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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)

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(**sb** = Senate Bill)                              (**sr** = Senate Resolution)                              (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

\* Contents organized for archiving by: Stefanie Rose (LRB) (October 2012)

**Matthews, Pam**

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**From:** Handrick, Diane  
**Sent:** Thursday, July 07, 2005 9:19 AM  
**To:** SueHome  
**Subject:** Another article on the UW prof in jail, still getting paid

## **UW Researcher Getting Paid While Serving Time For Stalking**

### ***UW Waits 5 Months After Arrest To Start Investigation***

POSTED: 5:08 pm CDT July 6, 2005

UPDATED: 6:10 am CDT July 7, 2005

MADISON, Wis. -- A University of Wisconsin-Madison professor convicted of stalking remains in jail after being denied the chance to go back to work.

  
Medical school professor Steven Clark pleaded guilty to stalking an ex-girlfriend in March, and two weeks ago he was sentenced to one year in jail with work release.

Clark couldn't meet the work-release requirements because he would not be supervised at all times while at work, so the Dane County Huber board Tuesday denied his work release. Clark works conducting cancer research at the UW. He is also a teaching professor but hasn't taught since spring of 2004. The UW is still paying Clark despite his spending the last two weeks in jail. He makes about \$67,000. Clark is still a paid UW employee while the university investigates whether or not he violated faculty conduct.

News 3's Colin Benedict has learned the UW only started investigating Clark five months after his arrest.

UW officials, for the first time Wednesday, said Clark will use vacation hours to be paid while in jail, and will go on unpaid leave when that runs out.

Clark will use roughly 250 hours of accrued vacation time to continue to be paid -- more than 31 days. When that's over, he'll be on unpaid leave, Benedict reported.

Clark was convicted of stalking an ex-girlfriend. Court records show him first "looking through her window," then sending frightening e-mails from his UW work computer, and at one point even spray painting "it ain't over" at the former girlfriend's workplace and home.

So far, the UW has taken no action against Clark.

Police picked Clark up outside his former girlfriend's home in December. He pleaded no contest and was found guilty in March, but it wasn't until an official complaint was filed in May that the UW looked at possible discipline or dismissal.

The university won't discuss the complaint or who filed it until the investigation is complete. UW officials are

looking to see if Clark violated policy related to faculty conduct.

As of now, no decision has been made.

"These are policies the university has followed for a long time," said UW spokesman Brian Mattmiller. "That doesn't make them perfect ... we're trying to do the legally right thing."

Clark's attorney said Clark is eager to get back to work, saying "he doesn't want to sit in the county jail on the dole."

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**Matthews, Pam**

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**From:** Matthews, Pam  
**Sent:** Wednesday, July 20, 2005 8:00 AM  
**To:** Matthews, Pam  
**Subject:** JS Online - UWM story 7/16/05

**Attachments:** Picture (Metafile); Picture (Metafile); Picture (Metafile); Picture (Metafile); Picture (Metafile);  
Picture (Metafile)

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## **UWM grants leaves after resignations**

### **In perk called common, 4 administrators paid \$600,000 after stepping down**

By MEGAN TWOHEY  
[mtwohey@journalsentinel.com](mailto:mtwohey@journalsentinel.com)

*Posted: July 16, 2005*

Under what it described as a common practice, the University of Wisconsin-Milwaukee has paid four former administrators more than \$600,000 in taxpayer dollars for yearlong leaves granted after their resignations.

UWM

Well-Paid Leaves

Here are the four who resigned from their administration positions at the University of Wisconsin-Milwaukee and what they were or will be paid during their leaves:

**William Gregory,** resigned as dean of the College of Engineering and Applied Science on July 1. Will be paid \$142,470.

**John Wanat,** resigned as provost in January. Continues to receive \$187,416 a year salary until start of spring semester 2006.

**Mohammed Aman,** resigned as dean of the School of Information Studies in September 2002. Was paid \$34,690 as a consultant from October through December 2002; another \$113,532 through August 2003.

**Charles Kroncke,** resigned as dean of the School of Business in May 2001. Received 12 months of administrative leave at his dean's salary of \$141,545.

The leaves were given to three deans and the university's provost over the past four years. Two of the four agreed to resign from their tenured faculty positions as well, according to copies of settlement agreements provided by UWM.

University officials say former administrators are expected to use paid leaves to prepare to resume teaching or research. But they acknowledge that the university doesn't track what the administrators do during their leaves and can produce no record of their activities.

The leaves, which are common at universities across the country, are connected to the practice of granting university administrators tenured faculty positions as "backups."

UWM officials contend they must offer such backup positions as job security to recruit top-notch talent to the university. They also say the paid leaves help them buy administrators out of their tenured positions once they step down and that leaves are cheaper than keeping administrators on the payroll indefinitely or trying to terminate them.

But granting such paid leaves raises questions about the university's management of increasingly scarce taxpayer dollars at a time when other UW officials are complaining bitterly that the state Legislature is cutting the UW System's budget.

And some critics say it amounts to giving administrators who don't work out a year of paid vacation at taxpayer expense.

"It's outrageous," said Patricia Goldstein, a lecturer at UWM who teaches without tenure and has been active in union efforts. "It's

unfair to taxpayers and to everyone else in the university."

The disclosures about paid leaves for UWM administrators come as the case of former UW-Madison Vice Chancellor Paul Barrows simmers. Gov. Jim Doyle and Republican legislators have complained that Barrows was able to continue collecting his nearly \$200,000 a year salary during a seven-month paid leave after he stepped down.

In addition, UW-Green Bay has acknowledged that Carol Blackshire-Belay, who resigned in June 2004 as dean of liberal arts and sciences, continued to collect her full \$113,000 salary through the end of last month even though she had no duties and no office on campus.

In light of these and other cases, the UW Board of Regents has launched an investigation of university employment agreements, administrative leaves and backup appointments, which are guaranteed to hundreds of top administrators.

"It is important to clarify what benefits university employees receive, how employment agreements are constructed and how accountable the process is to the public," David Walsh, president of the Board of Regents, said last month in announcing the investigation.

The former administrators who were placed on paid leaves by UWM are William Gregory, who resigned as dean of the College of Engineering and Applied Science on July 1; John Wanat, who resigned as provost in January; Mohammed Aman, who resigned as dean of the School of Information Studies in September 2002; and Charles Kroncke, who resigned as dean of the School of Business in May 2001.

None responded to phone calls and e-mails requesting interviews. Chancellor Carlos Santiago referred questions to the university's press office.

Tom Luljak, the vice chancellor for university relations, said confidentiality clauses in the settlement agreements prevent him from commenting on the specific officials.

"Settlement agreements are the result of negotiations in which the university balances the cost of the agreements against potential liabilities and the salary the university would be required to pay a senior tenured faculty member over the length of their remaining career," Luljak said.

He declined to say how the statement applied to the two administrators who didn't agree to resign from their tenured teaching jobs.

The administrative leaves, Luljak said, allow individuals to immerse themselves in their field of study. But the university does not track what they do, he said, and the former administrators are not required to account for their activities.

"Each individual tracks his own preparation," Luljak said.

According to copies of the agreements:

- Gregory, 65, will take administrative leave during the upcoming school year. As dean, he was paid a salary of \$174,131. While on leave, he will be paid \$142,470 for a nine-month appointment. The following school year, he will return to the university. Gregory will continue to be paid the same salary, although it's unclear what his specific duties will be. Gregory is not required to resign from his tenured faculty job.
- Wanat, 64, who began his administrative leave immediately after he resigned as provost on Jan. 1, will remain on leave until "the first day of the spring semester 2006." During his leave, he will continue to collect his provost's salary of \$187,416 a year. Wanat will assume unspecified research duties during the spring semester while continuing to be paid his provost salary. He will not teach. On Dec. 31, 2006, he will leave the university.
- Aman, 65, who stepped down as dean after a university investigation determined that he had discriminated against faculty members, was placed on a paid leave of absence from October 2002 through August 2003. Aman served as a consultant to the School of Information Studies from October through December 2002, for which he was paid \$34,690, the three-month equivalent of his \$138,760 a year dean's salary. He had no duties for the remainder of the absence, for which he was paid \$113,532.

Since August 2003, Aman has been teaching courses during annual nine-month teaching appointments that pay \$113,532. He is not required to resign from his tenured faculty job.

- Kroncke, 65, received 12 months of administrative leave after he resigned as dean. During the leave, he was paid the \$141,545 a year salary he earned as dean. He earned the same salary for the next three school years, during which he taught. As agreed, Kroncke resigned from his tenured faculty job June 30 and left the university.

Granting university administrators paid time off after they resign is common practice across the country, said Sheldon Steinbach,

general counsel for the American Council on Education. The reason: academic tenure.

Tenure, in essence, is lifetime employment. To obtain it, faculty members must survive a seven-year probationary period, during which they undergo a rigorous peer review of their teaching and research. It's a tradition that's rooted in a commitment to academic freedom. Faculty members are guaranteed the free exchange of ideas without fear of being fired. About two-thirds of professors in the UW system have tenure.

"In an environment in which you can't terminate, it's kind of a buyout package," Steinbach said.

Attempts to fire tenured faculty members, he said, can prove extremely costly. UW-Superior's attempt to fire John Marder, a tenured faculty member, in 1999 has resulted in years of litigation. The case, which is being handled by the state's attorney general, will come before the Wisconsin Supreme Court Sept. 27.

George Brooks, head of human resources in the UW System, said his office doesn't monitor the way individual universities handle their administrators. He said it wouldn't be unusual for administrators who resume teaching in a field such as the hard sciences to take a semester off to prepare if they had been away from the classroom for many years. But he said the former administrator should be expected to account for his preparation.

"There is nothing in Wisconsin laws or code that says you as a public institution can pay your employees for not doing any work in exchange for their salary," Brooks said.

Brooks has acknowledged that it is common practice for Wisconsin universities and colleges to grant backup jobs to administrators. While the administrators have contracts, they serve at the pleasure of the chancellor. That means they can be asked to step down at any time and have no appeal power. The backup appointments are a form of job security.

Tenured faculty members who become administrators are guaranteed a return to a tenured position. Administrators who have not taught are promised another administrative job - often for a year - as a backup, Brooks said. Without them, he said, no one would want to become an administrator.

