

*UNIVERSITY OF WISCONSIN SYSTEM*  
*OVERVIEW*

#36

*STATE OF WISCONSIN, LEGISLATIVE FISCAL BUREAU*  
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# *UNIVERSITY OF WISCONSIN SYSTEM*

## *OVERVIEW*

This paper provides an overview of the University of Wisconsin System including a description of the System's history, governance, missions, enrollment, budget and personnel.

### ■ History

Prior to 1971, the state's institutions of higher education were organized into two separate systems: the University of Wisconsin consisting of campuses at Madison, Milwaukee, Green Bay and Parkside plus 10 freshman-sophomore centers and UW-Extension; and the Wisconsin State University System consisting of the Eau Claire, La Crosse, River Falls, Stout, Whitewater, Oshkosh, Platteville, Stevens Point and Superior campuses plus four freshman-sophomore centers. Chapter 100, Laws of 1971, merged the two university systems under a single Board of Regents. The 1971 legislation did not create a single, consolidated statutory chapter to govern the system but, rather, provided for a study committee to develop such a chapter for the merged university system. Legislation passed in 1974 completed the merger process by establishing Chapter 36 of the statutes as the statutory foundation of the University of Wisconsin System consisting now of: 13 universities, a unified, two-year center system with 13 campuses and a statewide extension. The UW system is one of the largest merged systems in the country, enrolling approximately 155,000 students in degree-granting programs.

The pre-merger University of Wisconsin was created by the State Constitution and implemented by state law in 1848. At the time of merger in 1971, it consisted of the original land-grant university at Madison (1849); as well as four-year campuses at Milwaukee (created by a merger of extension facilities and a state teacher's college in 1956), Green Bay (1968) and Parkside (1968), plus 10 freshman-sophomore centers (separated from the statewide extension facilities in 1964) and statewide extension. Total 1971 enrollment was 69,554. Governance was by the Regents of the University of Wisconsin, a board of 10 members, nine appointed by the Governor and confirmed by the Senate for nine-year terms, the tenth being the State Superintendent of Public Instruction who served on both the UW and Wisconsin State Universities boards.

The Wisconsin State Universities (WSU) System had its origins in an 1857 state law creating the Board of Regents of Normal Schools. The first of nine such institutions (including Milwaukee) was opened at Platteville in 1866 and the last at Eau Claire in 1916. The normal schools operated as two-year institutions until 1927, when they received authority to grant baccalaureate degrees in education and were renamed State Teachers Colleges. With the addition of liberal arts programs in 1951, they became Wisconsin State Colleges and in 1964 were

designated Wisconsin State Universities. Stout, an independent home economics college, became part of the Wisconsin State Colleges in 1955. At the time of merger in 1971, the Board had 14 members, including the State Superintendent of Public Instruction and 13 citizens appointed by the Governor and confirmed by the Senate for five-year terms. The WSU System consisted of the nine universities and four freshman-sophomore branch campuses with a total enrollment of 64,148.

The current UW System (see Figure 1) consists of two doctoral campuses (Madison, Milwaukee), eleven comprehensive campuses (Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater), thirteen two-year campuses (Baraboo, Barron, Fond du Lac, Fox Valley, Manitowoc, Marathon, Marinette, Marshfield, Richland, Rock, Sheboygan, Washington and Waukesha) and a statewide Extension with offices in every county.

## ■ The Board of Regents of the University of Wisconsin System

The Board of Regents of the University of Wisconsin System consists of 17 members: 14 are appointed by the Governor and confirmed by the Senate for seven-year, staggered terms; one is a student appointee with a two-year term, appointed as are the 14; and two ex-officio members, the State Superintendent of Public Instruction and the President of the Wisconsin Technical College System Board.

