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☛ Details: Proposed Audit: Personnel Policies and Practices, University of Wisconsin System

(FORM UPDATED: 08/11/2010)

WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

2005-06

(session year)

Joint

(Assembly, Senate or Joint)

Committee on Audit...

COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
 - (**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
 - (**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

October 18, 2005

EXECUTIVE SESSION HELD

Present: (9) Senators Roessler, Cowles, S. Fitzgerald, Miller and Lassa; Representatives Jeskewitz, Kaufert, Kerkman and Cullen.
Excused: (1) Representative Travis.

Moved by Senator Roessler, seconded by Representative Jeskewitz, that **Proposed Audit: Personnel Policies and Practices, University of Wisconsin System**, be approved according to the scope statement dated October 10, 2005 prepared by the Legislative Audit Bureau.

Ayes: (9) Senators Roessler, Cowles, S. Fitzgerald, Miller and Lassa; Representatives Jeskewitz, Kaufert, Kerkman and Cullen.
Noes (0) None.
Excused: (1) Representative Travis.

ADOPTION RECOMMENDED, Ayes 9, Noes 0


Karen Asbjornson
Committee Clerk

Vote Record

Joint Legislative Audit Committee

Date: 10-18-05
Bill Number: Proposed Audit of UW policy + procedures
Moved by: Roessler Seconded by: Jeskewitz
Motion: _____

<u>Committee Member</u>	<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
Senator Carol Roessler Co-Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Suzanne Jeskewitz Co-Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Robert Cowles	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Scott Fitzgerald	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Mark Miller	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Julie Lassa	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Dean Kaufert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Samantha Kerkman	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative David Travis	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Representative David Cullen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: 9 - 0 1 1

Motion Carried Motion Failed



August 15, 2005

Representative Rob Kreibich, Chair
Assembly Committee on Colleges and Universities
State Capitol, Room 107 West
P.O. Box 8952
Madison, WI 53708

Senator Sheila Harsdorf, Chair
Senate Committee on Higher Education and Tourism
State Capitol, Room 131 South
P.O. Box 7882
Madison, WI 53707-7882

Re: Fiscal Corruption in the University of Wisconsin System

Dear Representative Kreibich and Senator Harsdorf:

On July 13, 2005, I complained to President Kevin Reilly regarding what I believe are ongoing fiscally corrupt practices in the School of Continuing Education, a joint unit of the University of Wisconsin-Milwaukee and UW Extension. These practices include:

- excessive bureaucracy and bloated salaries for administrators, quasi-administrators and faculty.
- fabrication of job titles and executive senior management positions to allow handouts of \$15,000-\$30,000 salary increases to those in favor.
- widespread violations of state hiring regulations to create jobs for friends and those in favor.
- violations of state contracting requirements to award state funds to foreign and domestic entities without following required competitive bidding procedures.
- violations of employee tuition reimbursement policies to allow favored employees to obtain advanced degrees at taxpayer expense.

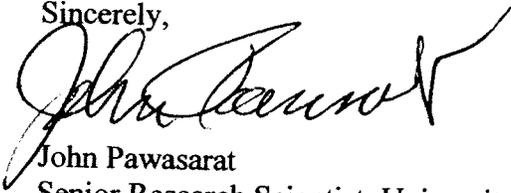
I fear that these violations and unnecessary hires will continue, particularly in light of President Reilly's response that one of the persons I identified as primarily responsible for violations of state laws and state personnel policies will now be charge of a "self-audit and evaluation" of his own actions. At the same time, President Reilly is allowing the hire of a new dean (likely with a salary in excess of \$154,000 and with a backup faculty position) in a "school" with 3 deans, who supervise 6 faculty and no undergraduate or graduate students. I further note that this "school" had an ad in Sunday's paper for yet another administrative position (in a unit headed by a "friend" hired without an advertised search and in an area - child care training - which is already served by the Milwaukee Area Technical College).

I encourage you to consider two immediate actions. First, **an audit is needed of the University of Wisconsin System by an agency not connected with the university** to determine the extent of the fiscal corruption and to identify those administrators responsible for violations of state policies.

Secondly, I encourage you to consider adoption of a University of Wisconsin **NO FEAR Act**, similar to the legislation developed by Congressman James Sensenbrenner and now required of federal agencies. This act (Public Law 107-174) offers **protection** for whistleblowers and those employees who report unlawful discrimination **and** requires each federal agency to report on the **discipline** imposed upon administrators engaged in unlawful acts or violations of policy. Until administrators and faculty in the University of Wisconsin System are held accountable for their actions and punished when they violate state laws and procedures, Wisconsin taxpayers and UW students will continue to foot the bill for these corrupt and wasteful practices.

I believe that many of the hard-working UW employees have witnessed violations of state law and policy, but fear coming forward.

Sincerely,



John Pawasarat
Senior Research Scientist, University of Wisconsin-Milwaukee

2219 E. Menlo Boulevard
Shorewood, WI 53211

Attachments:

Letter of John Pawasarat to Kevin P. Reilly, July 23, 2005

Applying the "Mr. Chips Test of Appropriate Salaries" to UW Extension in SCE

Letter to the UWM Faculty Subcommittee on the Evaluation of the SCE Dean, submitted by Lois Quinn at the recommendation of then-Provost John Wanat, February 23, 2003.

Letter of Kevin P. Reilly to John Pawasarat, August 11, 2005



Office of the President

1720 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin 53706-1559
(608) 262-2321
(608) 262-3985 Fax

email: kreilly@uwsa.edu
website: <http://www.uwsa.edu>

August 11, 2005

John Pawasarat
2219 E. Menlo Blvd.
Shorewood, WI 53211

Dear Mr. Pawasarat:

By letter of July 23, 2005, you request my intervention in the search and screen process for the UW-Milwaukee position of Dean of the School of Continuing Education. In support of your request, you allege various improprieties by employees within the School.

Since receiving your letter, I have been informed by Interim Dean Mark A. Kreuger that the School plans to conduct a self-audit and evaluation of its practices related to the charges in your letter. I believe it is appropriate to await the outcome of that process before considering any action at the UW System level.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin P. Reilly".

Kevin P. Reilly
President

cc: Chancellor Santiago
Interim Dean Kreuger

July 23, 2005

Kevin P. Reilly, President
University of Wisconsin System
1720 Van Hise Hall
1220 Linden Drive
Madison, WI 53706

Re: Fiscal Waste and Corruption in UW-Extension

Dear President Reilly:

I am requesting that you immediately intervene and suspend the search, screen and hire for the UWM School of Continuing Education Dean position until a review can be conducted as to whether a dean and the high-priced bevy of bureaucrats are really necessary for a "school" which has 3 deans, 6 faculty, and no undergraduate or graduate students.

In 1997 I met with the chair of the search and screen committee for the last SCE (then the Division of Outreach and Continuing Education Extension) dean position hire. I suggested to him that much of the division had no connection to the mission of UWM and duplicated Milwaukee Area Technical College programs and courses, and, furthermore, that DOCEX/SCE faculty and programs should have been integrated into UWM schools and colleges 20 years ago as required by ACIS 5, thereby eliminating the deans and administrative structure and costs of DOCEX/SCE. The chair explored this issue with the UWM administration and reported to me that while the idea had merit UWM administrators thought it would look bad to the Legislature for "budget reasons" to reduce the number of deans, and consequently, the hiring proceeded.