Under the state's administrative code, which is approved by the Legislature, backup jobs are guaranteed to university administrators and faculty members within the UW System who are promoted to limited administrative appointments. But it's become common practice for the schools to grant the backup jobs to administrators who come from outside Wisconsin.

That's what happened with the four at UWM, who were all working outside the state before they joined the university.

Under UW policy, Brooks said, administrators who step into their backup positions must be paid between 82% of what they were making in their administrative post and the average salary of peers in their department. The UW System doesn't track their salaries.

The four UWM administrators were all paid 82% or more of their former salaries - an amount that far exceeds what their peers are making.

For example, Wanat, who assumed his backup faculty job as a tenured political science professor even though he's not teaching, makes \$187,416 a year - the same salary he earned as provost. His peers in the political science department are making an average of \$80,000, according to the department's chair, Marcus Ethridge.

"Certainly that is not the typical salary," he said of Wanat's pay. "Not by a long shot."

Backup appointments are granted to university administrators in other states, said Raymond Cotton, a Washington lawyer who specializes in administrators' contracts. But Cotton said many schools are moving toward set contracts instead. The contracts are often for three years, he said. The institution agrees that if things don't work out, it will buy the administrators out of their contract or pay them a year's salary, whichever is more money.

"That way you're not stuck with the individual for the rest of his or her career," Cotton said.

In March, Wanat interviewed to be president of Winona State University in Minnesota, but did not get the job.

If he had, Wanat would have ended up in a public university system that doesn't guarantee administrators set contracts, backup appointments and paid leave upon resignation, according to Linda Kohl, a spokeswoman for the system.

If administrators who come from outside Minnesota want tenure within the state system, they must earn it, a process that can take at least two years, Kohl said.

And if the university wants the administrator to step down?

"That's it," she said. "It's over."

From the July 17, 2005, editions of the Milwaukee Journal Sentinel  
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## 27 News Uncovers Plan To Give University Leave To Retiree In Arizona

Thu 07/21/2005 -

Outrage from lawmakers over paid leaves to former UW-Madison Vice Chancellor Paul Barrows and other top university executives has led Chancellor John Wiley to scrap a plan to give paid leave to UW-Madison Provost Peter Spear after Spear's retirement to Arizona.

"The Chancellor believed the lack of support from lawmakers for these kinds of arrangements made the proposal for Provost Spear untenable," Casey Nagy, the Chancellor's Executive Assistant, told 27 News. Nagy told 27 News Spear would have spent at least five months on paid leave to help in the transition to a new Provost, even though Spear would not have been expected to be on campus. Spear's April announcement of his retirement plans included his intention to relocate to Tucson.

Even though Spear's official retirement announcement mentioned no post retirement University responsibilities, Nagy said a paid leave would have included invaluable help from Spear in making sure several campus programs remained successful. "This hurts the university, it hurts the state."

Nagy said Spear, who makes \$227,075, will retire on January 7, 2006. Nagy said it's possible university officials may hire Spear as a consultant for specific projects.

27 News could not reach Spear for comment. University officials said Spear was out of state.

A former judge is currently investigating the seven months of paid leave granted to demoted UW-Madison administrator Barrows. In published reports, Barrows has claimed he was not sick during his leave, despite receiving sick pay while job hunting, and Wiley's assertion that Barrows' leave was medically approved.

UW-Milwaukee's former Provost, John Wanat, also received paid leave for more than a year after his January resignation. Three other former, top UWM administrators were also placed on taxpayer funded leave after resignations. Several Republican lawmakers have criticized these personnel decisions and Governor Doyle has suggested these arrangements may have "gone too far."

UW Regents are evaluating executive compensation policies, including paid leaves and so called "back-up" positions, where administrators are guaranteed paid faculty positions if they are demoted, fired or resign. Several other university systems also have similar pay structures. University officials in Wisconsin have said back up positions represent an essential job security clause in recruiting top notch executive talent.

This news printed courtesy of 27 WKOW-TV.

Original URL: <http://www.jsonline.com/news/state/jul05/343745.asp>

## Lawmakers demand details on UW perks

### Panel starts scrutinizing paid leaves, backup jobs for administrators

By MEGAN TWOHEY  
[mtwohey@journalsentinel.com](mailto:mtwohey@journalsentinel.com)

Posted: July 25, 2005

In an official request sent Monday, leaders of the Joint Legislative Audit Committee demanded that the University of Wisconsin System offer up detailed information about paid leaves and backup appointments granted to university administrators, saying recent media reports of such practices had given them cause for concern.

The Journal Sentinel has reported that a provost and three deans at UW-Milwaukee were paid more than \$600,000 for yearlong leaves granted after their resignations.

UW-Madison has come under fire for continuing to pay a vice chancellor his nearly \$200,000 a year salary during a seven-month paid leave after he stepped down.

UW-Green Bay has acknowledged that a dean who resigned in June 2004 continued to collect her full \$113,000 salary through the end of last month.

In each case, the paid leaves were connected to backup appointments, which are fallback jobs that are guaranteed to hundreds of administrators in the UW System.

"We write to express our grave concern over the use of back-up positions for UW System employees and the availability of paid leaves to faculty, administrators, and staff who have resigned from university positions," Sen. Carol Roessler (R-Oshkosh) and Rep. Suzanne Jeskewitz (R-Menomonee Falls) said in a letter to the president of the UW System. "It is not yet clear how extensively these practices are employed and at what cost, but recent media reports indicate they are not isolated.

"We have been approached informally by a number of our legislative colleagues who share our concerns about these issues," they added, noting that the Legislative Audit Bureau had also requested an audit of the UW System.

Roessler said in an interview that the legislators fear that paid leaves and backup appointments are a waste of taxpayer dollars and an example of financial mismanagement within the UW System.

The Legislative Audit Committee can call for audits of state agencies and propose reforms based on the findings. Before taking such steps, the committee wants more detailed information about backup appointments and paid leaves, Roessler said. The goal, she said, is to be able to launch a focused audit or targeted reform.

In the letter, Roessler and Jeskewitz are requesting that UW President Kevin Reilly identify in a written report:

- UW employees with backup positions as of June 2005.

#### Recent Coverage

 [7/18/05: Lawmaker seeks ban on UW resignation payoffs](#)

 [7/16/05: UWM grants leaves after resignations](#)

#### Barrows Controversy

 [6/28/05: Independent probe of UW official possible](#)

 [6/27/05: UW denies official asked to return](#)

 [6/26/05: Editorial: When will UW learn?](#)

 [6/24/05: Regents to investigate backup jobs](#)

 [6/23/05: New allegations against UW official](#)

 [6/20/05: UW official gets new title](#)

 [6/17/05: UW official paid while on 7-month leave](#)

#### Archived Coverage



 [Section: State politics](#)

- UW employees who were reassigned to a backup position from July 1, 2002 through June 30, 2005.
- Any UW employee who has resigned since July 1, 2002 and been granted paid leave upon resignation.

Gov. Jim Doyle said Monday that he supported the request.

"I think the university should respond and tell them exactly what's going on," said Doyle, who has been a vocal critic of the backup appointments and paid leaves.

A spokesman and spokeswoman for the UW System did not return calls for comment. When the Journal Sentinel made a similar request for information nearly a month ago, the spokesman, Doug Bradley, said it would be time-consuming and costly for the system to respond.

David Walsh, president of the UW Board of Regents, also did not return a call for comment. At his instruction, the regents are conducting a review of backup appointments, paid leaves and other administrative practices. That review is scheduled to be complete in October.

UW officials have contended that backup jobs offer top-notch recruits job security and that paid leaves help them buy administrators out of their tenured positions once they step down.

Roessler said she and Jeskewitz are giving the UW System until Sept. 2 to respond.

From the July 26, 2005, editions of the Milwaukee Journal Sentinel  
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## NEWS RELEASE

FOR IMMEDIATE RELEASE  
July 26, 2005

Contact: Doug Bradley  
(608) 262-5061

### **UW System Board of Regents suspends use of back-up appointments**

MADISON – The practice of granting back-up appointments for administrative employees within the University of Wisconsin System will be suspended, pending a review of employment policies and practices by the Board of Regents' Business and Finance Committee.

Board of Regents President David G. Walsh and UW System President Kevin P. Reilly ordered the immediate suspension and directed UW institutions to provide information about such appointments for the Board's review without delay. The suspension will not affect employees' statutory rights.

"Through this review, we will ensure our policies are not only proper, but followed by each UW institution in both letter and spirit," Reilly said.

"At my request, and in consultation with UW System President Reilly, the Board of Regents has directed UW chancellors and the president *not* to include so-called 'back-up' appointments as part of any employment package until we are confident that our policies match our principles," Walsh added.

Walsh announced in June that the Board, through its Business and Finance Committee, would address employment agreements across the UW System as part of an ongoing assessment of a wide range of salary, compensation and competitiveness issues. He specifically requested that the review include the practice of negotiated appointments and administrative leave. The Board's report is due in the fall.

The UW System's 13 four-year campuses, 13 freshman-sophomore UW Colleges, statewide UW-Extension and central administration, at the Business and Finance Committee's

**Board of Regents/Page 2**

request, are all collecting data on a number of employment issues, including the current use of back-up appointments for faculty, academic staff or classified staff who accept limited administrative appointments within the university. The data will be made public as part of the Board's review.

Walsh also announced that he has appointed Regents Thomas Loftus and Peggy Rosenzweig to serve as Board liaisons to the Wisconsin State Legislature in an effort to improve communication. Walsh has asked Loftus and Rosenzweig to immediately consult with legislative leaders and seek their input on matters to be included in the Regents' current review of employment practices.

"It's important that the public, our elected officials, and our faculty and staff know that the questions raised regarding UW employment policies and practices are receiving our deliberate and serious consideration," Walsh said. "I look forward to working with President Reilly to ensure openness, public accountability, and wise stewardship of the UW System's very limited resources. If this review determines that any policy, practice, or public trust is broken, we will fix it."

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## **UW puts halt to backup jobs As regents undertake review, Doyle says practice has gotten out of hand**

By Aaron Nathans and David Callender  
July 26, 2005

The University of Wisconsin System will temporarily stop offering backup appointments to new administrators while the Board of Regents reviews the policy, Regent President David Walsh and UW President Kevin Reilly announced this morning.

