This brings to my next point: The sabbatical program is flexible in its response to  
23        the needs of the University community faculty needs. That is to say, each proposal  
24        may be conceived in ways that fit the stage of the professor's career, the current  
25        directions of their field of research, the teaching needs of their departments and the  
26        changing demands of higher education. The program is not tied to a particular  
27        agenda – academic or political.

28  
29        5. Although we award relatively few sabbaticals on an annual basis, the mere existence  
30        of the Sabbatical Program has a important symbolic impact both on and off our  
31        campuses. Its says to the higher education community nationally and  
32        internationally that the University Wisconsin is a first-line institution committed to

1 excellence in teaching and scholarship – that excellence is not only encouraged but  
2 rewarded. Let me remind you that all of our peer institutions with whom we  
3 compete for potential colleagues have similar programs in place. Indeed, in many  
4 cases the sabbaticals they offer are more generous and more frequent.

- 5
- 6 6. Most important, the Sabbatical Program works! Quality research and scholarship,  
7 improved teaching methods and technologies, greater variety in course offerings and  
8 increased likelihood of subsequent financial support from government agencies,  
9 foundations and the private sector consistently result from sabbatical leaves. As the  
10 old saying goes, “If it’s not broke ... don’t fix it.”

11

12 There is no doubt that the University must share the burden of reducing expenditures in  
13 the face of the current financial crisis. I hesitate to speak for all my colleagues – we  
14 often disagree on many matter of public policy – but I believe that the faculty fully  
15 understands that we must sacrifice in the same way all of Wisconsin’s public programs  
16 must sacrifice. We ask for no special privilege. My own department, for example, has  
17 implemented permanent cuts in our budget of nearly 6%. We have postponed  
18 replacements or completely closed positions created by faculty retirements or exits to  
19 other universities. Similar cuts have occurred all across the entire University System.  
20 There is no confusion on this point – we are committed to expenditure reduction and cost  
21 savings.

22

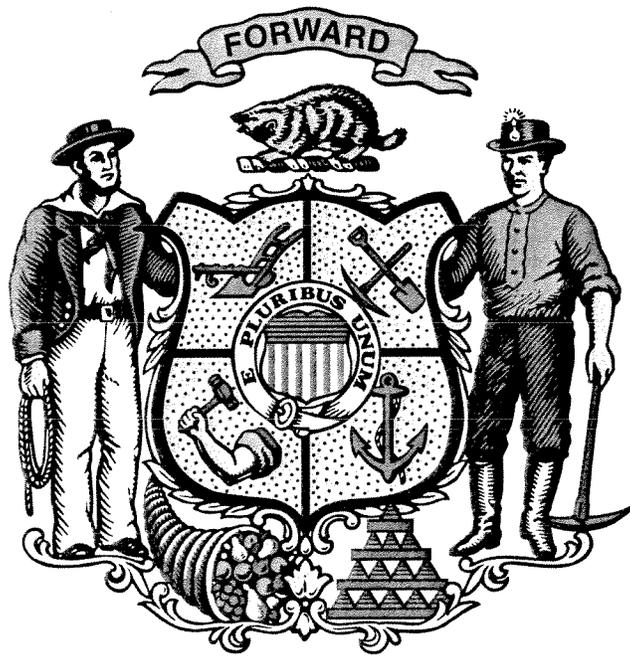
23 It seems to me, however, that even in a time of financial constraint terminating the  
24 Sabbatical Leave Program is unwise. It will not reduce costs and it will certainly make  
25 the University a substantially weaker institution.

26

27 I ask you, therefore, not to allow this bill to advance to floor or, at the very least,  
28 postpone further consideration to the next biennium.