Since 1998, the DOCEX/SCE administration has not only grown way beyond reason, but has also fabricated "senior management" job titles which have been used to hand out \$15,000 - \$30,000 annual salary hikes for friends and those in favor. In January 2003 the excessive bureaucracy and salaries were brought to the attention of Provost John Wanat, who suggested we document such abuses. (Attached). However, Provost Wanat did not take any actions to bring these costs under control or to correct the excessive salaries that faculty and staff were awarding each other.

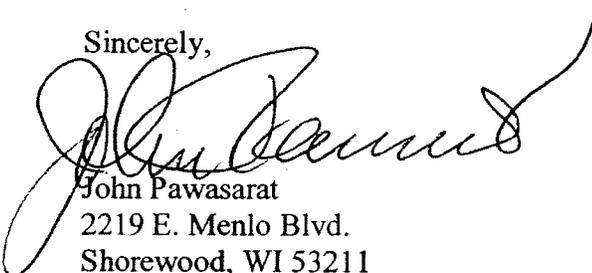
Under separate cover I have detailed what I believe are widespread corruption and abuse of UW policies and procedures in the School of Continuing Education. Faculty jobs in a "school" with no undergraduate or graduate students are and have been handed out to friends and those in favor, in violation of federal affirmative action policies and procedures. Faculty and staff give each other exorbitant salary increases, which also violate affirmative action policies and procedures. No African Americans or Hispanics get permanent positions as faculty or academic staff. No African Americans or Hispanics get the \$15,000 - \$30,000 salary hikes.

In order to demonstrate the extent of such corrupt practices, I have devised a simple test, the Mr. Chips Test of Appropriate Salaries. (Attached) I have applied the test to two of the SCE faculty, but the test should also be applied to all Extension faculty and staff.

The refusal of UWM to integrate the UW Extension units into UWM schools and colleges has resulted in SCE becoming increasingly unconnected to University accountability and mission and has instead become a fiscal playground at taxpayer expense where deans, faculty and staff create centers and institutes to award jobs to themselves and their "colleagues," often without even a token search and screen. I believe that most of the activities in SCE duplicate MATC and could cease immediately with no negative impact on UWM students and with immediate gain for the taxpayers of the state.

I urge you to act on this matter immediately.

Sincerely,



John Pawasarat
2219 E. Menlo Blvd.
Shorewood, WI 53211

Applying the "Mr. Chips Test of Appropriate Salaries" to UW Extension in SCE

Over two years ago we complained to the UWM Provost regarding administrative waste and salary increases in the School of Continuing Education. See the attached document detailing SCE administrative expenses and salary excesses. Nothing has been done and things have gotten worse as corrupt practices of hiring and promotions continue. The following analysis shows the extent of salary abuses for non-teaching faculty and staff in the School of Continuing Education by applying a simple salary test, the "Mr. Chips Test of Appropriate Salaries," which sets a standard against which UW Extension and other non-teaching faculty and staff can be measured.

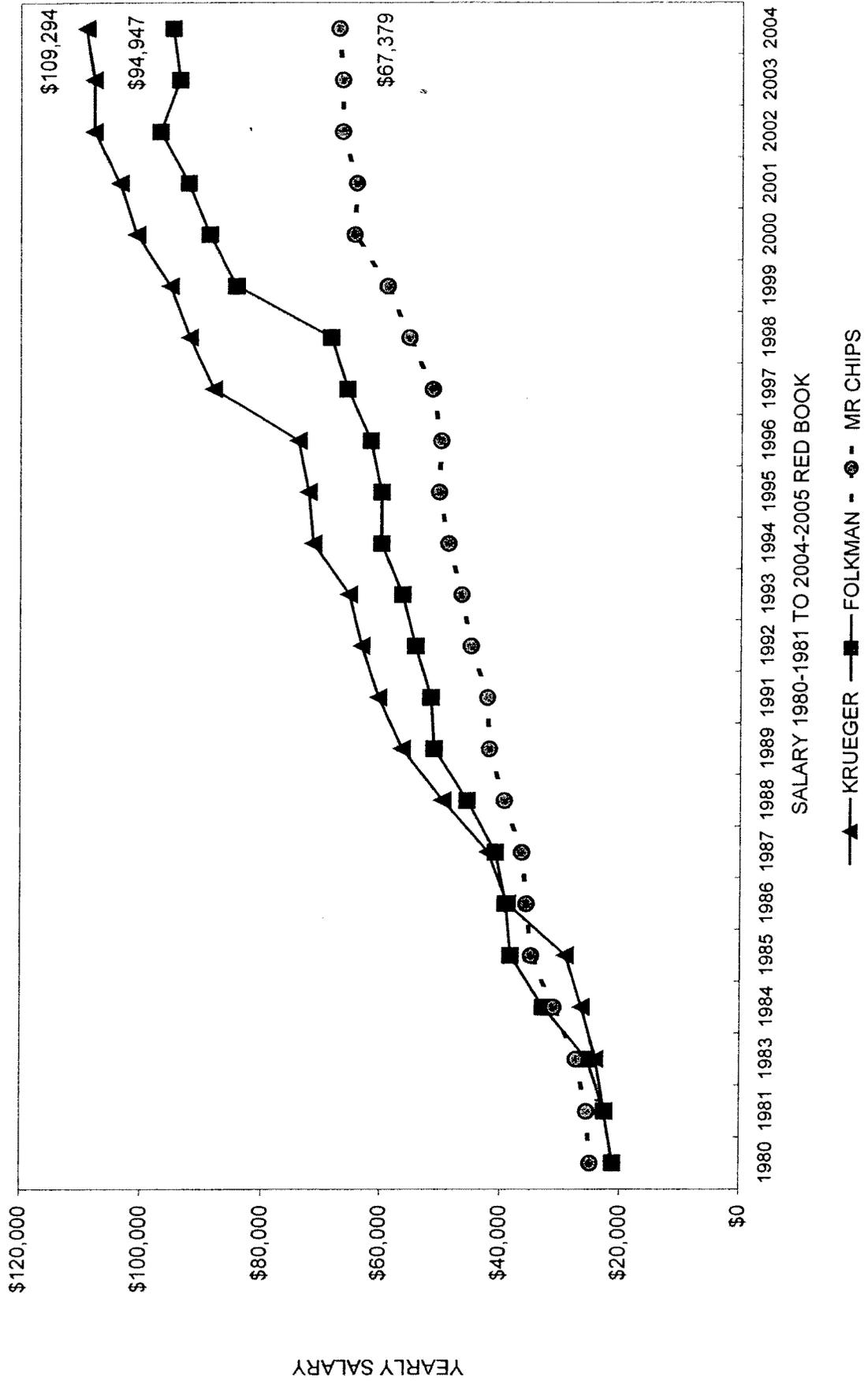
Many would agree that the College of Letters and Science is the core of the University. So in constructing this test, the salaries of English Department faculty at UWM are used. In the late 1960s three of my English professors began their careers at UWM – James Hazard, Cam Tatham, and Xavier Baron. As of Fiscal Year 2003-04, two were full professors and one was an associate professor. These three English faculty have each spent over 30 years at UWM and were tenured well before (and in some cases 15 to 20 years before) the SCE Extension faculty appointments. Their salaries over time were averaged for use as a benchmark (the Mr. Chips factor) to assess whether or not irresponsible salaries and raises have been awarded to UW-Extension SCE faculty, associate faculty staff, and other academic staff. Their salaries (\$61,463, \$64,909, and \$74,846, as of 2002-2003) average \$67,702. These salaries were exceeded by almost all SCE faculty and "senior managers."