Also today, Gov. Jim Doyle weighed in on the matter, saying backup appointments may be justified in some cases but that their use has gotten out of hand.

The halt will not affect administrators who currently have the backup clause in their contracts, nor will it affect employees at UW institutions who are statutorily entitled to them, Walsh said in an interview.

"The message to the public has to be that what we're doing makes sense and is consistent with accepted policies," Walsh said.

Last month, Walsh said the board would address employment agreements, including backup positions, in a report to be released this fall.

The suspension of backup offers will affect administrators who the university hires from outside the institution. The appointments in question have been long used to ensure job security for people who have comfortable jobs at other universities.

If an administrator is hired with a backup clause, it kicks in if the person decides to change jobs, if a new chancellor wants to bring in a new management team, or if the university does not like his or her performance but there are no obvious grounds for dismissal.

The issue came to light after former UW-Madison Vice Chancellor for Student Affairs Paul Barrows was said to have been promised a \$150,000-per-year backup position after he was demoted from his \$191,000-per-year vice chancellor's job last fall.

Chancellor John Wiley put him in another backup position last month. Barrows is making \$72,881 while he is being investigated for allegations of improper conduct.

The Milwaukee Journal Sentinel reported last week that four former UW-Milwaukee administrators earned more than a combined \$600,000 for one-year leaves the school granted after they resigned. And WKOW-27 News reported that Wiley is changing an arrangement with outgoing Provost Peter Spear that originally had Spear spending five months on paid leave after he retires in December.

Despite the freeze, one thing won't change. UW faculty or staff who are promoted to administration are allowed by state law to return to their original appointment after their time in administration is over, Walsh said.

Neither Doyle nor lawmakers played any part in the decision to suspend the backup appointments, Walsh said. He said he and Reilly have been talking about it for about three weeks.

Doyle's criticism: Meeting with The Capital Times editorial board and a reporter this morning, Doyle indicated that he believes there are some instances when such appointments are appropriate, such as in the case of the UW chancellor or a top academic star.

But, he said, "from what I can see, this has become a practice that made sense when you are out recruiting a chancellor but somehow has gotten extended to so many other people along the line."

Doyle indicated that he believes "that's been a lot of the problem with their administrative structure there. I understand the need to pay money, good money, to get a star biochemist or to get people where we really are in a competitive market, but I don't believe we're in a competitive market internationally for every single position at the university."

He said the money for unneeded backup positions could be put to better use, such as student scholarships or bolstering the faculty.

Walsh also said today that he has appointed Regents Peggy Rosenzweig and Thomas Loftus as liaisons to the Legislature "in an effort to improve communication."

Meanwhile, on Monday, two top lawmakers expressed "grave concern" about the use of backup positions at the University of Wisconsin, and requested information about its use.

Sen. Carol Roessler, R-Oshkosh, and Rep. Suzanne Jeskewitz, R-Menomonee Falls, co-chairwomen of the Joint Legislative Audit Committee, wrote a letter to Reilly saying they were concerned about the use of backup positions and the availability of paid leaves to faculty, administrators and staff who have resigned from university positions.

They said they received a formal request for an audit by Rep. Robin Kreibich, R-Eau Claire, chairman of the Assembly Committee on Colleges and Universities, and Rep. Samantha Kerkman, R-town of Randall. The audit would be done by the non-partisan Legislative Audit Bureau.

The committee will consider the request for an audit, the chairwomen said.

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## New audit of UW is possible

**Karen Rivedal** Wisconsin State Journal  
July 26, 2005

The University of Wisconsin System was put on notice Monday that its policies for paid leaves and backup appointments could face broad scrutiny by the nonpartisan Legislative Audit Bureau.

If so, that would bring to three the number of high-level probes or reviews under way since lawmakers learned in June of the seven-month paid leave of UW-Madison administrator Paul Barrows. Already, Madison attorney and Law School professor Susan Steingass is investigating the matter for UW-Madison and the System, while the UW Board of Regents - the System's governing board - plans a review during its regular meeting in September.

But the possible state audit adds a new wrinkle. It would be the first detailed, external review of the situation, which expanded beyond Barrows earlier this month when it was reported that top campus officials throughout the System also have received lengthy paid leaves after resigning.

On Monday, in a letter to System President Kevin Reilly, the two lawmakers in charge of the Legislature's audit committee expressed "grave concern" over the policies and asked for - by Sept. 2 - the names, titles and total number of people with current back-up positions as well as those who have received paid leave after resigning since July 1, 2002.

The committee then will make a decision about whether to ask the bureau to do the audit, said committee co-chairs Sen. Carol Roessler, R-Oshkosh, and Rep. Suzanne Jeskewitz, R-Menomonee Falls. Two other lawmakers, Rep. Rob Kreibich, R-Eau Claire, and Rep. Samantha Kerkman, R-Burlington, asked the committee to request a state audit on July 19, after Attorney General Peg Lautenschlager declined their request to investigate, saying she did not have statutory authority to do so.

System spokesman Doug Bradley said Riley received the letter and would work with campuses to provide the data.

Some of it already is being collected, Bradley said, to prepare for the September meeting, during which policies involving leave, competitive pay and backup jobs will be discussed.

State Auditor Jan Mueller on Monday said her office stands ready to act if asked.

"If the committee requests that we conduct the audit, we will conduct it," she said. "It's certainly fair to say we've been monitoring the situation."

Barrows, the former vice chancellor of student affairs at UW-Madison, was earning nearly \$200,000 a year during his leave, which was prompted in part by his demotion for dating a graduate student. Barrows also looked for outside jobs during the leave - with the knowledge and encouragement of UW-Madison Chancellor John Wiley - and covered his time away with banked sick days and vacation time.

Barrows returned in June for a different job at UW-Madison at \$150,000 a year but never started it. Instead, Wiley put him back on paid leave after allegations surfaced that Barrows had sexually harassed women on campus when he was working as vice chancellor.

Barrows now is barred from campus pending the investigation but is earning \$72,881 in a backup staff job required in a 1999 retention deal with a former chancellor. Barrows and UW-Madison officials disagree on key elements of the leave, such as why he took it and when he wanted to return.

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## Group will scrutinize UW policy on backup jobs

**Karen Rivedal** Wisconsin State Journal  
July 27, 2005

When members of the UW Board of Regents start their study of administrative backup jobs in the University of Wisconsin System, they won't have far to look for examples of the now-controversial practice.

After all, nearly 50 of their top assistants enjoy the perk. From System President Kevin Reilly to board secretary Judith Temby - plus the dozens of planners, directors and assorted vice presidents in between - almost all of the highly paid administrators who scale the System's bureaucratic heights have backup jobs to act as parachutes if they fall.

Many top staffers to campus chancellors also have such protections. Exact numbers are being tallied now for lawmakers worried by recent news of a few cases in which administrators who resigned coupled backup jobs with long paid leaves.

But the practice of granting backup appointments is not a new development, nor does it appear to be illegal or even uncommon, at least not at large universities across the country. The real questions are whether it is wise, and whether it is correctly applied throughout the System - and that's what officials say they will address in their September review.

"We will ensure our policies are not only proper, but followed by each UW institution in both letter and spirit," Reilly said this week, in a statement announcing the temporary halt of backup appointments for new hires from outside the System pending the study results.

One thing that is certain is that university officials are on solid legal ground in granting backup jobs for at least some administrators. State law not only allows it, but requires it, in a statute dating to the System's formation in 1971 that says academic staffers and tenured faculty members "shall not" lose their rights to return to their jobs when they accept a "limited appointment."

That's important, university officials say, because limited appointments are those in which people can be fired at will by the campus chancellor or the System president - or, for the System president, by the Board of Regents. Faculty members and lower-level administrators would be reluctant to take such jobs and would be hard to recruit from other states if they weren't allowed fallback jobs, they said.

"These jobs are incredibly common in academia, and they are needed to lure people that you want on your work force," said Linda Weimer, a former System vice president who got a one-year consultant appointment after stepping down in February, when Reilly reorganized his office, in part to try to save money.

For faculty members, the fallback job means returning to the virtually lifetime job guarantee of tenure. For academic staffers, it typically means another administrative post, often at a lesser salary, for a set period of one to three years.

And that's good for both the university and its employees, said Al Crist, the System's assistant vice president of human resources, who has a one-year backup post himself .

"It's in (both parties') best interests to have this opportunity available, to have people be able to move in (to a limited appointment) and also to move back, because it creates a wealth of experience within the institution," Crist said.

In some cases, however, backup appointments for career administrators can be indefinite, which could be a gray area under the law. It's also not clear if outside hires to the System must be granted the protections, or whether that practice just developed as a recruiting tool over the years - and if so, whether it's appropriate in every case.

"It is possible that a law designed with a benign motive can, over time, get stretched to cover instances that were never intended," said Sheldon Steinbach, the top lawyer at the American Council on Education, the coordinating association of U.S. colleges and universities.

Steinbach, however, said he supported the general policy of granting backup jobs, which he described as "pretty common practice among superior academic institutions," especially in recent years. Top universities used to rely more on informal "collegiality" in hiring and firing, but today, he said, the job market is much more sophisticated and complex.

"If others are granting these backup positions, then one has to consider that in the package (for new hires)," Steinbach said. "It's a matter of competitiveness, and if you have hard and fast rules, you lose the flexibility to negotiate a contract that is appropriate to an individual set of circumstances."

Others aren't as sure. Bob Lenburg, who recently retired after a long career in human resources for private and public institutions, including UW Hospital, said it made sense to him that faculty members should not have to give up their tenure protection to try an administrative job.

But he questioned the same perk for career administrators.

"You don't see that kind of safety valve in the private sector," he said. "It's not as common and it's not guaranteed."

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Posted on Wed, Jul. 27, 2005

## Schools must stop offering fallback jobs

Review of employment issues slated

BY RYAN J. FOLEY  
Associated Press

MADISON, Wis. — The University of Wisconsin Board of Regents on Tuesday ordered all UW campuses not to award backup positions to administrators until the controversial personnel policy can be reviewed.

Regents President David Walsh and UW System President Kevin Reilly told leaders of the UW's 26 four-year campuses and two-year colleges to suspend use of the appointments until a broad review of UW employment issues is finished this fall.