29

30 Thank you again for allowing me to speak here today. Are there any questions?





# PROFS INC

PUBLIC REPRESENTATION ORGANIZATION OF THE FACULTY SENATE  
UNIVERSITY OF WISCONSIN-MADISON

258 Bascom Hall  
500 Lincoln Drive  
Madison, WI 53706  
608/263-9273

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**October 7, 2003**

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**Testimony on Assembly Bill-377**

Thomas D. Sharkey

Professor of Botany

Director of the Biotron

College of Letters and Science

On behalf of PROFS, Public Representation of the Faculty Senate of UW-Madison

**POSITION: PROFS OPPOSES AB377 requiring sabbaticals to be paid from gifts and grants only**

**Current situation:** Sabbatical leave at UW-Madison is taken by 3 to 3.5% of faculty each year. This corresponds to one sabbatical year out of every 30 years of service. If all professors took a one-year sabbatical every seven years, 14% of faculty would be on sabbatical at any given time. (My own situation meets this average: I took one one-semester sabbatical in 1999 in the 16 years I have worked at UW-Madison.) The low rate at which faculty take sabbaticals at UW is because currently there is no funding for sabbaticals. When a professor goes on sabbatical, that person's teaching responsibilities must be covered by colleagues or by changing when courses are offered. No additional money comes to the department to cover the courses taught or students advised just because one of the professors is on sabbatical. The stereotype of the sabbatical program providing an extended vacation one year out of seven and costing over 10% of the payroll has no basis and never has been true at UW-Madison.

**Importance of sabbaticals:** During sabbaticals, faculty work hard developing new course materials, getting up-to-date in their research, and preparing for new grant proposals. One of the most important things to come from a sabbatical is learning new techniques and bringing them back to UW-Madison. Scholarly studies of the depth expected of university professors requires taking time to immerse yourself in the topic of study in a way that cannot be accomplished in the broken-up periods of time between classes, advising, writing papers and grant proposals and other day-to-day responsibilities. During my sabbatical I learned new techniques that were incorporated into my teaching and research when I returned. I learned these as I began a new line of research about how heat damages crops. My studies resulted in a published paper. The next year Professor Bob Wise from UW-Oshkosh spent a one-year sabbatical in my laboratory. Together we wrote a proposal to the United States Department of Agriculture based on the paper to fund further research on heat damage in crops. This proposal was funded and now supports people in my lab as well as the work of two professors at UW-Oshkosh. Both sabbaticals were essential to opening up this new avenue of research and directly lead to years of federal funding coming to UW. The

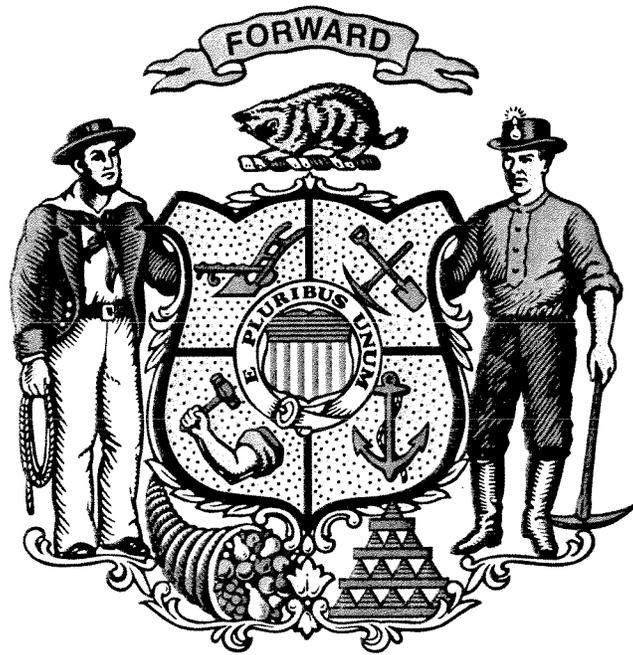
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funding is part of the hundreds of billions of dollars in federal research funding that professors bring in each year. My story is typical and happens over 50 times per year: it is an important component of the success professors have in attracting federal funding to the State of Wisconsin.

**Sabbaticals have high levels of review:** Sabbaticals are competitive. Each sabbatical proposal is first judged on the basis of how the proposed activities will benefit students when the faculty member returns to the classroom. If judged suitable on this basis, the department must decide among those who wish to go on sabbatical. This decision is based on merit of the proposed work and the plan for covering the person's regular duties. Sabbatical proposals often fail simply because the person's absence would be too disruptive to the teaching schedule. Successful plans are put forward to the Dean who does a similar analysis.