UW-Extension non-teaching faculty at SCE now make \$30,000 - \$40,000 more per year than many teaching faculty on campus who have over 30 years of University service. This occurs because Extension faculty and staff gave themselves outrageous salaries, automatic 12-month contracts, and irresponsibly high raises of \$15,000 - \$30,000.

The so-called SCE management team received salaries much higher than teaching faculty and consequently fail the Mr. Chips test. Not only are these executive salaries excessive but the positions are also unnecessary.

The attached graph shows an example of how the Mr. Chips test works using SCE Associate Professor Dan Folkman and Professor Mark Krueger. Folkman has been an Extension faculty for over 20 years but only recently received his Ph.D. Similarly, Krueger was originally hired as an academic staff in 1981 and received his Ph.D. in the mid-1980s. Both had salaries comparable to "Mr. Chips" in the early 1980s at which time all three English professors had already put in ten years of services to the University. The disparity in salaries grew dramatically, however, for the essentially non-teaching SCE faculty members.

MR. CHIPS TEST OF APPROPRIATE SALARIES



MR CHIPS TEST OF FISCAL INTEGRITY FOR UW EXTENSION WAGES AND SALARY INCREASES

Year	SCE		SCE	English		English
	MR	MARK		English	English	
1980	CHIPS*	MR	DAN	TATHAM	JIM	XAVIER
1981	\$25,010	KRUEGER	FOLKMAN	HAZARD	HAZARD	BARRON
1982	\$25,610		\$21,150	\$25,094	\$24,796	\$25,140
1983	\$27,475	\$22,562	\$22,631	\$24,072	\$26,206	\$26,551
1984	\$31,207	\$24,155	\$25,561	\$25,972	\$28,159	\$28,294
1985	\$34,985	\$26,516	\$32,928	\$29,867	\$32,344	\$31,411
1986	\$35,766	\$29,232	\$38,339	\$34,300	\$36,590	\$34,064
1987	\$36,557	\$38,901	\$39,179	\$35,700	\$37,344	\$34,253
1988	\$39,455	\$42,156	\$40,900	\$36,800	\$38,193	\$34,677
1989	\$41,974	\$49,825	\$45,736	\$41,656	\$41,113	\$35,595
1990	\$42,320	\$56,506	\$51,258	\$45,607	\$43,465	\$36,849
1991	\$45,142	\$60,410	\$51,770	\$46,180	\$43,709	\$37,071
1992	\$46,745	\$63,355	\$54,316	\$51,000	\$45,777	\$38,648
1993	\$49,000	\$71,478	\$60,031	\$52,586	\$47,485	\$40,164
1994	\$50,558	\$72,271	\$60,031	\$53,102	\$50,750	\$43,147
1995	\$50,236	\$74,023	\$61,844	\$56,895	\$51,162	\$43,617
1996	\$51,665	\$88,123	\$65,850	\$54,419	\$51,960	\$44,328
1997	\$55,508	\$92,123	\$68,577	\$55,897	\$53,394	\$45,705
1998	\$59,131	\$95,338	\$84,414	\$63,720	\$55,409	\$47,396
1999	\$64,728	\$100,947	\$88,856	\$67,134	\$57,213	\$53,047
2000	\$64,402	\$103,642	\$92,314	\$70,992	\$59,375	\$63,818
2001	\$66,802	\$108,005	\$97,050	\$72,850	\$61,619	\$58,737
2002	\$66,802	\$108,005	\$93,800	\$74,846	\$64,096	\$61,463
2003	\$67,379	\$109,294	\$94,947	\$74,846	\$64,096	\$61,463
2004				\$75,765	\$64,908	\$61,463

*The Mr. Chips salary is the average of salaries for the 3 English faculty.

Dear Faculty Senate Subcommittee on the Evaluation of Administrators:

At the recommendation of Provost John Wanat, I am submitting a summary of my concerns regarding certain budget and salary matters for the School of Continuing Education. I believe that the budgets and salaries for the UWM School of Continuing Education raise issues of serious concern to taxpayers, the university, and the public at large, regarding current spending patterns and management practices in the School. Please note that the salaries and budgets described in this paper are very rough estimates, based on the University of Wisconsin System Red Books and UWM faculty/staff directories. The salaries may not be current, may have been listed for previous holders of positions, or may have been adjusted or supplemented since the documents were published. Current salary data by school and position are available from UW System computerized personnel and payroll records.

1. The UWM School of Continuing Education has established a "senior management" with salary costs that rival those of Governor James Doyle's cabinet, which is responsible for supervising state government. Doyle's cabinet has 12 persons, with salaries totaling \$1,234,202. The SCE senior management has 11 persons, with budgeted salaries totaling \$1,042,345.

<u>Governor Doyle's Cabinet</u>	<u>Annual Salary</u>	<u>UWM SCE Senior Management</u>	<u>Annual Salary</u>
Administration	\$122,000	Dean	\$149,063
Agriculture	100,800	Associate Dean	128,684
Commerce	101,899	Assistant Dean	101,509
Corrections	107,664	Unit Leader	93,573
Employment Relations	90,000	Unit Leader	73,856
Health and Family Services	106,400	Unit Leader	62,742
Public Service Commission, chair	94,002	Faculty Chair	99,109
Revenue	100,291	Conference Center Services Director	72,687
Tourism	94,000	Development Director	69,870
Transportation	102,000	Marketing Director	76,602
Workforce Development	107,146	Workforce Development Center Director	114,650
Natural Resources	108,000		
TOTAL	\$1,234,202	TOTAL	\$1,042,345

2. The senior management of SCE supervises an estimated 121 employees (counting themselves), including 8 faculty, 74 academic staff, and 33 classified staff. The senior management has taken on a life of its own in overseeing SCE activities, recently addressing the issue of how SCE could reduce its costs to meet state budget constraints. Not addressed were the high salaries and costs of this 11-person management structure – with budgeted salaries exceeding \$1 million in 2002-2003. In addition to three dean positions, the school has three unit leaders who receive \$20,000-25,000 additions to their 12-month salaries for their supervisory work. Academic staff responsible for conference services, marketing and fund-raising have also been elevated to managerial oversight activities.
3. The University of Wisconsin System Red Book indicates the funding source for each budgeted position. Expenditures in the School of Continuing Education reflect a complex mixture of state support (GPR 101 and 104 dollars), income from grants and contracts, adult student fees for continuing education courses, deficit spending, and other sources. The Red Book identifies those positions whose support has been guaranteed by state dollars. In 2002-2003 an estimated 51 percent of state GPR funds for SCE are allocated to salaries for administration and overhead (not including the salary bonuses given to unit leaders for administrative responsibilities).

4. One reason administrative costs are so high in the School of Continuing Education is the presence of 3 (2.82 FTE) appointed deans (a dean, associate dean, and assistant dean) for a school with only 8 faculty (the dean, 2 professors, 2 associate professors, and 3 assistant professors). The School of Continuing Education has the lowest number of faculty per deans' appointments among the UWM schools, with less than 3 faculty for each dean/associate dean/assistant dean. By contrast, the College of Letters and Science has about 60 faculty for every dean/associate dean/assistant dean FTE.