The suspension, which only affects new hires from outside the UW System, came as lawmakers stepped up their scrutiny of the practice after news that hundreds of system administrators are guaranteed lower-paying fallback jobs in case they are fired or resign.

UW System leaders say the jobs are common in higher education nationwide and are necessary to attract the best administrators, who serve at the pleasure of the campus chancellor. Without guaranteed fallback jobs as professors and researchers, deans, provosts and vice chancellors would have no job security, they argue.

"We need the flexibility to stay competitive, but we have to be careful that it's not abused and that we don't make mistakes," Walsh said. He defended the general policy, but said the suspension should last until regents have a clearer picture of how it has been used.

Critics say the appointments are a benefit for lackluster administrators who have, in some cases, disgraced their schools. The policy came to light after UW-Madison granted such a position to Paul Barrows, a former vice chancellor, when he returned to work after a seven-month paid leave in which he looked for other jobs.

In addition to Barrows, at least five other administrators at three UW schools were granted paid leave for as long as one year, in some cases so they could prepare for their backup positions.

"The fact that they have suspended the backup appointments even before their internal review is finished shows how indefensible these really are," said Rep. Rob Kriebich, R-Eau Claire. "It flies in the face of what they have been telling us for several weeks: how important they are ... to recruiting and keeping good people."

Kriebich accused the UW System of trying to stave off a legislative audit, an assertion that Walsh denied. The announcement came one day after leaders of the Legislative Audit Committee requested the names of employees who have backup positions and the identities of those who were reassigned to them over a three-year period.

The suspension does not affect administrators who already have such jobs in their employment agreements, and many others who are guaranteed the positions under state law. Professors who gained tenure in the UW System before becoming a dean, for instance, are guaranteed their teaching jobs under Wisconsin law when their "limited appointment" expires.

Kriebich said he would introduce legislation in September that would ban backup appointments for administrators who are hired from outside the state. The legislation will maintain the appointments for executives who rise through the UW ranks, he said.

Kriebich, chairman of the Assembly Committee on Colleges and Universities, also said his bill would limit salaries for ex-administrators who return to teaching in the system to no higher than their department head. Current regents' policy calls for backup appointments to earn 82 percent of an administrator's previous salary.

UW schools are compiling information on the positions and how they are granted as part of a study by the regents that will look at whether the practice is justified. The review, which will be complete in October, will also address a range of salary and employment issues, including paid leave policies for administrators.

To massage relations with lawmakers, Walsh appointed Regents Thomas Loftus, a former speaker of the Assembly, and Peggy Rosenzweig, an ex-GOP lawmaker from Wauwatosa, to serve as liaisons to the Legislature. He asked them to immediately seek lawmakers' input on what other policies should be reviewed.

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## **46 at UW have backup job rights Ranging from tenure appointments to civil service**

By Matt Pommer  
July 27, 2005

Forty-six University of Wisconsin System administration personnel now have job protection ranging from ongoing tenure appointments to traditional civil service protection, according to information obtained by The Capital Times.

The data also show that two former vice presidents - David Olien and Linda Weimer - are serving in what appear to have been limited backup positions for their previous roles.

Olien, who had been serving as senior vice president, received a two-year academic staff backup position as a regent professor, and Weimer, who had been university relations vice president, is a consultant. Olien's appointment will end on Feb. 28, 2006, while Weimer's role will expire on Jan. 31, according to the data.

On Tuesday, the Board of Regents announced it would temporarily suspend the practice of new guarantees for backup jobs in the system. The move came amid pressure from Gov. Jim Doyle and the Legislature over the handling of UW-Madison Vice Chancellor Paul Barrows' extended leave of absence and reports that four UW-Milwaukee administrators were paid a total of more than \$600,000 for one-year leaves after they resigned their executive roles.

The central administration document shows that President Kevin Reilly and Executive Vice President Donald Mash enjoy possible two-year backups as regent professors. Reilly came up through UW-Extension and Mash previously led the Eau Claire campus.

Six other central administration officials retain their tenure appointments on six UW campuses. Nine other central administration officials retain the permanent civil service status they had when they took their current jobs.

Eleven of the central administration leaders came up through the academic staff route and they hold, in addition to their current jobs, three-year concurrent appointments on the academic staff. One other person has a three-year academic staff promise as a backup.

The largest group of administrators are those who have the promise of a

one-year academic staff appointment as a backup.

The current employment status was established in 1998 by then-UW System President Katharine Lyall, who had thought previous job guarantees were too long, according to UW Human Resources Vice President George Brooks.

Regent President David Walsh announced the halt on new backups on Tuesday.

"At my request, and in consultation with UW System President Reilly, the Board of Regents has directed UW chancellors and the president not to include so-called 'backup' appointments as part of any employment package until we are confident that our policies match our principles," Walsh said in a written statement.

Two-year regent professorships are the backups for Reilly and Mash. Those with concurrent tenure appointments on UW campuses are Senior Vice President Cora Marrett, Madison; Associate Vice President for academic and student services Ronald Singer, Parkside; Academic Program Director Joyce Kirk, Milwaukee; and system academic planners Frances Garb, Stout; Lisa Kornetsky, Parkside; and Fran Tompkins, Green Bay.

With concurrent three-year academic staff appointments are Vice President for Finance Deborah Durcan; General Counsel Patricia Brady; Associate Vice Presidents Freda Harris, George Brooks and Sharon Wilhelm; Assistant Vice President Larry Rubin; Special Assistant Jeffrey Jensen; Directors Nancy Crabb, Gregory Ware, and Gail Bergman; and Academic Specialist Mary Lou Gritzmacher. Special Assistant Rita Spears of Extension has a three-year academic staff backup.

Those with one-year academic staff backups are Associate Vice Presidents Edward Meachen, Douglas Hendrix, and Margaret Lewis; Assistant Vice Presidents Alan Crist, David Miller, Lynn Paulson, Kristine Andrews and Vicki Washington; special assistants Douglas Bradley and Laurie Dies; Directors Sheri Ackley, Mark Bengry, Ronald Yates, and Dwan Schuck; consultant Margo Lessard; Secretary of the Regents Judith Temby; and administration program manager Douglass Hoerr.

Those with concurrent permanent status in the civil service are Assistant Vice Presidents Ruth Anderson and Susan Chamberlain; Special Assistants Robert Jokisch and Michael Kraus; and directors Jennifer Hanewall, Dean Jeff Arnold, Ginger Hintz, Renee Stephenson and Vicki Kenyon.

Three limited appointees have no backup status. They are Robert Anderson, senior special assistant to the president; Commissioner of Athletics Gary Karner; and Lorraine Cadwallader, an administrative program specialist.

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## UW regents suspend giving backup jobs to administrators

### System reviews policy of paying those not working

By MEGAN TWOHEY  
[mtwohey@journalsentinel.com](mailto:mtwohey@journalsentinel.com)

Posted: July 27, 2005

The University of Wisconsin System Board of Regents announced Tuesday that it would suspend temporarily the practice of guaranteeing backup jobs to administrators in the UW System.

The move came amid mounting pressure from legislators and Gov. Jim Doyle, who were outraged at news reports that university administrators routinely have been placed in backup jobs and given paid leaves after they resign.

At UW-Milwaukee, for example, four administrators were paid more than \$600,000 for year-long leaves that followed their resignations. Each had been guaranteed a lifetime faculty position if their administrative post didn't work out. Officials said the practice providing such job security has been used for years throughout the UW System.

"At my request, and in consultation with the UW System President (Kevin) Reilly, the Board of Regents has directed UW chancellors and the president not to include so-called 'back-up' appointments as part of any employment package until we are confident that our policies match out principles," Board of Regents President David Walsh said in a written statement. The regents are investigating administrative practices in the UW System.

Walsh said he and Reilly agreed that the suspension was needed because they were having a hard time explaining or even understanding how backup appointments worked and whether they were warranted.

Walsh said the suspension would remain in effect until the investigation is concluded sometime this fall. At that time, Walsh said, the Board of Regents may eliminate the backup appointments or pass other administrative reforms.

Current administrators' backup positions are not affected by the suspension.

The announcement drew applause from Doyle's office and Republican legislators. As they see it, the backup jobs raise questions about the university system's management of increasingly scarce taxpayer dollars.

But UW-Madison, UWM and other campuses are working to fill vacant administrative posts, and Raymond Cotton, a Washington attorney who specializes in university administrators' contracts, said the system may have shot itself in the foot by suspending what is a common practice across the country.

While the administrators in the UW System have contracts, they serve at the pleasure of the chancellors. They can be asked to step down at any time and have no appeal power. Cotton said Wisconsin would have a hard time recruiting talented administrators without the guarantee of backup jobs.

#### UW's Perks

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"The suspension certainly puts the University of Wisconsin System at a competitive disadvantage against other systems that do have various kinds of job security," he said. "If they take away that leg of the stool, what's left? Why would people want to come to UW System?"

 Section: State politics

## Concern on campuses

UW chancellors were briefed on the suspension Friday by UW System officials, Walsh said. He said some chancellors who are trying to negotiate administrative contracts expressed concern, but he said all of them understood "the importance of it."

Walsh's announcement of the suspension came a day after Republican leaders of the Joint Legislative Audit Committee demanded that the UW System give detailed information about backup positions, paid leaves and their cost to taxpayers. The leaders said they were contemplating an audit of the UW System and potential reforms.

Rep. Rob Kreibich (R-Eau Claire), chair of the Assembly committee on higher education, has also begun crafting legislation that would ban schools in the University of Wisconsin System from guaranteeing backup jobs to administrators who are hired from outside the UW System. Under UW policy, administrators who step into backup jobs are paid up to 82% of their administrative pay - often a six-figure salary that exceeds what their peers make. Kreibich said his bill would curb such salaries.

Tom Luljak, spokesman for UWM, said Tuesday that the university would comply with the suspension. The school is in the process of interviewing candidates for vice chancellor for administrative affairs and dean of continuing education.

A spokeswoman for UW-Madison, which needs to hire a new provost, dean of students and medical school dean, said the school had no comment.

It was UW-Madison's handling of Paul Barrows that first sparked cries of concern about backup appointments.

Barrows resigned as the university's vice chancellor of student affairs after a graduate student complained about her consensual relationship with him. Legislators and Doyle were outraged when they learned in June that the university had continued to pay Barrows his nearly \$200,000 a year salary during a seven-month paid leave that followed his resignation.