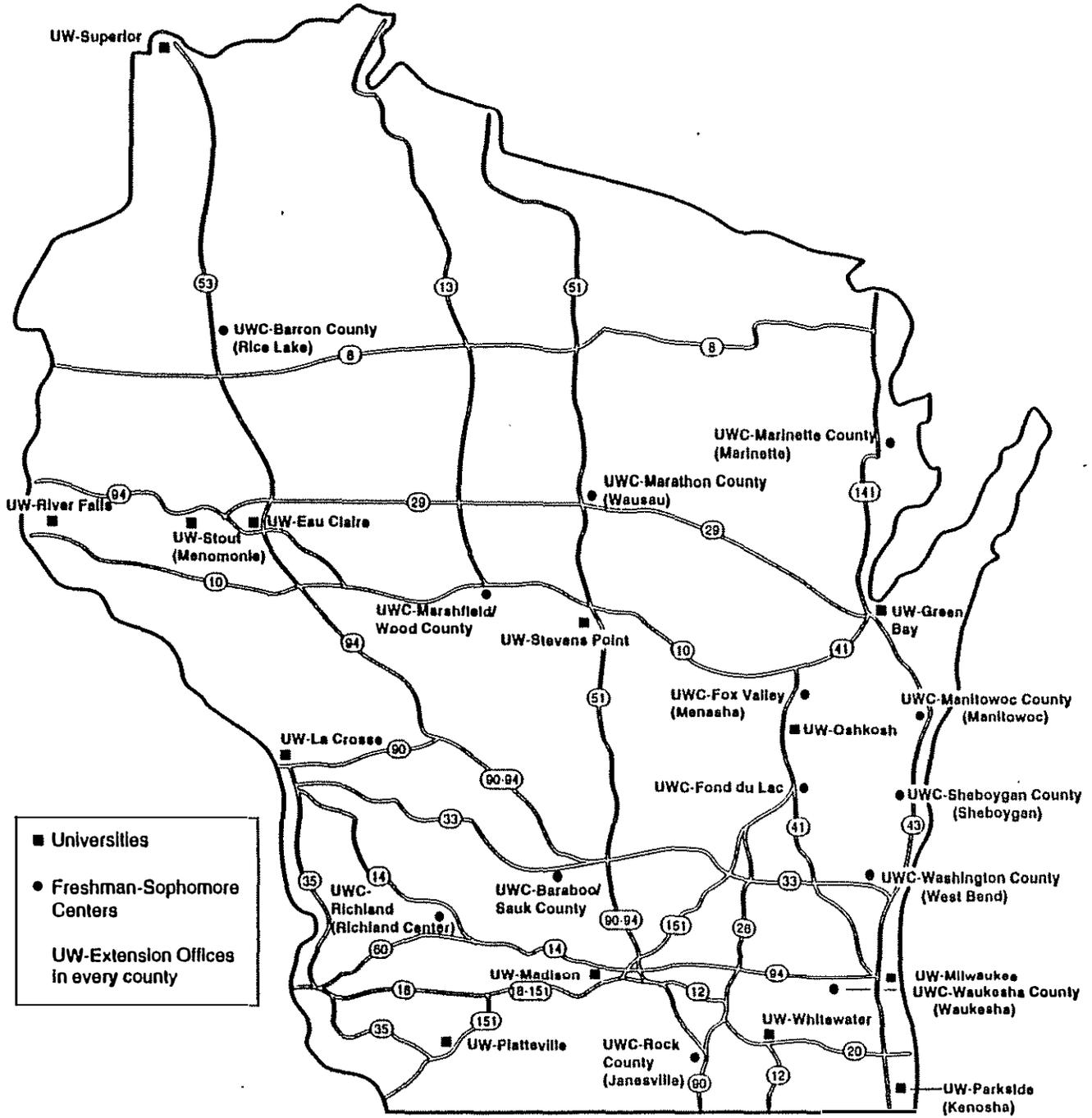
The Regents meet monthly (except in January and one summer month during most years) and serve without pay. The Board President, Vice President and a full-time secretary are elected in June for one-year terms starting July 1. The President appoints members of the Regents' education, business and finance, and physical planning and development committees and special committees and external bodies. The executive committee consists of the President, Vice President, the chairpersons of the three other standing committees, the immediate past President and one other member appointed by the President.

Chapter 36 of the statutes is the legal basis of the Regents' powers of governance. That chapter defines the responsibilities of the Board among which are: (1) governance of the system; (2) mission determination for UW institutions; (3) determination of educational programs to be offered; (4) ensuring that programs are consistent with institutional missions; (5) appointment of a system president, chancellors, the directors of the Laboratory of Hygiene and the Psychiatric Institute, the State Cartographer and the other employees of the University; (6) allocation of funds and adoption of budgets for UW institutions; and (7) establishment of salaries for unclassified UW personnel.