**Costs of AB-377:** PROFS sees no way that this measure would save taxpayer dollars. The Legislative Fiscal Bureau has come to the same conclusion, as has the UW System which states in its fiscal estimate that AB-377 "would not be expected to generate any savings" and "would likely increase costs for the UW System." Even worse, this measure would erode our ability to compete for federal funding for our scholarly activities, reducing the reputation and value of UW. The faculty strongly opposes a measure that would generate no savings to the state while eroding the ability of professors to do the best job possible for the state.

###



TESTIMONY BEFORE THE ASSEMBLY COMMITTEE  
ON COLLEGES AND UNIVERSITIES

•  
OCTOBER 7, 2003

•  
CONCERNING AB 377  
PROPOSAL TO REQUIRE THE BOARD OF REGENTS  
TO OFFER PAID SABBATICAL LEAVE FUNDED BY GIFTS AND GRANTS,  
INSTEAD OF GENERAL PURPOSE REVENUE

•  
BRUCE SHEPARD  
CHANCELLOR  
UNIVERSITY OF WISCONSIN-GREEN BAY

Honorable Members of the Committee on Colleges and Universities,

I thank you for this opportunity to talk with you about Assembly Bill 377. This bill, at its core, is certainly motivated by the exact same sentiments that, every hour of the day, drive me and each of my fellow chancellors: to assure that the resources entrusted to us are being used for their most productive purposes. Here, though, the devil is in the detail, and AB 377 would actually reduce our ability to most efficiently and effectively serve our students and our state.

Assembly Bill 377 poses particular difficulties for regional comprehensive campuses like UW-Green Bay and that is what I will emphasize.

First, let me briefly explain why sabbaticals are so important to our continuing success. The light bulb went brightly on for me many years ago in another state when a task force of CEO's was explaining to that state's system of higher education, me included, that our graduates, once employed, could only last on what they had learned in college for about three years: then, the companies had to take these employees and retrain them, replace them, or turn them into administrators.

The plea was for us to do a better job of continuing, life-long education in the workplace. I left wondering, though, why don't we have to replace our faculty every three years. Through tenure, we make a lifetime commitment to our faculty yet we are being looked to by business and industry as the solution, as the place to go to keep their employees up-to-date. The answer, of course, is that universities select and then, through a rigorous tenure process, only keep those faculty who are committed to a life of non-stop professional development.

The professional development that sabbatical programs allow is the most important arrow in our quiver as we endeavor to fulfill our obligation to be the motor of continuing societal progress. And, that is exactly what those CEO's in that statewide taskforce were demanding of us.

Here is the basic point. We are not talking about job perk or fringe benefit. We are talking about our capacity to deliver on one of the most basic reasons why the public invests in a public university system.

Please consider this public responsibility from the perspective of a regional comprehensive.

As I am sure our good friend and great representative, Assemblywoman Judy Krawczyk, would enthusiastically verify for you, UWGB's top priority is to respond to the needs of our region. Seventy-five percent of our students come from northeastern Wisconsin; seventy-five percent stay in northeastern Wisconsin upon graduation, and most come to us to prepare primarily for business and teaching but also for the health professions and many other critical fields. Similarly, our schools, local businesses, manufacturing enterprises, public agencies, and non-profits come to UWGB for help with their needs. The list of ways we mutually solve problems is lengthy and I am not here to brag. Rather, I wish simply to make the point that, precisely because our focus is

to serve our region and precisely because learning comes first at our campus, our faculty must be at the top of their game. Our students and our region deserve no less.