The university has since placed Barrows in a backup position at a much lower salary and ordered him to take another paid leave.

The Journal Sentinel reported that such appointments were granted to hundreds of administrators in the UW System, including Carol Blackshire-Belay at UW-Green Bay. Blackshire-Belay, who resigned in June 2004 as dean of liberal arts and sciences, continued to collect her full \$113,000 salary through the end of last month even though she had no duties and no office on campus.

The four UWM administrators - a provost and three deans - were guaranteed backup jobs as tenured professors when they were hired. Tenure, which provides lifetime employment, is a tradition rooted in academic freedom. Faculty members are guaranteed the free exchange of ideas without fear of being fired.

UW officials have said that the paid leaves help them buy administrators out of their tenured positions once they step down and that leaves are cheaper than keeping administrators on the payroll indefinitely or trying to terminate them.

## Backups guaranteed by law

UW officials echo the argument made by Cotton - that backup appointments are required to recruit top-notch talent. They point to a state law that guarantees backup jobs to university administrators and faculty members who are promoted to vice chancellor, dean or other limited appointments.

In his written statement, Walsh said the suspension would not affect university employees with "statutory rights."

But it's unclear who has a legal right to a backup appointment in the UW System.

George Brooks, the system's head of human resources, said Tuesday that the law does not require that backup positions be given to people hired from the outside, only to those who are promoted from inside the UW System.

"It only applies to faculty and academic staff who have worked for us," Brooks said. "It doesn't guarantee jobs to those coming from the outside."

But Walsh said the law guarantees tenured backup faculty jobs to administrators hired from the outside who have held tenured faculty positions elsewhere. He said that these administrators will continue to be granted provisional tenure upon their hire that will eventually be approved by the regents.

Kreibich said that the suspension was commendable even though it would not affect all administrators.

"For weeks, they've been arguing that these backup appointments are essential to recruiting and keeping top-notch administrators," Kreibich said. "By backing away from that policy, they are acknowledging the damage that the practice is doing to the system."

From the July 27, 2005, editions of the Milwaukee Journal Sentinel  
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## UW-Madison keeps jailed professors on payroll

By MEGAN TWOHEY  
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Posted: Aug. 9, 2005

The University of Wisconsin-Madison came under fire Tuesday for not immediately dismissing three professors who have been convicted of crimes and for keeping two of them on the payroll while they serve time behind bars.

Under a UW-Madison policy, the professors - whose convictions range from sexual assault to online dalliances with a minor boy and stalking - can't be fired solely because they've been found guilty in a court of law. The university must conduct its own investigation to determine whether there is cause for dismissal. The professors have the right to appeal a dismissal up through the university system and into state court, a process that can take years.

UW-Madison defends the policy, which is common at universities across the country and tied into the practice of granting certain professors lifetime employment.

Casey Nagy, spokesman for Chancellor John Wiley, said Tuesday that state and federal laws guarantee "due process" to university employees, even those convicted of serious crimes.

But Rep. Scott Suder (R-Abbotsford) lambasted the university. Suder, who had sent Wiley a letter Tuesday demanding to know the employment status of one of the convicted professors, said that once university employees are convicted of a crime, they should be dismissed immediately and given no pay. He said he and other legislators would call for changes in the way Wisconsin universities handle such situations.

"The constitution guarantees due process in the court system, not in the university system," Suder said. "I don't care if it's standard practice at other universities. Wisconsin taxpayers aren't going to stand for it, certainly not for university employees who have been convicted of a crime, especially when they're apparently able to tap into vacation time while in prison."

### 2 professors on vacation time

The three professors are Roberto Coronado, a professor in the medical school, who earns \$137,641 per year; Lewis Keith Cohen, a literature professor, who earns \$72,856 per year; and Steven Clark, an associate professor in the medical school, who earns \$67,761 per year.

On Friday, Coronado was sentenced to eight years in prison and 10 years of supervision for sexually assaulting three young girls over the past 10 years. The administration has moved to fire him, but Coronado, who is now in custody, is pursuing the appeals process that is granted to him under the university's policy. He will continue to collect 2 1/2 months of accrued vacation time, then be placed on unpaid leave for the remainder of the appeals process.

Last month, Cohen was sentenced to 30 days in jail and two years' probation after pleading no contest to having sexually explicit conversations with a 14-year-old Greendale boy in Internet chat rooms and sending nude photographs of himself and other males to the boy via e-mail. The university is investigating whether there are grounds for his dismissal. Cohen begins serving his sentence at the end of August. When he returns to the university, he will continue to be paid pending completion of the investigation.

In June, Clark was sentenced to one year in jail after being convicted of stalking. He began serving his sentence June 23. The university has begun an internal investigation into whether Clark violated policies related to faculty conduct that it says could

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lead to discipline or dismissal. Clark was granted a month of paid time for accrued vacation to be followed by unpaid leave pending the investigation's outcome.

Coronado and Clark are among the two-thirds of professors in the UW System who have tenure, which, in essence, guarantees lifetime employment. To obtain tenure, faculty members must survive a seven-year probationary period during which they undergo a rigorous peer review of their teaching and research. It's a tradition that's rooted in a commitment to academic freedom. Faculty members are guaranteed the free exchange of ideas without fear of being fired.

Their commitment to tenure prompted most universities to create policies that say a university must show just cause to fire professors and guarantee those subject to dismissal due process, said Robert Kreiser, a senior program officer at the American Association of University Professors. The aim is to avoid professors being fired for minor offenses or false claims because the administration doesn't like them. Allowing professors convicted of crimes the same due process is part of the commitment, he said.

"It's all part of the basic principle of protecting academic freedom," Kreiser said.

Some universities allow administrators to fire professors convicted of crimes without granting them due process.

"Most universities," he said, "do what the UW-Madison policy calls for."

From the Aug. 10, 2005, editions of the Milwaukee Journal Sentinel  
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## Editorial: Taking job security too far

From the Journal Sentinel

*Posted: Aug. 10, 2005*

In yet another embarrassment for the University of Wisconsin System, professors in Madison have found a new place to use their vacation time: in jail.

The University of Wisconsin-Madison defends the action, citing university policy. But policies - particularly those that allow professors who are convicted of a serious crime to stay on the job - can be changed. This one ought to be.

An article on Wednesday by Journal Sentinel reporter Megan Twohey described how three UW-Madison professors were not immediately dismissed after being convicted of crimes. The article also explained how the university kept two of them on the payroll - with accrued vacation - while they served time behind bars.

Two of the three professors are tenured but, tenured or not, this extends job security beyond what is appropriate.

We understand that tenure has a valid purpose. Professors should not be subject to dismissal simply for having unpopular or unorthodox views. However, no professor - nor any employee at a state university - should be shielded from the consequences of criminal behavior.

The cases involve three employees - professors Roberto Coronado and Lewis Keith Cohen and associate professor Steven Clark. Coronado has been sentenced to eight years in prison for sexually assaulting three girls. Cohen was sentenced to 30 days in jail for having sexually implicit online conversations with a 14-year-old boy and sending nude photos. And Clark was sentenced to one year in jail for stalking.

UW-Madison is investigating all these cases for grounds of dismissal. In the interim, however, all three still have their jobs.

Rep. Scott Suder (R-Abbotsford) is on the right track. Once university employees are convicted of a serious crime, they should be dismissed immediately. He also says they should be given no pay. But if this pay is a matter of accrued vacation, we see difficulties in withholding this.

Yes, Madison's policy is similar to what other universities do. This doesn't make it right. While we appreciate how important it is for taxpayer-supported institutions to follow their own policies to ensure dismissals are fair, the criminal courts are society's ultimate expression of due process.

From the Aug. 11, 2005, editions of the Milwaukee Journal Sentinel  
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## **UW will eye new job rules, Reilly says**

**KAREN RIVEDAL** [krivedal@madison.com](mailto:krivedal@madison.com)

August 11, 2005

University of Wisconsin System President Kevin Reilly on Thursday said he had "no doubt" that university leaders will soon move to change some personnel policies and practices as a result of intense scrutiny by state lawmakers over paid leaves, backup jobs and the treatment of professors convicted of serious crimes.

"The (UW Board of Regents) and I are taking a hard look at these matters," he said in an interview with the Wisconsin State Journal. "We want to assure you and the citizens of this state that if this review demonstrates that things are broken, we will fix them."

The board will begin its review of the policies in September. When it's finished, Reilly said he "would expect that changes will be made" to potentially eliminate a repeat of the worst cases to surface recently, such as the three professors at UW-Madison who were recently sentenced for crimes including sexual offenses and stalking. Two of those three remain on the payroll pending university investigations and/or internal appeals - despite pending prison sentences that will certainly keep them out of the classroom for some time.

Rep. Scott Suder, R- Abbotsford, is leading the charge to get those professors fired immediately, despite state laws requiring due process for tenured faculty members. Suder said those laws need to be changed for extreme cases, noting the appeals process can take years to resolve.

"It's a striking example of going too far in terms of protecting your employees," Suder said in an interview. "If (the case of) a repeated child rapist who has admitted guilt and been sentenced to prison isn't cause for dismissal, then I don't know what is."

Reilly said he could understand those criticisms, and he saw the complaints as narrowly focused to a few individuals and not an attempt to remove tenure protections altogether. The practice of granting tenure - a virtually lifetime job guarantee after about seven years of good performance - is a nationwide practice with deep historical roots in academic freedom.

"The key is that if you're not working (for the university) or you can't, we shouldn't be paying you," Reilly said. "That's the general principle we'll apply to all of these cases."

Beyond paid leaves, the university's practice of granting backup jobs to certain administrators also will be closely scrutinized, Reilly said. Those

jobs generally last one to three years and are provided as job security for top administrators who can be fired at any time by campus chancellors or the System president.

Reilly on Thursday confirmed that his own housekeeper, Mary Lou Gritzmacher, who works at the official residence where the president is required to live, was granted one of those backup jobs, a three-year academic staff appointment.

Gritzmacher doesn't make a large salary - about \$33,000 a year - but her fallback job is the same length or longer than the ones provided to top administrators. The System's vice president of business and finance, Deb Durcan, for example, has a three-year backup.