The chapter also enumerates specific Board powers in addition to a general grant of "all powers necessary or convenient for the operation of the system..." Among the specific powers enumerated are those related to: (1) the management of University property; (2) police authority on University property; (3) admission policies; (4) the granting of degrees; (5) parking rules; (6)

FIGURE I

Campuses of the University of Wisconsin System



condemnation of property for the use of the University; (7) the granting of sabbatical leaves to faculty; and (8) the management of endowment and auxiliary funds.

The Board is empowered to appoint the President of the University System; the chancellors and vice chancellors of the 13 universities, UW-Extension, and the UW Centers; and the deans who head each of the 13 centers. All serve at the pleasure of the Board. While the President of the University System has the power to appoint and dismiss System assistant, associate and vice presidents, the Board sets the salaries and duties of these administrators.

## **Administration**

The President and chancellors of the University of Wisconsin System are charged with implementing Regent policies and with administration of the institutions. The President, by statute, directs UW System administration, located in Madison, which was established to assist the Board of Regents in: establishing policies; reviewing the administration of such policies; planning the programmatic, financial and physical development of the system; maintaining fiscal control; and compiling and recommending educational programs, operating budgets and building programs for the Board.

In addition to a President, there are two senior vice presidents (academic affairs and administration) and three vice presidents (business and finance, physical planning and development, and university relations) within System administration. System administration is organized to serve the Regents' committees. For 1994-95, System administration has a \$12.5 million budget and approximately 200 positions.

As executive heads of their respective faculties and institutions, the chancellors are responsible for the administration of their units, subject to Board policy and consultation with their faculties, including curriculum design; degree requirements; academic standards; grading systems; defining and administering institutional standards for faculty appointments, evaluation, promotion and tenure; and auxiliary services and budget management. The chancellors serve at the pleasure of the Board of Regents.

## **Governance**

**Faculty.** By statute, the faculty of each institution, subject to the responsibilities and powers of the Board, the President and the chancellor of such institution, have responsibility for the immediate governance of the institution and have the right to actively participate in institutional policy development. As such, the faculty have the primary responsibility for academic and educational activities and faculty personnel matters. They have the right to determine their own faculty organizational structure and to select representatives to participate in institutional governance.

**Academic Staff.** By statute, the academic staff members of each institution, subject to the responsibilities and powers of the Board, the President and the chancellor and faculty of the institution, have the right to be active participants in the immediate governance of and policy development for the institution. They have primary responsibility for the formulation and review of all policies and procedures concerning academic staff including personnel matters. They have the right to organize themselves in a manner they determine and to select representatives to participate in institutional governance.

**Students.** By statute, the students of each institution have primary responsibility for the formulation and review of policies concerning student life, services and interests and may actively participate in the immediate governance of and policy development for the institution, subject to the responsibilities and powers of the Board, the President, the chancellors and the faculty. In consultation with the chancellor, subject to final confirmation of the Board, students are responsible for disposition of those student fees which constitute substantial support for campus student activities. They have the right to organize themselves in a manner they determine and to select their representatives to participate in institutional governance.

## ■ Relationships With Other Agencies

**Coordination with the Wisconsin Technical College System.** Coordination of UW and Technical College programs is provided for by having the president of each governing board serve as an ex-officio member of the other board. In addition, the two boards have established three joint administrative committees on continuing education, academic programs and physical facilities.

**City and County Relationship with the UW Centers.** The counties, and in some cases the cities, in which the UW Centers are situated own and maintain the campuses, buildings and facilities. Educational programs and services are provided by the UW System.

**Special Programs.** A number of special programs are affiliated with the UW System by statute. Among these programs are: (1) Agricultural Demonstration Stations--established by the Board of Regents through the College of Agricultural and Life Sciences at Madison for the purpose of aiding in agricultural development; (2) Geological and Natural History Survey--this office is operated by the Board to study the geology, water, soils, plants, fish and animal life of the state; (3) State Laboratory of Hygiene--attached to the UW-Madison and governed by its own board; (4) State Cartographer--in charge of all mapping, and map distribution functions for the state; and (5) University of Wisconsin Hospitals and Clinics--the teaching hospital of UW-Madison consisting of University Hospital, University of Wisconsin Children's Hospital and numerous ambulatory clinics, with its mission of patient care, education of health professionals, biomedical and related research and outreach to healthcare practitioners specified by law.