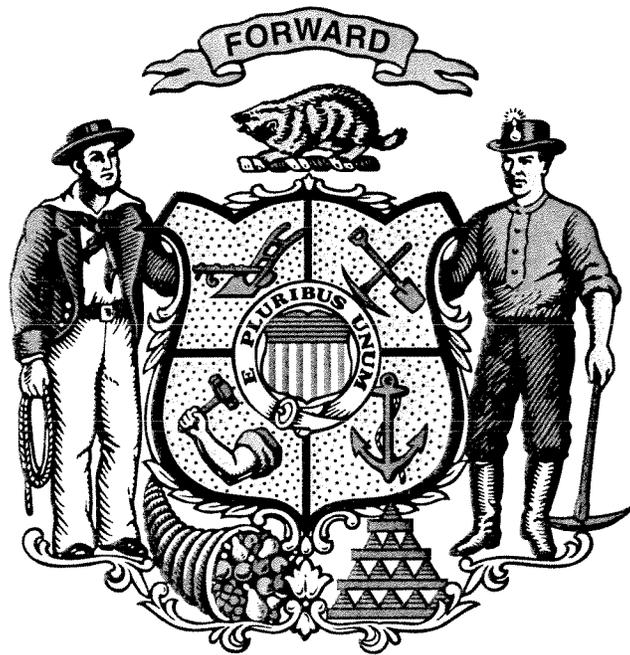
Assembly Bill 377 would not, of course, prohibit sabbaticals. It would simply shift funding from GPR. Here is another fact of life from the front lines, though; particularly the regional front lines. Donors, from the get go, have a particularly hard time understanding the need to contribute to public institutions; how many times have I heard a potential donor say, "I already pay for UWGB with my taxes"?

More thoughtful supporters, and we are blessed with these good people throughout northeastern Wisconsin, are willing to contribute to provide the "margin of excellence." But they emphasize that it is a compact with the state; they will do their part as philanthropists but the state must do its part, too. They usually put it much more bluntly, "I do not give to backfill holes left by the state."

Donors give for specific purposes. As to sabbaticals, donors do not step forward to cover what, across the country, is a part of the employer's responsibility.

The proof can be seen at UWGB. We have a sabbatical problem. The problem is that we have too few sabbaticals. For the average of about 30 faculty who could be eligible each year for a sabbatical, we award only four or five. Given the importance of the sabbatical to assuring a vital and effective faculty, we need to be providing more sabbaticals. We all know the public resources are not there to fund more. My point is that the private resources are also not there. Certainly not at a small and relatively new university like UWGB where we have a tiny and young alumni base and where our capacity to raise unrestricted gifts is practically nonexistent.

So, what happens at UWGB if AB 377 becomes law? We start eating the milk cow. That cutting edge that those CEO's depend upon us to be at becomes duller and duller, a butter knife. And, for what purpose? Very little money is saved yet the opportunity cost will be large. In hard economic times, in particular, we should not be adding more lose-lose propositions, certainly not in the form of proposed legislation that would hamstring our ability to build better futures.



Submitted testimony of John Wanat  
Provost and Vice Chancellor for Academic Affairs  
UW-Milwaukee  
Tuesday, October 7, 2003  
Assembly Committee on Colleges and Universities

Thank you Chairman Kreibich and committee members for holding today's hearing on a number of important bills and issues relating to the future of public higher education in Wisconsin. I am John Wanat, Provost and Vice Chancellor at the University of Wisconsin-Milwaukee and am here today to testify against Assembly Bill 377. As Provost and Vice Chancellor, I am the university's chief academic officer, overseeing the twelve schools and colleges that are home to UWM's approximately 1,300 faculty and instructional staff.

UW-Milwaukee is Wisconsin's only *urban* public research university. In the last five years we have successfully increased our extramural funding by more than 60%, grown our enrollment by four thousand students, and risen one tier in national ranking by the *US News and World Report*. We have been successful in these fronts in great part by our ability to recruit and retain some of the country's most outstanding research faculty members.

Our continued success and improvement depends upon those faculty members and their ability to continue in their professional development through sabbaticals. Without state-supported sabbaticals, we will slip in our performance, as we see the most talented research faculty leave for other states due to the inability to continue their professional development and life-long learning. Virtually all states offer sabbaticals in both public and private universities. Wisconsin must continue to support sabbaticals.

Sabbaticals are a short-term investment that provides long-term returns. We should remember that sabbaticals are very important to many faculty as a way to upgrade their teaching skills, improve their courses, and generally increase their value as teaching faculty. But let me put aside the impact on quality of education and refer only to the impact on scholarly activity. In addition to helping recruit and retain the most talented faculty, sabbaticals provide the opportunity for faculty to help bring extramural funding to the university in the form of grants. From the academic years beginning in 1999 and ending in 2002, UWM awarded 126 sabbaticals to faculty members. Of those 126, seventy-five of them applied for grants in subsequent years following their sabbatical experience. Those seventy-five individuals submitted 472 grant proposals requesting nearly \$170 million in funding. Of those submissions, to