Estimated Annual Salaries of UWM Dean Appointments*

<u>School</u>	<u>Dean</u>	<u>Associate Deans (Avg.)</u>	<u>Assistant Deans (Avg.)</u>	<u>Total Faculty**</u>
Continuing Education, School of	\$149,063	\$128,684	\$101,509	8
Architecture and Urban Planning, School of	\$178,173	—	\$ 82,514	30
Arts, Peck School of the	\$136,500	\$ 99,539	\$ 89,913	69
Business Administration, School of	\$177,097	\$123,750	\$ 73,702	66
Education, School of	\$157,500	\$112,954		79
Engineering and Applied Science, College of	\$172,200	\$119,897	\$ 84,523	61
Health Sciences, School of	\$143,152	\$ 98,973	\$ 65,189	37
Information Studies, School of	\$140,148	—	\$ 68,142	14
Letters and Science, College of	\$157,194	\$105,879	\$103,084	363
Nursing, School of	\$157,200	\$ 99,846	\$ 66,601	30
Social Welfare, Helen Bader School of	\$128,493	\$102,700	—	26

*Estimated average annual salaries are estimated by comparing the 2002-2003 UWM faculty/staff directory with salaries listed in the UW System 2002-2003 Red Book and do not include changes made since these documents were prepared. Average annual salaries shown do not reflect percent time serving as an associate or assistant dean.

**Faculty totals are as of February 7, 2003.

5. Another reason for high administrative costs in the School of Continuing Education is the presence of a full marketing staff, duplicating staff on campus. As recently as September 2002, SCE was still hiring staff in marketing in spite of expressed concerns by legislators and UW System that marketing costs be contained. The SCE marketing directory currently lists ten staff, including a director, 2 marketing specialists, 2 artists, 2 media staff (1.5 FTE), and classified staff.
6. Although few faculty in SCE teach UWM credit courses each semester, faculty in SCE appear to show higher average salaries at the assistant professor, associate professor, and professor categories than other UWM schools and colleges, except for the School of Business Administration. The SCE faculty are listed as teaching two 3-credit courses in the Spring 2003 UWM catalog.

Estimated Average Annual Salaries of UWM Faculty by School*

<u>School</u>	<u>Professors</u>	<u>Associate Professors</u>	<u>Assistant Professors</u>
Continuing Education, School of	\$104,136	\$98,080	\$76,170
Architecture and Urban Planning, School of	\$ 75,412	\$54,760	\$49,834
Arts, Peck School of the	\$74,662	\$58,211	\$48,607
Business Administration, School of	\$124,358	\$99,157	\$94,124
Education, School of	\$79,255	\$60,690	\$48,933
Engineering and Applied Science, College of	\$103,858	\$74,804	\$65,061
Health Sciences, School of	\$ 70,550	\$64,607	\$52,229
Information Studies, School of	\$ 71,552	\$63,398	\$48,353
Letters and Science, College of	\$ 88,687	\$62,016	\$52,546
Nursing, School of	\$ 84,187	\$70,690	\$54,094
Social Welfare, Helen Bader School of	\$ 79,835	\$63,239	\$54,813

*Estimated average annual salaries for faculty are based on a match between the faculty listed in the UWM 2002-2003 faculty/staff telephone directory and budgeted salaries listed in the UW System Red Book for 2002-2003. Retired faculty and vacant positions are not included and in some cases assistant professor salaries are estimated based on budget lines. The salaries of faculty serving in limited term appointments are not included in this analysis. Actual salaries paid are available from computerized personnel and payroll files.

7. Most of the financial resources in the school are invested in persons who do not teach credit courses or conduct research. SCE has 8 academic staff employed as "faculty associates," a Category B title designated for persons providing instruction (more than one formal lecture or laboratory course), training of graduate assistants, or programming in adult education. These SCE staff (at the assistant, associate or untitled **faculty associate** level) often receive higher salaries than the averages for campus faculty (at the assistant, associate, and untitled **professor** levels). According to the Spring 2003 continuing education catalog, these 8 staff were scheduled to teach a total of 140 hours of continuing education classes and none were teaching UWM credit courses.

Estimated Salaries and Teaching Load of Category B "Faculty Associates" in the School of Continuing Education

	Annual Salaries*	Total Scheduled Courses in Spring 2003**
Faculty Associates	\$99,388 (.75 FTE)	20 days (140 hours)
	\$93,573	---
	\$78,400	---
	\$57,300	---
Associate Faculty Associates	\$73,422	1 online course (12 hours)
	\$73,343	---
	\$69,360	---
Assistant Faculty Associates	\$52,727	---

*Annual salaries are from the UW System Red Book for 2002-2003. (One faculty associate is also a "unit leader," listed on the senior management team above.)

**Courses include only those listed in the UWM course catalog for Spring 2003 and the Spring 2003 SCE continuing education catalog. They do not include contract training sessions.

8. In all, according to the 2002-2003 Red Book salaries, 30 percent of academic staff in the School of Continuing Education are paid over \$60,000 per year and 53 percent are paid over \$50,000 per year.
9. Five-year salary increases awarded to persons in SCE senior management raise concerns about the high expenditures in the School of Continuing Education. Two employees had five-year salary increases exceeding 80 percent.

Estimated 5-Year Salary Increases, 1997-98 to 2002-03

SCE Senior Management	1997-98 Salary*	2002-2003 Salary*	5-Year Increase
Susan Kelly, Dean	---	\$149,063	---
Darrell Radson, Associate Dean	\$69,539	\$128,684	\$59,145 (85%)
Kathryn Clark, Assistant Dean	\$78,769	\$101,509	\$22,740 (29%)
Nancy Mathews, Unit Leader	\$55,171	\$93,573	\$38,402 (70%)
Chungja Kim, Unit Leader	\$39,569	\$73,856	\$34,287 (87%)
Kim Beck, Unit Leader	\$43,114	\$62,742	\$19,628 (46%)
James Brown, Faculty Chair	\$77,729	\$99,109	\$21,380 (28%)
Gerald Becker, Conference Center Services Director	\$49,441	\$72,687	\$23,246 (47%)
Mary Mulroy, Development Director	\$51,462	\$69,870	\$18,408 (36%)
Dana LaFontsee, Marketing Director	---	\$76,602	---
Linda Stewart, Workforce Development Center Director	---	\$114,650	---

*Salaries are from the UW System Red Book.

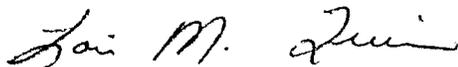
10. Faculty salary increases also appear to be out of line with salaries paid campus faculty. One associate professor showed a 47 percent budgeted increase over the five-year period.

SCE Faculty 5-Year Salary Increases, 1997-98 to 2002-03

SCE Faculty	1997-98 Salary*	2002-2003 Salary*	5-Year Increase
Daniel Folkman, Associate Professor	\$65,850	\$ 97,050	\$31,200 (47%)
James Brown, Professor	\$77,729	\$ 99,109	\$21,380 (28%)
Christine Dunning, Professor	\$77,441	\$100,268	\$22,827 (29%)
Mark Krueger, Professor	\$88,123	\$108,005	\$19,882 (23%)
Mordecai Lee, Associate Professor	\$59,075	\$ 74,748	\$15,673 (27%)
William Vocke, Assistant Professor	---	\$ 83,716	---
Kalyani Rai, Assistant Professor	---	\$ 70,048	---

*Budgeted salaries are from the UW System Red Book.