**Educational Communications Board (ECB).** This agency has responsibility for public broadcasting and distance education. One UW Regent and one UW System designee are ECB

board members. Broadcasting station WHA-TV, located in Madison, is managed by the Board of Regents, as licensee. Both the UW Regents and the ECB operate radio stations which are part of Wisconsin Public Radio. The Regents are directed by statute to enter into an affiliation agreement with the ECB for shared responsibilities and facilities regarding the operation of Wisconsin public television and radio stations.

**Higher Educational Aids Board (HEAB).** This agency has primary responsibility for the state's student financial aid system. Of the 18 members of HEAB, three are UW Regents and one is a UW student.

**Department of Public Instruction.** This agency is responsible for providing direction and supervision of public elementary and secondary education. The Superintendent of Public Instruction is a member of the Board of Regents.

## ■ Missions of UW System Institutions

All thirteen universities award bachelor's and master's degrees. Madison and Milwaukee also confer doctoral degrees. For adults unable to attend classes at a campus, extended degree programs are offered through Green Bay, Platteville, River Falls and Superior.

The purpose and goals of the UW System and its institutions are defined in three sets of mission statements: a system mission, core missions, and a special mission statement unique to each institution. The core and select mission statements for each institution were originally developed after public hearings and approved by the Board of Regents in 1974. Revised mission statements were approved by the Regents in the spring of 1988. They are the foundation planning documents which chart the growth and development of the individual institutions. However, a mission statement does not in and of itself provide any particular program entitlement not specifically authorized on its own merits by the Board of Regents. The Board of Regents has the authority to consider changes in mission statements as these may become appropriate. Each of the types of mission statements is described in detail below.

### **System Mission**

The UW System mission is set forth in Chapter 36. It is a broad mission to teach, do research, provide extended education beyond the boundaries of the campuses and engage in public service.

## Core Missions

**Doctoral Campuses** (Madison and Milwaukee). May offer baccalaureate, master's, doctoral and advanced professional degrees and conduct organized programs of research.

**Comprehensive Campuses** (11 four-year institutions that grant baccalaureate and master's degrees). May offer associate, baccalaureate and selected graduate programs (nondoctoral); should emphasize teaching excellence; should: (a) provide a base of liberal studies as a foundation for its degrees; (b) engage in outreach and continuing education for citizens in each service region; and (c) engage in scholarly activity integral to, and supportive of, instructional programs and teaching excellence.

## Select Missions

The select missions of each institution define the particular purposes and focuses on each campus. These statements are different in format as well as in content for each institution: some are defined in terms of specific client populations to be served, some by specific subject matter to be taught, and still others in terms of educational approach. All institutions in the UW System, however, have a responsibility to offer liberal education programs as the basis for their undergraduate degrees.

The select mission statements of UW-Extension and the UW Centers exemplify missions defined by client groups:

**UW-Extension.** To apply University research, knowledge and resources to meet the educational needs of Wisconsin's people wherever they live and work. Its activities include teaching, applied research, public broadcasting and communications and statewide program leadership, coordination and accountability.

**UW Centers** (13 two-year institutions). May offer associate degrees; serve primarily as freshman-sophomore liberal arts transfer institutions; should place major emphasis on teaching excellence and support the development, testing and use of effective teaching methods; also should meet the off-campus instructional and continuing education needs of citizens in the campus service area and provide public service to the surrounding region within the context of coordinated statewide planning.

The missions of Stout, Stevens Point, and River Falls exemplify missions defined by subject matter (for example, technology, home economics, applied science, art, industrial management and human behavior at Stout; communicative disorders, natural resources, and visual and performing arts at Stevens Point; and agricultural sciences, agribusiness, and agricultural teacher education at River Falls).

The mission of Green Bay exemplifies missions defined by educational approach (for example, interdisciplinary, problem-focused, liberal education).

Finally, several select mission statements reflect the areas served by the institutions: Superior (university for citizens of northern Wisconsin); Parkside (regionally-based institution tailored to the needs of southeastern Wisconsin); and Milwaukee (a major urban doctoral university and to meet the diverse needs of Wisconsin's largest metropolitan area).

## ■ Enrollments

Table 1 indicates headcount enrollments for the 1993 fall semester at each of the campuses which range from 2,587 students at Superior to 40,412 students at Madison. The undergraduate focus of the nondoctoral campuses is reflected in the relatively small ratio of graduate students to undergraduates. In general, there is a higher percentage of nonresident graduate students than nonresident undergraduates.