Reilly said he was made aware of the housekeeper's backup job only recently and was not responsible for hiring her or providing the perk. But he said he wanted to learn more about it.

"I think that's exactly one of the kinds of things we need to look at," he said. "We're going to put all of this in front of the Regents and decide what we need to do. We are going to be transparent and open and talk about this stuff."

System officials also are collecting information for a possible probe of university personnel practices by the non-partisan Legislative Audit Bureau, while a more limited review already is underway by Susan Steingass, a Madison lawyer and former judge.

Steingass, who also works in UW-Madison's Law School, was chosen to investigate the seven-month paid leave of UW-Madison administrator Paul Barrows. Lawmakers learned in June that Barrows was granted the leave by Chancellor John Wiley after being demoted for dating a graduate student, and their inquiries - as well as media coverage of the scandal - kicked off an entire summer's worth of scrutiny at UW-Madison.

Barrows remains on leave at a reduced salary pending the completion of the report, which also will look into allegations that Barrows sexually harassed women on campus before the leave. He was vice chancellor of student affairs at the time and was earning nearly \$200,000 a year.

### **Professors' offenses**

Three UW-Madison professors were recently sentenced for serious crimes. Two of those three remain on the payroll pending university investigations and/or internal appeals.

STEVEN CLARK

Position: associate professor in the medical school

Salary: \$67,861

Crime and sentence: One year in jail, which Clark began serving June 23. Clark was convicted of stalking a former girlfriend.

Job status: Clark is using banked vacation days to continue getting a paycheck and will be put on unpaid leave when that time runs out. University officials haven't finished an internal investigation into whether Clark broke any university rules that could result in his dismissal.

#### ROBERTO CORONADO

Position: Medical School professor

Salary: \$137,641

Crime and sentence: Eight years in prison; Coronado pleaded no contest to two counts of repeated sexual assault of a child and one count of first-degree sexual assault of a child.

Job status: UW-Madison moved to dismiss him in mid-June after a university investigation into his conduct, but he remains on the payroll pending his appeals. Coronado is being paid through accrued vacation time and will be put on unpaid leave when that time runs out in about 10 weeks, officials said, pending the outcome of his university appeals process.

#### LEWIS COHEN

Position: professor of comparative literature

Salary: \$72,856

Crime and sentence: 30 days in jail starting at the end of August; Cohen pleaded no contest to one count of exposing a child to harmful materials. The court complaint had accused Cohen of attempting to meet a 14-year-old boy for sex and sending the boy nude photos of himself from his home and university computers.

Job status: The university is investigating whether Cohen broke any university rules; he is not currently on the payroll because his contract runs only through the regular school year. It's unclear if he will return to work sometime in the fall semester.

#### Return to story

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# WISCONSIN LEGISLATURE

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## \*\*MEDIA ADVISORY\*\*

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For further information, please contact:  
State Representative Scott Suder

August 11, 2005

1-(888)-534-0069

## **Legislators Request List of Felons Employed in UW System Suder Leads Coalition of State Lawmakers to Push for Reform of UW Termination Policies**

**Madison...** State Representative Scott Suder (R-Abbotsford) and other state lawmakers from both houses want to know how many felons are working at the University of Wisconsin and what crimes they have committed. On the heels of the discovery of a UW-System policy that allows professors and various administrative staff members to continue to receive their taxpayer funded salaries and benefits despite their felony convictions, the lawmakers have officially requested a full accounting of professors and other staff members with felony records and reasoning as to why they haven't been fired.

In a letter to UW System President Reilly, the lawmakers listed below have also demanded that the UW System immediately review and reform their dismissal policies regarding felons, a policy they say is in dire need of reform.

*"Academic freedom is important, but should end at the prison gates," Suder said. "The current UW System policy leaves the impression with the public that professors and other UW employees who commit heinous crimes are above the law."*

The lawmakers indicated they will take legislative action should the UW refuse to reform its policies for terminating convicted felons.

The list of lawmakers making this request is as follows:

- State Representative Scott Suder (R-Abbotsford)
- State Senator Robert Cowles (R-Green Bay)
- State Representative Jeff Wood (R-Chippewa Falls)
- State Representative Robin Vos (R-Racine)
- State Representative Samantha Kerkman (R-Burlington)
- State Representative Terry Musser (R-Black River Falls)
- State Representative Joel Kleefisch (R-Oconomowoc)
- State Representative Mark Pettis (R-Hertel)
- State Representative Steve Kestell (R-Elkhart Lake)

Thu, Aug 11, 2005

## Lawmaker: UW no place for felons

By Matt Conn

For the Wausau Daily Herald

A north central Wisconsin legislator said he plans to send letters to University of Wisconsin officials by today to ask them if any of their employees are convicted felons, following the convictions of three UW-Madison educators in the past several months.

Rep. Scott Suder, R-Abbotsford, has called for the university to fire such employees without pay once they have been convicted.

"We want to know where, and if any, felons are teaching," Suder said Wednesday. "We want to know what felons are working in the UW System and any individuals being investigated for criminal behavior. We want a full account of where they are on every campus."

A UW-Madison policy prevents professors from being fired solely because they have been found guilty in a court of law. It calls for the university to conduct its own investigation to determine whether there is cause for dismissal. In addition, professors have the right to appeal a dismissal through the university system and into state court.

"The UW claims they have this policy because of academic freedom. As far as I'm concerned, academic freedom ends at the prison gates," Suder said.

Suder said he and other Republican legislators are looking at possible legislation to change university policy to provide immediate dismissal for serious convictions, such as major felonies.

One of the three UW-Madison educators convicted of various offenses during the last several months is Roberto Coronado, a professor in the medical school, who earns \$137,641 per year. Coronado was sentenced Friday to eight years in prison and 10 years of supervision in sexual assaults of three young girls during the last 10 years. The administration has moved to fire him, but Coronado is pursuing the appeals process allowed under the university's policy.

The Associated Press  
contributed to this report.

Thu, Aug 11, 2005

## Legislator cracks down on convicts

By Matt Conn  
Marshfield News-Herald

A local legislator said he will send letters to University of Wisconsin officials by today to ask them if any of their employees are convicted felons, following three UW-Madison educators being convicted of crimes in the past several months.

Rep. Scott Suder, R-Abbotsford, has called for the university to fire such employees without pay once they have been convicted.

"We want to know where, and if, any felons are teaching," Suder said Wednesday. "We want to know what felons are working in the UW System and any individuals being investigated for criminal behavior. We want a full account of where they are on every campus."

A UW-Madison policy prevents professors from being fired solely because they have been found guilty in a court of law. It calls for the university to conduct its own investigation to determine whether there is cause for dismissal. Professors also have the right to appeal a dismissal up through the university system and into state court.

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Suder said he and other Republican legislators are looking at possible legislation to change university policy to provide immediate dismissal for serious crime convictions, such as major felonies.

Andy Keogh, dean of UW-Marshfield/Wood County, said rules governing whether an employee may continue their work after a conviction are for the protection of everyone, even though they may appear to only protect individuals convicted of serious crimes.

Keogh said that during investigations into serious crimes, paid administrative leave may be appropriate, but not dismissal.

"An immediate reaction might be one thing, but what the law allows might be another," he said. "Due process rules and all rules that protect us might feel like they get in the way in something like this, but they protect all of us."

Keogh said that in his three years as dean and to his knowledge, such situations have not affected the Marshfield campus.

"I think all of us would be concerned about having an employee who winds up in jail," he said. "In terms of salary and benefits, that does not depend on us. It depends on the contract the individual has with the state."

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The Associated Press contributed to this report.

Matt Conn can be reached at 384-3131 or 800-967-2087, ext. 328 or at [mconn@marshfieldnews herald.com](mailto:mconn@marshfieldnews herald.com).

Posted Aug. 11, 2005

## Editorial: Another UW policy deserves investigation

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What exactly do you have to do to lose your job at the University of Wisconsin-Madison?

If you do your job poorly, that isn't enough. If you take off seven months for "personal issues" and then go job-hunting somewhere else, that isn't enough. And now we find out that being an incarcerated child molester isn't enough.

Medical professor Roberto Coronado, who earns \$137,641 a year, was sentenced last week to eight years in prison for sexually assaulting three girls over the past decade. The UW administration tried to fire him, but university policy allows him to appeal, which he's doing. So taxpayers are now funding paychecks for a sexual predator who isn't actually working.

Throw in the cases of another professor who pleaded no contest to sending a 14-year-old boy nude photographs of himself and an associate professor who got a year in jail for stalking, both of whom are still on the payroll, and UW-Madison has yet another black eye.

The university has rules that forbid professors from being fired simply because they have been found guilty in a court of law. That's fine for minor offenses such as disorderly conduct, but major felonies and sex offenses are an entirely different ballgame.

It's yet another instance where you shake your head at UW policy as you wonder where this is all going to end. Every week reveals yet another UW employment standard to which few, if any, other people in Wisconsin can relate.

If ever a public body was in dire need of auditing and review, this is it. From pay to employment to professional recruiting, the UW System should be thoroughly scrutinized immediately.

Original URL: <http://www.jsonline.com/news/metro/aug05/348239.asp>

## UWM leader's pal gets cushy job, dandy digs

Posted: Aug. 13, 2005

### Spivak & Bice

A few years back when **Carlos Santiago** was vying to become president of the University of New Mexico, **David Gilbert**, a colleague and close friend, heaped praise on Santiago.



### Cary Spivak & Dan Bice

E-MAIL | ARCHIVE

"Everything he has done to this point leads him to being president in the near future," gushed Gilbert, then a top lobbyist at the University at Albany, where Santiago was provost.

Santiago didn't get the New Mexico gig, but he landed pretty well. He's now the chancellor of the University of Wisconsin-Milwaukee.

And Gilbert? He didn't do badly, either.

He's a \$163,320-a-year consultant to Santiago, ensconced in a UWM office that was redecorated at a cost of nearly \$15,000. That's enough to cover tuition for five in-state students at UWM for this fall semester.

And quite the digs they are.

The furnishings, including a credenza and desk from the Jamestown collection of North Carolina-based **DarRan Furniture**, cost the public university \$5,262. Also, his office was given a movable cherry-paneled dividing wall and a cherry door, with birch moldings on both. Details were designed to match the furniture.

Pretty sophisticated stuff for a supposedly cash-strapped school.