11. Even though the salaries in the School of Continuing Education exceed those of most other UWM schools, many of the programs offered by SCE focus on vocational training for semi-skilled workers and duplicate technical college certificate programs not requiring a four-year college education and in some cases not requiring high school completion. SCE vocational programs include training for animal care assistants, child care workers, youth care workers, social service welfare aides, transit workers, pregnant teens/foster children, theft and underage drinking offenders, U.S. postal workers, court clerks, state office administrators, and computer users (Microsoft Office training, using the Internet, making web pages).
12. The School of Continuing Education continues to add staff in these vocational areas in spite of the state budget crisis. In January 2003, three new academic staff were added: an adjunct instructor for child care workers and two outreach specialists in the Center for Transportation Education and Development. These staff are now seeking county and state funds for their SCE work.
13. The School of Continuing Education is currently advertising for a position for a part-time veterinarian. This person will be employed by UWM to teach modules over the Internet on care of animals, for a "Certificate in Companion Animal Care" program purchased from the Auckland (New Zealand) University of Technology.



Lois Quinn, Research Scientist
 Employment and Training Institute
 School of Continuing Education
 University of Wisconsin-Milwaukee
 February 28, 2003





WISCONSIN LEGISLATURE

P.O. Box 7882 • Madison, WI 53707-7882

September 13, 2005

Rep. Suzanne Jeskewitz, Co-Chair
Joint Legislative Audit Committee
Room 314 North
State Capitol

Sen. Carol Roessler, Co-Chair
Joint Legislative Audit Committee
Room 8 South
State Capitol

Dear Co-Chairs Jeskewitz and Roessler:

We are writing to you about the pending legislative audit of the UW you are considering after a summer of embarrassing examples where tax dollars have been wasted on convicted felons, AWOL administrators, and indefensible employment practices that have angered our constituents. We applaud your interest in reforming these abuses, and not accepting the UW's defense that "we need to do this to stay competitive" or "we didn't know about this."

While your Committee contemplates the scope of the audit, we hope you will specifically focus on two areas, rather than do a broad-based look at all aspects of the UW's employment procedures. It is our belief that you should authorize an audit that examines two underreported areas we believe have been exploited by the UW over the years. The first deals with the so-called consulting positions that could potentially be costing taxpayers millions of dollars for little or no work in return.

Consider this – an August 13th Milwaukee Journal Sentinel column reported that there are at least 160 people employed by the UW who claim consultant as their job title. A retiring UW-Madison Provost moving to Arizona was poised to earn a six figure salary as a "consultant" before the UW pulled the plug on his golden parachute. In addition, remember that upon embattled UW-Madison administrator Paul Barrows' return after a seven-month hiatus, he was awarded the title "consultant" to the Chancellor, with no clear job description. That, in a nutshell, is the problem with these consulting positions. There is no scrutiny or accountability. Another example is the UW's use of consultants to attempt to salvage the APBS payroll software program that has already cost taxpayers \$25 million. Taxpayers deserve better.

- How many consulting positions are there in the UW system?
- The growth in the number of consultants in the past decade?
- How many of the consulting positions are held by former UW employees?
- Who authorizes the hiring of the consultants?
- Can the UW produce documentation to show what taxpayers receive for the consulting services?

The second issue that we would like your Committee to address is the issue of the workload of those UW employees who are in back-up jobs. The UW recently reported that there are 1,092 employees who have been afforded back-up positions. It is unclear how many of those 1,092 are actually in their back-up positions, and how many simply have them at their disposal when needed. For those in back-up jobs, since in most cases they are receiving 82% of their administrative salaries, it is important to make sure that they're earning those hefty salaries in their non-administrative positions. We have concerns that there is a lack of accountability (that they're actually reporting to work, have regular work schedules, have assigned duties, etc.) Our fear is that they're earning administrative salaries for doing little or no work in the back-up jobs.

Among the questions a legislative audit should shed light upon are:

- How many UW employees have actually utilized their back-up positions?
- What is the workload of those that have taken their back-up positions?
- Does activating the back-up positions lead to other layoffs, or does it simply add to the bureaucracy and the overall number of UW employees?

We welcome the UW's call for an audit and hope the agency is serious about better managing tax and tuition dollars after some of the negative national attention these abuses have brought. But it's important that your audit focus on these areas that will shed new light on UW employment practices, and not simply reaffirm what we already know.

Thank you for your consideration.

Sincerely,



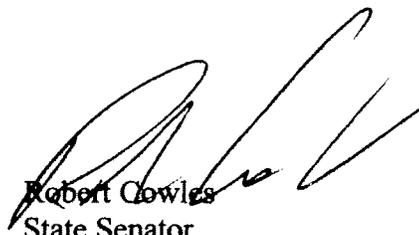
Rob Kreibich
State Representative
93rd Assembly District



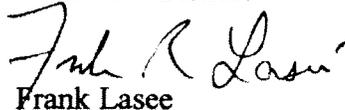
Scott Suder
State Representative
69th Assembly District



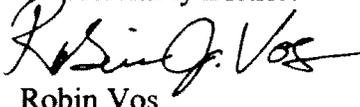
Samantha Kerkman
State Representative
66th Assembly District



Robert Cowles
State Senator
2nd Senate District



Frank Lasee
State Representative
2nd Assembly District



Robin Vos
State Representative
63rd Assembly District



September 24, 2005

Wisconsin State Representative Robin G. Kreblich
Room 107 West
State Capitol
P.O. Box 8952
Madison, WI 53708

Dear Representative Kreblich:

In your capacity as Chair of the Committee on Colleges and Universities in Wisconsin, I would like to bring your attention to a matter at UW-Madison that I feel deserves closer scrutiny on part of the State Legislature.

It is the perennial poor fiscal status of WU Press, which reports to the Dean of the Graduate School. This summer, UW Press Robert Mandel was forced to resign from his \$141,407 salary, after the press ran up a deficit of \$2.8 million. This is after he assumed the position of director in 2000, when the press had a deficit of \$1 million. In the vein of the backup positions at the university that have been much publicized in recent weeks, Mandel is currently being paid his full former salary as a "special consultant" to the graduate school. That is certainly an odd thing to do when the Dean was cited as saying "it's not a good fit anymore" for keeping Mandel as director, yet he is being asked to advise the university after being removed for the large deficit.

If this were an isolated incident, I could understand, but the Press has experienced serious problems for many consecutive years. In 2001, the University lost an age discrimination suit against UW Press and had to pay an additional \$430,427 in a punitive award to the four plaintiffs (not counting legal fees).

All of this is documented on the attached printouts from newspaper articles and press releases readily available on the Internet and in the archives of the Wisconsin State Journal and the Badger Herald.

If you are serious about holding the University accountable for poor employment and fiscal policies, you should look more closely into the UW Press situation.

For professional reasons, I wish to remain anonymous. Thank you for your attention to this matter.

To Whom It May Concern:

In the past few months there have been quite a few articles on the fraud, waste and abuse within the University of Wisconsin. Well, here's another item to put under this category and one that the taxpayers of Wisconsin and students of the University might be interested in knowing about.

What would you think the reaction would be if the public learned that people at the University of Wisconsin are getting paid very good money, but are doing other things than the job they were hired to do and within their job description.