In addition, the largest percentage of nonresident undergraduates is found at Madison and the campuses where tuition reciprocity agreements with Minnesota attract a large number of students (River Falls, Superior, Stout, Eau Claire and La Crosse). The Wisconsin-Minnesota Higher Education Reciprocity Agreement allows Minnesota and Wisconsin residents to attend higher education institutions in either state while paying tuition equal to that of a comparable institution in their home state. In the fall of 1993, an estimated 6,677 undergraduate and 532 graduate Wisconsin residents attended Minnesota schools and 9,451 undergraduate and 879 graduate Minnesota residents attended school in Wisconsin under this agreement.

**TABLE 1: UW Enrollment (Headcount) -- 1993 Fall Semester**

	Undergraduate			Graduate and Professional			Total
	Resident	Non-resident	% Non-resident	Resident	Non-resident	% Non-resident	
Madison*	20,193	8,039	28.5%	5,598	6,582	54.0%	40,412
Milwaukee	18,464	652	3.4	3,875	803	17.2	23,794
Eau Claire	7,995	1,782	18.2	510	55	9.7	10,342
Green Bay	5,055	241	4.6	207	22	9.6	5,525
La Crosse	6,777	1,239	15.5	511	130	20.3	8,657
Oshkosh	8,942	332	3.6	1,423	45	3.1	10,742
Parkside	4,488	368	7.6	148	5	3.3	5,009
Platteville	4,565	344	7.0	205	20	8.9	5,134
River Falls	2,662	2,139	44.6	203	239	54.1	5,243
Stevens Point	7,396	663	8.2	504	52	9.4	8,615
Stout	4,744	1,873	28.3	409	149	26.7	7,175
Superior	1,308	821	38.6	267	182	40.5	2,587
Whitewater	8,794	512	5.5	1,136	107	8.6	10,549
Centers	<u>10,433</u>	<u>412</u>	<u>3.8</u>	<u>---</u>	<u>---</u>	<u>---</u>	<u>10,845</u>
TOTAL	111,816	19,417	14.8%	14,996	8,391	35.9%	154,620

\*Graduate figures include 1,500 resident and 345 nonresident professional students.

Table 2 contains headcount enrollment changes at each campus for the fall semester from 1983 to 1993. While enrollments for the University System decreased by 4.4%, the experience of individual campuses varied considerably. For example, Green Bay and Superior had enrollment increases in excess of 10%, with the Centers and Whitewater experiencing smaller increases. Milwaukee and Parkside had enrollment declines of greater than 10% and enrollments at Madison, Eau Claire and Platteville declined by more than 5%. It should be noted that enrollments at individual campuses may vary considerably from year to year.

Much of the decrease in enrollments can be traced to the adoption of enrollment management plans for the period 1986-87

**TABLE 2: Ten-Year Change in UW Enrollments (Headcount)**

	Fall	Fall	Change	
	1983	1993	Number	Percent
Madison	42,921	40,412	-2,509	-5.8%
Milwaukee	26,468	23,794	-2,674	-10.1
Eau Claire	11,072	10,342	-730	-6.6
Green Bay	4,880	5,525	645	13.2
La Crosse	8,958	8,657	-301	-3.4
Oshkosh	11,053	10,742	-311	-2.8
Parkside	6,008	5,009	-999	-16.6
Platteville	5,458	5,134	-324	-5.9
River Falls	5,368	5,243	-125	-2.3
Stevens Point	8,871	8,615	-256	-2.9
Stout	7,470	7,175	-295	-3.9
Superior	2,219	2,578	359	16.2
Whitewater	10,493	10,549	56	0.5
Centers	<u>10,454</u>	<u>10,845</u>	<u>391</u>	<u>3.7</u>
TOTAL	161,693	154,620	-7,073	-4.4%

through 1994-95. During the first four years, enrollments were reduced by approximately 4% with the purpose of increasing student access to courses. In the final four years of the program, additional enrollment reductions of 3.8% were selected to mirror, but be less than, the projected decrease in the state pool of high school graduates. Additional information on enrollment management is provided in a separate informational paper (UW Enrollment and Admission Policies).

To indicate changing student attendance patterns, Table 3 shows the numbers of students attending part-time and full-time at each campus. The proportion of part-time students in the University as a whole has decreased somewhat in the last ten years. The relatively high proportion of part-time students at Green Bay, Milwaukee, Parkside, Superior, Oshkosh and the Centers reflect the commuter nature of these campuses. Green Bay, however, has shown a sharp increase in the number of full-time students in recent years.