We wish we could tell you more about the office - we really wanted to try out a couple of the guest chairs from **Quaker Furniture** that list at \$700 each - but, per orders of Santiago, we weren't allowed to see it.

"As far as he's concerned, it's a private work space, and it's not open to the public," said **Tom Luljak**, the university chief flack.

Aw, c'mon. We promise we won't touch anything, and we'd even wipe our feet before stepping on the hallowed ground.

"I'm telling you what the chancellor said," Luljak said.

Of course, we're talking about a public university paid for, in part, with taxpayer dollars.

"I'm conveying to you what he (Santiago) asked me to tell you," said Luljak, dropping from his friendly PR voice and adopting a much sterner stop-pestering-us tone.

It seems that Santiago and his minions are busy hiding in their bunkers on this one. The chancellor - the guy charged with being the public face of UWM - refused to talk to us directly, demanding that all questions be submitted in writing. Gilbert didn't respond to phone calls or e-mails.

It turns out that Santiago made Gilbert part of his employment package. Essentially, Santiago wasn't coming to Milwaukee unless he could give a cushy state job to his buddy.

Let's let the UWM boss tell the story.

"It is not unusual for a new chancellor or university president to bring a trusted advisor with them to a new institution," Santiago wrote in an e-mail reply to us on Friday. "For example, former Chancellor **Nancy Zimpher** did the same when she

accepted the University of Cincinnati presidency, taking the executive assistant with her.

"This was not an advertised position and was part of the conditions of my employment in initial negotiations with the UW System."

Part of the "conditions of my employment" with UWM? Was this disclosed at the time? And isn't there a big difference between an administrative aide and a six-figure executive?

In a partial answer to follow-up questions, the 52-year-old administrator said Gilbert's hiring was one of three hiring conditions, the others being that he and his wife receive tenure. Then-UW System President Katherine Lyall knew of the deal.

Santiago said he met Gilbert at UAAlbany in '97 and became buddies with him four years ago when Santiago became provost there.

Justifying Gilbert's pay, Santiago wrote: "It was not easy to pry him away from the University of Albany where his salary was commensurate with the other vice presidents."

But UWM did what it could.

The chancellor, who took UWM's helm one year ago, said University of Wisconsin officials recommended the title of consultant, one that is given to 159 others within the UW System. Santiago did not get back to us with information on how many others on his campus have the same deal and how many of those get paid better than Gilbert.

Even though the practice is used elsewhere, Santiago admitted that the title does not fit.

"In practice, however, he is not a consultant (in a standard project based or part-time capacity) and serves in a full-time administrative role," Santiago wrote. "He is reappointed on an annual basis. Full benefits are granted to full time employees at UWM."

So Gilbert gets to have his cake and eat it too: He receives the title of consultant (a job awarded without competition) but gets the state's cushy sick leave, vacation, retirement and health insurance. Those usually go only to full-time state workers, not consultants.

As for the rehab job, Santiago said every chancellor has used the space next to the chancellor's office differently. He said he saved money by not putting in a permanent wall.

"We need to use space as efficiently as possible," Santiago said in an e-mail that repeatedly defends Gilbert and all of his activities.

It's not a bad deal, really.

Santiago scratches Gilbert's back.

And Gilbert will surely scratch his - the next time Santiago goes trolling for a job and needs a ready and friendly quote for the press.

From the Aug. 14, 2005, editions of the Milwaukee Journal Sentinel  
Have an opinion on this story? [Write a letter to the editor](#) or start an [online forum](#).

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## Cary Spivak & Dan Bice Archive



[UWM leader's pal gets cushy job, dandy digs \(8/13/05\)](#)



[Reporter strikes out with arrival by helicopter \(8/10/05\)](#)



[Nom de plume may be in order for big legal ego \(8/6/05\)](#)

LOCAL NEWS from **Northwestern**<sup>Oshkosh</sup>

Posted Aug. 16, 2005

## **Editorial: Summer to forget doesn't have to be UW System legacy**

T

here's a growing awareness statewide that we need our state's University of Wisconsin System to get the present episode of quirky employment problems behind us, both for the state and the System's reputation.

Let's face it. The summer of '05 has been one that administrators would rather forget. We saw administrators on paid leave after resigning, a vice chancellor on paid leave while interviewing at another state's university and two professors who earned vacation pay while behind bars. During this past weekend, UW System President Kevin Reilly said his maid had a university academic staff job lined up if she was ever demoted for bad work.

For the taxpayers, however, the stories are reminders that the university culture is in need of an unbiased review with an eye toward change. And they're right.

This all came to light because of the clash of cultures. There is the university culture bred of decades of policies and procedures like those now made public. And there is the culture of the working man and woman at AxleTech or Oshkosh Truck or the department store floor who doesn't live anything like that.

Employees in the private sector don't have guaranteed jobs if one job doesn't work out. They don't accrue vacation time, they must "use it or lose it" every year. Companies don't put salesmen on seven months of paid leave so they can interview for another job after questionable performance.

In fairness, there are valid reasons to have university dismissal processes that work independently of a court system for people charged with a crime. The university system can tend to plod along slower than the criminal justice system. But a professor dismissed in poor fashion could return to sue a university for wrongful termination.

Still, having a policy doesn't mean it's the best policy. A responsible approach by the UW System to these issues will be to begin by admitting that they need to be addressed. There have been some reviews this year. They obviously haven't gone deep enough. The odd employment practices keep coming to public light.

UW System should willingly submit themselves to a reform process. They should call for an independent, third-party audit of university hiring practices, employment procedures and

ethical lapses. There should be a period of review, reporting and change, preferably started before this year is over.

It would be a mistake to ask the Wisconsin Legislature's Joint Audit Committee to conduct this audit. The sitting 2005-07 Legislature has chosen to develop a highly acidic and tense relationship with the UW System. A number of the changes may be policy issues, anyway, so it's not like the Legislature would be involved in writing new laws per se.

We must act soon. We are seeing 1 percent of the university that needs change now overshadowing the 99 percent of good work and world-renowned research that should get the attention. Despite all the problems, there is a deep and abiding respect for the UW System that can outlast the present dilemma.

Our civic responsibility as taxpayers is to demand our UW System administrators assume control of the problems confronting them. As such, these matters of employment must be addressed with a mind for change.

**The Final Thought:** We encourage the University of Wisconsin System to direct its change for a better future, after a summer of embarrassing employment problems.

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**Matthews, Pam**

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**From:** Handrick, Diane  
**Sent:** Thursday, August 25, 2005 8:46 AM  
**To:** Matthews, Pam; SueHome  
**Subject:** From the Wisconsin State Journal

## **UW humility a welcome change**

August 24, 2005

The University of Wisconsin System is finally showing it's serious about getting to the bottom of -- and hopefully putting to rest -- controversy surrounding its hiring practices.

UW System President Kevin Reilly this week asked state lawmakers for a state audit of university policies. The probe should concentrate on backup jobs, paid leaves and pay for felons.

Reilly's support for the audit is on top of the System's own internal review, the results of which are due next month. Reilly also has suspended backup jobs for new hires.

Reilly pledged "to ensure that ours is a cost- effective and competitive system of public higher education."

That certainly is what students, parents, state leaders and especially Wisconsin taxpayers expect.

The Legislative Audit Bureau has a strong reputation for being non-partisan and as independent as a state agency can be. The bureau would be aggressive and thorough in its analysis of UW, but also factual and fair.

A state audit -- something a handful of lawmakers have already called for -- would move the intense scrutiny of UW practices beyond sharp rhetoric to careful reason. The Joint Legislative Audit Committee should authorize the audit soon.

Two weeks ago, Reilly himself said he had "no doubt" that university leaders will change some policies in the wake of several recent UW flaps.

An audit also could show that some UW practices that sound bad are actually justified. The backup jobs, for example, might make sense for some positions. UW has given many top and highly paid assistants the assurance that if they are removed from an appointed position, they will have a fallback job to parachute to.

This practice isn't uncommon at universities and, in limited cases, makes sense. Suppose a chancellor wants to appoint a talented and tenured professor to be his vice chancellor. Why would the professor risk the security of tenured status if in an instant he or she could be removed at will from the administrative job?

If the professor is given a fallback job, the professor would be much more willing to join the administration -- quite possibly for the greater good of the university, its faculty and students. The scenario is not that different from the civil service protections long granted to state workers when they accept a political appointment by the governor.

But that doesn't mean Reilly's housekeeper, earning \$33,000 a year, deserves a fallback job -- something Reilly says he didn't know about until recently.

It doesn't mean a vice chancellor should keep pulling in a \$190,000-a-year salary for not working for months and instead pursuing a job elsewhere.

And it certainly doesn't mean UW professors convicted of sex assault and stalking should keep getting paychecks from taxpayers.

Reilly and other UW leaders are showing humility. That is what's been needed. It's time for the state audit, a reliable and professional look at the facts, followed by reasonable policy changes to restore the public's trust.

*Diane Handrick*

*Office of Rep. Sue Jeskewitz*

*608-266-3796*

*1-888-529-0024 toll free in Wisconsin only*

*314N, State Capitol*

*Madison WI 53708*

# REMEMBER

## storm victim

WSS  
5/2/05

# remember

Orlofske died when a tornado leveled his Pleasant Springs home Thursday.

By GENA KITTNER  
gkittner@madison.com  
608-252-6139

### Inside

- There was no warning for injured Vernon County woman. **B2**
- Fire, tornado information. **B5**

**TOWN OF DUNN** — In the midst of wreckage of the Orlofskes' town of Pleasant Springs home, a family member found a Bible that had blown open Chapter 3 of the Book of Ecclesiastes. The Rev. Thomas Petersen read part that chapter Tuesday during the funeral of Harold Orlofske. Orlofske is killed when his home collapsed during the tornado that struck the town on a Tuesday.

"A time to break down, and a time to build up; a time to weep, and a time to laugh; a time to mourn, and a time to dance," read Petersen in his sermon.

Orlofske, 54, was the in-bound traffic dispatcher at Hayes Transport in Verona. He was born on Dec. 28, 1950, in Gillett, a son to Henry and

Please see **ORLOFSKE**, Page B2

# JW System wants legislators to probe UW hiring practices

The System president believes an audit will answer lawmakers' questions.