Case in point:

At the Data Center in the Division of Information Technology (DoIT, 1210 West Dayton Street), there are as many as six people on a shift who watch television during their work time. In those situations where as many as six people are watching television - they are getting paid upwards of a combined hourly income of \$150.

Watching sports, especially during the college and pro football seasons is the worst time that this takes place. The individuals watch pre-games, games, post-games, etc and during 8 and 12 hour shifts (the later is on the weekend), little work is accomplished - the minimum required of them.

Even worse is that its not just one television going - its one television and as many as eight computer screens. You see, the University has this thing called DATN where cable channels can be watched on a computer screen. While there are limited channels now, the goal is to have every channel that Charter Communications carries made available to the University staff.

Here are a few web pages about DATN:

<http://datn.wisc.edu/>

<http://www.doit.wisc.edu/streaming/datn/index.asp>

<http://datn.wisc.edu/channels/>

http://google.doit.wisc.edu/search?ie=utf8&q=datn&sa2.x=0&sa2.y=0&sa2=Google+Search&site=DoIT_site&output=xml_no_dtd&client=DoIT_site&lr=&proxystylesheet=DoIT_site&oe=utf8

Entering the Data Center on a Saturday or Sunday afternoon or a Monday night is like walking into a Sports Bar (without the alcohol). Television monitors are set up everywhere with different games going. Food and beverages are scattered about. Should a Packer game be on, work is often put aside for the next shift.



Work? They are doing what is required of them - to the very minimum - because they are monitoring the computer systems for problems. No problems means no work to be done and more time to watch television. Instead of doing other work or minimizing staffing, the manager of the Data Center allows this to continue. He is not the only person aware of this going on - the

director of System Engineering and Operations (SEO), Human Resources, and even the CIO of DoIT are aware of this.

They simply tell everyone that the staff is performing the job expected of them and that DATN is a function available to everyone at the University and that abuse of the technology by their staff is not happening. They will also tell you that when important news and/or weather information is being broadcast, it is important for these people to monitor and be aware of that news.

Yet - there are three shifts of people, seven days a week, that enjoy themselves by getting paid very good money, benefits, and watching television at the same time. Don't you think the taxpayers of Wisconsin and students of the University might be a little concerned about this?

Care to talk with someone about this?

Kevin Schmidtke (manager of the Data Center) - kevin.schmidtke@doit.wisc.edu - 263-1240

John Peterson (director of SEO) - jwpeterson@doit.wisc.edu - 263-4806

Marcia Jezwinski (Human Resources) - marcia.jezwinski@doit.wisc.edu - 262-7882

Ann E. Stunden (CIO - DoIT) - stunden@doit.wisc.edu - 262-8874

Good luck because you will get reasons, excuses and the run-around when dealing with these people. They have excuses and reasons for everything they do - good or bad. In the meantime, taxpayers of Wisconsin, students of the University and others are paying for people to watch television at work.



October 4, 2005

OCT 05 2005

Linda Drebus
227 N. 7th Ave.
Winneconne, WI. 54986

Carol A. Roessler
Room 8 South
State Capitol
P.O. Box 7882
Madison, WI. 53707-7882

Save to me
[Signature]

Dear Carol Roessler,

I am writing to you because of my concern regarding UW system and their actions towards employees who have been accused of misconduct, due to some type harassment, on the college campus. My name is Linda Drebus and I am writing to you regarding an incident that took place in September, 2004, at the University of Oshkosh. The case involved a University employee and pornography found on his computer. I reported the incident on September 14, 2004 and was told that some action would be taken toward the employee. On March 21, 2005 I met with the Affirmative Action director, who explained to me what would be happening with the employee. Although the discipline towards the employee was given, I continued to work in the same building that the incident took place, because of my responsibility for work. However, during my working hours during **February 2005**, after he was told in **November 2004** that he was not supposed to make any contact with me, he approached me at work to say that he was "sorry" about the incident, and continued to make me feel like it was me that was in the wrong. I was very distraught over this contact and went back to the Affirmative Action director and explained to her what happened. The director explained to me that she would be talking to him to let him know that in no way was he supposed to contact me. I was also told that he was to be removed from the building that I was working at immediately. I received a letter from the Chancellor on March 10, 2005, that stated:

- that the employee was suspended from pay for 15 days.
- that both his rolling horizon contracts would be stopped previous to May 1, 2005
- that his computer would be checked periodically unannounced for evidence of pornographic Internet searching.

Although these sanctions were imposed, I still feel that not enough was done. I understand that when an employee, staff, or faculty member is under investigation it is the university's duty to take the precautionary steps to ensure my safety and the safety of the alleged perpetrator's job. However, I do feel that if the right steps were taken initially, the outcome of the situation would have been a lot different. From the day that I viewed this employee's computer, I can tell you that I didn't feel right reporting the incident, because for some reason I thought that I was the one going overboard with turning him in. I did, however, report this incident to my supervisor, who then reported it to this

employee's supervisor. From then on, action was taken at the university's direction to retrieve this employee's computer.

What confuses me about this incident is why the university police weren't involved immediately. I know that I could have made that decision of reporting it to the police, but I assumed that by following the protocol that I was taught, through work, that the necessary steps would be taken. I do not feel that it was my duty to know all of the necessary steps to take. I reported the incident like any concerned employee should do, and expected the university to take the appropriate actions in making sure that this employee would not be able to continue working here, considering the evidence found on his computer.

Although I am thankful that something was done, I am truly disappointed that this employee is still employed at University of Oshkosh, that he is able to continue to work at the university, until 2007, and that my complaint has been dismissed because of the Universities precautions towards the perpetrator (this employee). I have been traumatized by this event and had a hard time working in the building in which I discovered the pornography. I was in counseling and was diagnosed with Post Traumatic Stress Syndrome, because of this incident. Because of the situation, I asked to be relocated to a different building. I have rearranged my schedule and lifestyle, so that I can feel safer and more at ease at work. However, I am still living with the fact that this employee will be able to continue working at Oshkosh University, and it is truly hard for me not to be reminded of what he did. I also have had a hard time just functioning in my everyday life. With the support from the Union representative, my husband, and the advocate, I have come to try to deal with the situation and continue working.

In the future I have to say that I may hesitate to report any incident that may occur, given the outcome of reporting this one. I do know that my first step will be to report it to the University Police. I now know that if the University Police were involved from the beginning of the investigation, this employee might not be returning to the university as an employee as there would likely be a criminal sanction, as well. With this said, I ask you to hear a voice from a victims perspective and think about what the Winnebago community can do to make sure that the UW system follow through with the policies, when something of this nature, or any type of harassment takes place on the campus. I also believe that the university needs to rethink how it handles initial complaints from employees about sexual misconduct and harassment. Misconduct this serious must allow from the moment of its being reported for the possibility of an employee being fired.

Treating these crimes by employees such as this in a manner similar to a personality conflict among co-workers minimizes the seriousness of the misconduct and undermines the safety and well being of the employee reporting the incident. The well being and safety of the victim should always be kept foremost in mind in this process. I perceive myself as victim now because of this incident and how it was addressed, but with the help of counseling and support from loved ones I will soon be able to call myself a survivor and hopefully be able to cope with what has happened to me.

Thank you for taking the time to read my letter and I hope that by me sharing this story I have opened the door for other victims to come forward and voice how the UW-system should follow through with sanctions.

Sincerely,

A handwritten signature in cursive script that reads "Linda Drebus". The signature is written in black ink and is positioned above the printed name.

Linda Drebus





WISCONSIN STATE LEGISLATURE

Joint Legislative Audit Committee

Committee Co-Chairs:
State Senator Carol Roessler
State Representative Suzanne Jeskewitz

October 6, 2005

Dr. Kevin Reilly, President
University of Wisconsin System
1720 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin 53706

Dear President Reilly:

Thank you for your testimony before the Joint Legislative Audit Committee at its recent informational hearing on University of Wisconsin (UW) System employment practices. We appreciated the information you shared and the open spirit of cooperation you demonstrated during our discussion.

As you are aware, we have asked the Legislative Audit Bureau to prepare a scope memorandum, which will outline the parameters of the proposed audit of UW personnel policies and practices. At 9:30 a.m. on Tuesday, October 18, 2005, in Room 411 South of the State Capitol, the Joint Legislative Audit Committee will hold a public hearing, review the scope memorandum for the proposed audit, and conduct an executive session to consider authorizing the audit. We ask that you, or appropriate members of your staff, be present at the hearing to offer comments on the proposed audit and to respond to questions from committee members. The Legislative Audit Bureau will forward a copy the scope memorandum to you for your review in advance of the hearing.

Please contact Ms. Karen Asbjornson in the office of Senator Carol Roessler at 266-5300 to confirm your participation at the hearing. Thank you for your continued cooperation and we look forward to seeing on you on October 18th.

Sincerely,

Senator Carol A. Roessler, Co-chair
Joint Legislative Audit Committee

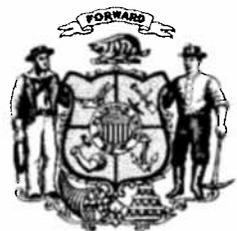
Representative Suzanne Jeskewitz, Co-chair
Joint Legislative Audit Committee

Enclosure

cc: Janice Mueller
State Auditor



WISCONSIN STATE LEGISLATURE





WISCONSIN STATE LEGISLATURE

Joint Legislative Audit Committee

Committee Co-Chairs:
State Senator Carol Roessler
State Representative Suzanne Jeskewitz

Media Advisory

FOR IMMEDIATE RELEASE

October 6, 2005

For further information, contact:

Sen. Carol Roessler (608) 266-5300
Rep. Suzanne Jeskewitz (608) 266-3796

**Committee Considers Proposed Audit of UW System and
Examines Voter Registration Audit Findings**

(Madison)... On Tuesday, October 18th, the Joint Legislative Audit Committee, co-chaired by Sen. Carol Roessler (R-Oshkosh) and Rep. Suzanne Jeskewitz (R-Menomonee Falls), will hold a public hearing to consider the proposed audit of the University of Wisconsin (UW) System's personnel policies and practices. Obtaining Committee authorization for a comprehensive audit by the nonpartisan Legislative Audit Bureau (LAB) was the next in a series of action steps outlined by the co-chairs last summer to respond to concerns about employment practices within UW System.

At the public hearing, the Committee will review a scope memorandum, prepared by LAB, describing the specific parameters of the proposed audit. Copies of this memorandum will be available on LAB's website at www.legis.state.wi.us/lab on Monday, October 10th.

On October 18th, the Committee will also conduct a public hearing on LAB's audit of voter registration practices in Wisconsin (report 05-12). LAB found that current voter registration practices are not sufficient to ensure the accuracy of voter registration lists used by poll workers or to prevent ineligible persons from registering to vote. The audit addresses numerous recommendations to the State Elections Board to improve administration of the voter registration process. Copies of the voter registration audit are available on LAB's website at www.legis.state.wi.us/lab.

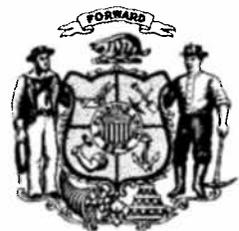
The hearing, which will be open to the public for comment, will be held on:

**Tuesday, October 18, 2005
9:30 A.M.
State Capitol
Room 411 South
Madison, Wisconsin**

A live audio stream of the public hearing may be accessed on the Internet at <http://www.legis.state.wi.us/lab>.



WISCONSIN STATE LEGISLATURE



OCT 14 2005

Carol A. Roessler
Joint Legislative Audit Committee
Wisconsin State Capitol

319 Bold Forbes Drive
Richmond, KY 40475

October 10, 2005

Dear Madam:

I am appalled at the misbehavior of Vice Chancellor Paul Barrows in sexually harassing a female student. The fact that she is an adult does not excuse it, since in Wisconsin that means 18 years or older. Does UW permit sexual predators on faculty to prey on young women (and men) just barely out of high school? I thought all major Universities had strict policies prohibiting faculty from dating and/or sexual intercourse with students.

The Chancellor John Wiley should have fired him. As a Personnel Manager for years - employment contracts as a matter of course contain a clause "discharge for cause." And if they provide for downgrading to a lower level position this is carefully spelled out as to how and under what circumstances. The Chancellor John Wiley should be fired for covering up this unwholesome situation.

Wiley's approval of funds for the woman from the Student Crisis Fund is obviously inappropriate and very likely an illegal use.

I have encountered a variety of management abuses at UW-Madison. As a Personnel Manager in the Dept. of Health and Social Services some years ago I had occasion to review payments made by Mendota State Hospital to two Psychologists (on UW Faculty) for consulting work at Mendota. I found that Mendota paid them \$100. a day for this work, but upon checking with the University I found out that the University paid them for the exact same days. UW records showed that they were in full pay status on those days (i.e. not on vacation, sick leave, or any approved leave) I've heard of similar consulting abuse with the Department of Public Instruction. I had wanted to pursue this matter with the UW Administration but my superior, an old "don't rock the boat" bureaucrat would not permit.

You should be aware of the sick leave abuse that exists at UW. Sick leave used is not recorded in the respective Dept. Office (or the Depts. do not enforce this) Thus some faculty retire and receive large sums for accrued sick leave some of which they actually used but it was never charged against them.

Another abuse at UW is the "Friends and Relatives" positions (as we jokingly called them). At that time 500 positions called President's Appointments were used to give jobs to faculty wives and friends. These were all pretty secretive as to who got them, salaries, duties, and what if any requirements existed as to training and experience.

Another questionable practice at UW involves faculty "covering" for each other instead of using sick leave. For example, if a professor has two classes to teach that day (but is sick (or consulting etc.) another professor will "teach" the classes. This apparently is an informal policy(?) but again not recorded or subject to approval by the Dept. head. In some cases the professor simply does not show up for his class, and there is no procedure to assure that this absence is properly charged.

The practice of "negotiated settlements" in cases of discharge and discipline where the terms (and amounts) are agreed to be kept secret from the public should be prohibited. This practice is used to keep hidden the mismanagement that has occurred. Not only UW, but other state departments are guilty of this. There was a case in Dept. of Health and Social Services where the warden at Waupun State Prison was set up by transferring him to central office for six months, and then fired. He sued in court and finally won a secret settlement of several hundred thousand dollars.