By **JR ROSS**  
Associated Press

The University of Wisconsin System president asked lawmakers Tuesday to have their

independent audit bureau review System hiring practices, signaling a willingness to work with legislators to resolve a series of disputes that have strained their relationship.

The System has been under constant criticism this summer over practices of guaranteeing fallback jobs to administrators, paying a top administrator sick leave even though he was actively looking for another job

and allowing some tenured staff to be paid despite felony convictions.

System President Kevin Reilly wrote the co-chairs of the Joint Legislative Audit Committee that the university for its own internal review and expected to have that completed by Sept. 2.

Still, he wrote he wants lawmakers to initiate their own audit to answer their questions.

"I make this request in the spirit of having university operations be as open as possible, of finding more ways to improve efficiency and effectiveness, and of building trust with the Wisconsin citizens we serve and their legislative representatives," Reilly wrote.

Sen. Carol Roessler, committee co-chairwoman, said lawmakers were moving toward an audit already, but it could take

several months for the Legislative Audit Bureau to complete its review.

chancellor Paul Barrows medical leave even though he was looking for another job. He later returned to work to a backup position, a fallback job the System grants administrators in case they leave their posts. It was later revealed Reilly's housekeeper has a fallback job; the System ordered an end to the practice for new hires while the Board of Regents reviews the practice.

The System has been on the defensive over the last few months after it was revealed UW-Madison paid former vice

storms, including the tornado outside of Stoughton.

### Home damage

Estimated severity of damage to the 240 residential homes damaged in the storms:

Destroyed: **89**  
Major damage: **67**  
Minor damage: **84**

SOURCE: Dane County

### The cost

Preliminary damage costs in millions of dollars:

Residential: **\$35.5**  
Agricultural: **\$5**  
Utilities: **\$2**  
Business: **\$0.2**

State Journal

## Storm property losses continue to mount

The cost estimates of Thursday night's storm in Dane County continued to rise Tuesday.

Dane County Emergency Management officials upped the damage from Monday's \$20 million estimate to \$42.7 million Tuesday.

"We expect it to increase," said J. McLellan, an emergency management spokesman. "These are all estimates and they will be for a long time."

Officials said Tuesday that 89 homes in Dane County were destroyed and an additional 151 have major or minor damage.

Agricultural damage has reached an estimated \$5 million but the figure does not include the cost of removing trees or debris from fields,

— **Barry Adams**  
and **Jason Stein**

damage to storage sheds or lost machinery.

Major insurers in the area reported the following on statewide damage claims:

- American Family Insurance Group has paid \$10.3 million of an expected \$12 million on 325 claims, including 26 destroyed homes.

- State Farm Insurance of Bloomington, Ill., could have 500 claims.

- General Casualty Insurance Cos. of Sun Prairie estimates damages at between \$3.5 million and \$5 million.

- Allstate Insurance Co. of Northbrook, Ill., expects claims of at least \$1 million.

a dollar that has to be cut somewhere else because of state (tax collection) limits."

Average gas prices in the Madison area — \$2.69 a gallon on Tuesday, \$2.33 a month ago and \$1.94 a year ago, according to the American Automobile Association — show the challenge faced by city agencies, which buy a lot of fuel.

The city's Motor Equipment division, which provides fuel for 963 police cars, fire trucks and other emergency and public works vehicles, will spend \$1.64 million in the current year and projects spending \$2.34 million in 2006, a 42 percent rise.

### Bulk purchase for 2005 helped

The division saved the city a lot of money by locking in a price early in the year and making a bulk purchase for all of 2005, comptroller Dean Brasser said. The price of a gallon is now 70 cents higher than the bulk purchase price.

But there's not much to be done to be more efficient other than following the city's 10-minute limit on idling vehicles, said fleet services program supervisor Bruce Nelson.

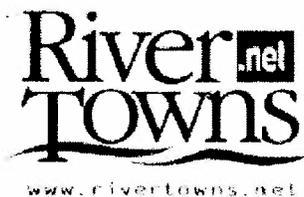
Metro Transit, which has a fleet of 220 regular and paratransit buses, expects to spend \$1.55 million on fuel this year, and projects it will need to spend \$2.13 million in 2006, a 37 percent increase.

The bus service, which is already suffering from rising fuel costs this year, is raising fares to cover fuel and other costs.

Metro general manager Catherine Debo could not be reached for comment.

The city's fuel cost woes could ease or get worse next year, Brasser said.

"We don't know for sure what prices will be," he said. "There is no exact science to this."



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**UW-River Falls light on backup positions while UW-Stout has more**

By Brady Bautch, RiverTown Internet Publisher

Out of 363 staff positions the University of Wisconsin-River Falls has just 14 staff members have backup positions.

This according to Mark Kinders, a UW-RF spokesman represents just four percent of the entire River Falls staff.

In addition to just 14 backup positions there are no administrative staff or faculty on long-term paid leave at UW-RF.

At UW-Stout in Menomonie there are a total of 38 staff and faculty members with backup positions and at least one staff member on long-term paid administrative leave, according to John Enger, a former UW-Stout spokesman, who retired Aug. 26.

The individual on long-term paid administrative leave has been charged with child enticement in Utah and is awaiting trial. Enger stated that UW-Stout was required by law to put the man on administrative leave in order to remove him from teaching.

The use of backup positions within the UW system has come under fire from both the governor and members of the Legislature after it was revealed that a UW-Madison dean was given a backup position following the revelation that he had been on sick leave for six-months after his affair with a graduate student was discovered.

On July 25 UW System President Kevin Reilly and Board of Regents President David Walsh suspended the use of backup positions throughout the UW system and directed all universities in the system to

**TODAY'S TOP STOP**

- Hudson - Selbitschka arraighn
- Police stage practice drill at F School
- Maiden Rock native killed in I Thursday
- Dising honored, remembere PCHS football game
- PC wallops Pirates in opener
- Prescott pours it on Spring V
- Three towns add to duties of aid from deputies
- WisDOT unveils HWY 35/Hai Interchange Web site
- Western Wisconsin seeing lo unemployment in state - Pierc lowest

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La Crosse Tribune

provide a list of backup positions to the board of regents.

It was later revealed that Reilly's housekeeper also has an academic backup position.

"At my request, and in consultation with UW System President Reilly, the Board of Regents has directed UW chancellors and the president not to include so-called 'backup' appointments as part of any employment package until we are confident that our policies match our principles," Walsh added.

The use of backup or "limited term" positions is authorized under Wisconsin state statutes (36.17(2)).

According to Kinders, the UW System will release a comprehensive list of all backup positions system-wide on Sept. 2. This list will include names and positions.

At UW-RF there are four academic staff who are in senior administrative positions who have backup positions. There are also five tenured faculty who have been appointed to senior administrative positions. Because they are tenured they could return to their faculty positions if they were to lose their current posts, according to Kinders.

There are also five senior administrative staff who have come to the university from out-of-state who were given tenure as part of their employment contract, according to Kinders.

"The academic faculty of that department votes on whether or not to give them tenure," said Kinders.

If their administrative positions were eliminated they would be moved into a tenured-professor position, whether or not there was a position available within that department.

"In most circumstances positions are available through attrition," said Kinders. "If not an open tenured position would be moved in from another department."

Kinders added that typically the university knows more than a year in advance when an individual serving in a senior administrative role is going to move to a backup position and this gives the university time to plan.

"Typically what happens is the person simply decides they want to return to teaching," said Kinders.

Kinders added that when people move back

into a backup position they must take the salary of that position even if it is lower which is what normally happens.

UW-RF is not currently affected by the freeze on backup positions, but the college does have some openings which would typically be given backup positions.

"We have plenty of time to find out what the regents might do with backup positions, before we fill these positions," said Kinders.

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## 80% of UW officials have fallback jobs

### School releases internal audit results on administrators

By MEGAN TWOHEY  
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Posted: Sept. 2, 2005

The president of the University of Wisconsin System released on Friday the first official numbers on back-up appointments - a university perk that has inspired much controversy this summer, saying the release was part of an ongoing commitment to university transparency.

Nearly 80% of university administrators - 1,092 employees - have been guaranteed fallback jobs should they decide to step down from their current jobs, according to data compiled by the system. Many work at UW-Madison.

The data came at the request of the leaders of the Joint Legislative Audit Committee after news reports this summer that prompted them to consider an audit of back-up appointments in the system.

Legislators and Gov. Jim Doyle were critical after learning that UW-Madison gave a back-up job to Paul Barrows, who was forced to resign as a vice chancellor after a student complained of her relationship with him, and that UW-Milwaukee gave four administrators well-paid, lengthy leaves after their resignations as a way to buy them out of their backup jobs.

When the Paul Barrows controversy first surfaced, David Walsh, president of the UW Board of Regents, said it wasn't of concern to the UW System. He said he was confident in the decisions made by individual universities. Later, though, Walsh directed a regents committee to investigate back-up appointments and other personnel practices. Kevin Reilly, the system's president, has called for the policies to be examined through an official legislative audit.

"It's important for Wisconsin citizens to be confident in how their public university system conducts day-to-day business," Reilly said in a written statement that was released along with the back-up appointment data.

Rep. Suzanne Jeskewitz (R-Menomonee Falls), co-chairman of the legislative audit panel, said she was pleased with Reilly's response. Rep. Rob Kreibich (R-Eau Claire), a vocal critic of the UW System, complained of its timing.

"I don't think it's an accident that the release of this information coincides with the start of a long holiday weekend," Kreibich said. "They're shielding themselves from tough questions that may arise."

In addition to information on back-up appointments, the legislative audit panel had requested the number of university employees who were granted paid leaves since July 2002.

In a letter to the co-chairman, Reilly said he could not respond because "technically" there are no such individuals. But he conceded that administrators are sometimes placed on paid leave as part of a transition to a back-up job or in connection with the resolution of an employment dispute. Reilly said he was directing UW institutions to seek approval from the UW System's general counsel before granting such leaves to ensure that they are applied in the most effective way.

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"I will not approve an arrangement that does not require a documented work product for the period of the leave," Reilly said in the letter.

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politics

Reilly's letter does not address the back-up appointment guaranteed to his housekeeper.

"Nothing has happened yet," UW spokesman Doug Bradley said, when asked about her status. "But I don't think the situation is going to continue for very long."

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