Wisconsin Alumni Research Foundation - what a sweet racket! Taxpayers pay for the physical buildings, the laboratory assistants, the clerical overhead, and the equipment and supplies. Yet when the faculty researcher makes a discovery or invention he assigns it (and patents) to WARF. Warf then rewards him with a large monetary sum. And UW then has a large slush fund that is not subject to control by the Governor and Legislature. The state cannot audit WARF. What salaries and retirement and other benefits does WARF pay its top dogs? Can they hire their friends? Is there any review of their contracts with suppliers and contractors? Are there any kick-backs? There have been rumors. I worked for two large corporations in their research laboratory in a very low level position, but still had to sign an agreement that any discovery or invention (or patents) I made would be the property of the company.

Good luck on your review of paid leaves and back up agreements. I suggest you take a wider look at abuses at the University of Wisconsin.

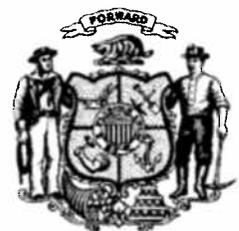
Sincerely yours,

James E. Larson

James E. Larson UW '57 B.S.
Labor Economics



WISCONSIN STATE LEGISLATURE





STATE OF WISCONSIN

Legislative Audit Bureau

22 E. Mifflin St., Ste. 500
Madison, Wisconsin 53703
(608) 266-2818
Fax (608) 267-0410
Leg.Audit.Info@legis.state.wi.us

Janice Mueller
State Auditor

DATE: October 10, 2005

TO: Senator Carol A. Roessler and
Representative Suzanne Jeskewitz, Co-chairpersons
Joint Legislative Audit Committee

FROM: Janice Mueller
State Auditor *Janice Mueller*

SUBJECT: Proposed Audit of University of Wisconsin System Personnel Policies and Practices—Background Information

At your request, we have gathered some background information the Joint Legislative Audit Committee may find useful in considering the requests for an audit of employment policies and practices in the University of Wisconsin (UW) System. Two requests have been submitted by legislators with concerns regarding the use of “back-up” appointments, sick leave, and vacation, as well as the employment of felons within the UW System. The Committee has also received a request from the UW System’s president to approve an audit of the UW System’s employment policies and practices.

As of March 2005, the UW System employed nearly 32,300 full-time equivalent (FTE) employees. Annual salaries and fringe benefits totaled \$2.2 billion in fiscal year 2004-05. Unclassified staff total approximately 21,400 and include faculty, academic staff, and teaching assistants. Classified staff total approximately 10,900. Among UW System institutions, UW-Madison is the largest, with over 17,000 FTEs; UW-Milwaukee employs 3,400 FTEs, and five of the other four-year campuses each employ over 1,000 FTEs.

Throughout the spring and summer of 2005, public attention has been drawn to UW System’s management of a number of personnel issues. UW System and campus officials have provided information to legislators and the media in response to specific questions and have also begun internal reviews of their personnel policies and practices at the request of the Board of Regents. On September 13, 2005, officials appeared before the Joint Legislative Audit Committee to respond to questions concerning the UW System’s personnel practices, including the use of back-up appointments and the continued employment of individuals with felony convictions. However, questions about the nature and extent of management and oversight of personnel practices remain.

An audit of the personnel policies and practices in the UW System could include:

- a review of the management and oversight of the UW System's personnel functions as established in state statutes and UW System policies;
- an analysis of selected attributes of those employees currently guaranteed "back-up" appointments, including, for example, the duration of their "back-up" appointments, whether they are tenured faculty members, and whether they were hired from within the UW System;
- a review of employees who are designated as "consultants," including, for example, the terms of their employment and the deliverables required under the terms of their employment;
- the identification of felons currently on the payroll, including the nature of the crime, the date of conviction, and the status of any UW System internal investigation if the individual was a UW System employee at the time of conviction;
- an analysis of sick leave, vacation, and sabbatical use by employment category, including faculty, academic staff, and classified employees;
- a review of any cash settlements paid to individuals who have left UW System employment; and
- a review of personnel policies at selected institutions in other states, including identification of the role of faculty and staff in the modification of those policies.

Although we will collect and analyze specific information on the UW System's personnel practices and Wisconsin felony records for its employees, our access to similar data from other states and educational institutions outside of Wisconsin is likely to be very limited.

If you have any questions regarding this request, please contact me.

JM/KW/km

cc: Senator Robert Cowles
Senator Scott Fitzgerald
Senator Mark Miller
Senator Julie Lassa

Representative Samantha Kerkman
Representative Dean Kaufert
Representative David Travis
Representative David Cullen

Representative Steve Kestell
Representative Joel Kleefisch
Representative Robin Kreibich
Representative Frank Lasee
Representative Terry Musser
Representative Mark Pettis
Representative Scott Suder
Representative Robin Vos
Representative Jeffrey Wood

Kevin P. Reilly, President
University of Wisconsin System



ROB KREIBICH
STATE REPRESENTATIVE
NINETY THIRD ASSEMBLY DISTRICT

MADISON OFFICE
(608) 266-0660



DISTRICT OFFICE
(715) 839-1064

CHAIR: ASSEMBLY COMMITTEE ON COLLEGES AND UNIVERSITIES

October 11, 2005

David G. Walsh, President
UW System Board of Regents
1860 Van Hise Hall
1220 Linden Drive
Madison, WI 53706

Dear Regent Walsh:

I was dismayed to read this week that the UW System has filled the UW-Waukesha Dean's position only three months after Governor Doyle directed the Board of Regents to review the potential merger of that two-year campus with nearby UW-Milwaukee. Clearly, given those instructions, (see enclosed veto language message), and the Governor's mandate that the UW slice 200 administrative positions, wouldn't it have been prudent to hold off on hiring a six figure administrator until the Board of Regents merger review was completed? One of the appealing aspects of the merger idea is that we could reduce administrative bloat within the UW hierarchy.

I am respectfully imploring you to delay hiring Mr. Patrick Schmitt until your review is finished, and we can assess the need at that time for another highly paid administrator. I have absolutely nothing against Mr. Schmitt, but I am confident the Associate Dean on that campus could manage for a few months while you further explore the pros and cons of the first restructuring of the UW in more than three decades. I have several questions I'm hoping you can answer about this matter. Among them:

- What is Mr. Schmitt's position about a potential merger with UW-Milwaukee? Certainly, the issue was discussed with the candidates who interviewed for the UW-Waukesha post.
- What is the status of the Board of Regents' review on the merger?

I am concerned that the Board of Regents is not interested in pursuing a possible merger, and I can't understand why the Board is so resistant to even looking at innovative ideas that expand opportunities for four-year degrees, and to save administrative costs. Moving to replace the departed UW-Waukesha Dean Brad Stewart before or in the midst of a review only serves to reinforce my skepticism that the UW is serious about reform.

Regent David Walsh
Page 2

And that brings me to my final point. It has to do with both Mr. Schmitt and your pledge to reform employment practices within the UW in the wake of a series of scandals that have rocked the UW's credibility. Did Mr. Schmitt receive a so-called backup or "concurrent" appointment when he was offered the UW-Waukesha job? If so, how does that conform to the freeze of back-up appointments to people hired from outside the UW System?

Thank you for your attention to this issue, and for your prompt and forthright response.

Sincerely,



Rob Kreibich
State Representative
93rd Assembly District

cc: Governor James E. Doyle
UW System President Kevin Reilly
UW-Milwaukee Chancellor Carlos E. Santiago
Speaker John Gard
Rep. Scott Jensen