	<u>1983 Fall Semester</u>			<u>1993 Fall Semester</u>		
	<u>Full-Time</u>	<u>Part-Time</u>	<u>% Part-Time</u>	<u>Full-Time</u>	<u>Part-Time</u>	<u>% Part-Time</u>
Madison	36,114	6,807	15.9%	33,911	6,501	16.1%
Milwaukee	15,298	11,170	42.2	13,811	9,983	42.0
Eau Claire	9,698	1,374	12.4	8,798	1,544	14.9
Green Bay	3,028	1,852	38.0	3,874	1,651	29.9
La Crosse	7,763	1,195	13.3	7,653	1,004	11.6
Oshkosh	7,853	3,200	29.0	8,110	2,632	24.5
Parkside	3,308	2,700	44.9	3,007	2,002	40.0
Platteville	4,854	604	11.1	4,376	758	14.8
River Falls	4,674	694	12.9	4,449	794	15.1
Stevens Point	7,449	1,422	16.0	7,488	1,127	13.1
Stout	6,865	605	8.1	6,327	848	11.8
Superior	1,584	635	28.6	1,900	678	26.3
Whitewater	8,407	2,086	19.9	8,498	2,051	19.4
Centers	<u>6,330</u>	<u>4,124</u>	<u>39.4</u>	<u>6,707</u>	<u>4,138</u>	<u>38.2</u>
<b>TOTAL</b>	<b>123,225</b>	<b>38,468</b>	<b>23.8%</b>	<b>118,909</b>	<b>35,711</b>	<b>23.1%</b>

When assessing the budgetary or space needs of a campus, the full-time equivalent (FTE) enrollment is often a more relevant statistic than headcount. For undergraduates, FTE enrollment is determined by dividing the total number of credits taken by fifteen; for master's students, the divisor is twelve; and for doctoral students, the divisor is seven. Table 4 indicates FTE enrollments, by campus for the 1993 fall semester. Campuses with a large number of part-time students (Milwaukee, Parkside, Centers) have a relatively lower FTE when compared to their headcount enrollment.

Table 5 contains minority enrollment statistics by campus. About 61% of all minorities enroll at either Madison or Milwaukee. Milwaukee (13.6%), Parkside (11.1%) and Madison (8.3%) have the highest proportion of minority students, while Eau Claire (3.0%), Stevens Point (3.2%), Platteville (3.7%) and the Centers (3.8%) have the smallest. About 31% of the minority students are Asians. In the past four years, while the total number of students systemwide has decreased by approximately 3%, the number of non-Asian minority students as well as the number of Asian students have increased by 24% each.

**TABLE 4: UW Enrollment (FTE) -- 1993 Fall Semester**

	Undergraduate	Graduate & Professional	Total
Madison	24,859	10,297	35,156
Milwaukee	13,686	2,383	16,069
Eau Claire	8,919	256	9,175
Green Bay	4,099	90	4,189
La Crosse	7,586	371	7,957
Oshkosh	8,529	565	9,094
Parkside	3,355	49	3,404
Platteville	4,503	117	4,620
River Falls	4,457	226	4,683
Stevens Point	7,507	287	7,794
Stout	6,257	391	6,648
Superior	1,866	206	2,072
Whitewater	8,170	557	8,727
Centers	<u>7,468</u>	<u>---</u>	<u>7,468</u>
<b>TOTAL</b>	<b>111,261</b>	<b>15,795</b>	<b>127,056</b>

**TABLE 5: UW Minority Enrollment\* (Headcount) -- 1993 Fall Semester**

	Black	Hispanic	Asian	American Indian	Total Minority	Total Enrollment	Percent Minority
Madison	790	913	1,471	197	3,371	40,412	8.3%
Milwaukee	1,733	712	598	201	3,244	23,794	13.6
Eau Claire	54	63	138	58	313	10,342	3.0
Green Bay	63	36	65	98	262	5,525	4.7
La Crosse	110	74	116	45	345	8,657	4.0
Oshkosh	140	109	173	73	495	10,742	4.6
Parkside	264	197	65	31	557	5,009	11.1
Platteville	60	31	78	21	190	5,134	3.7
River Falls	59	39	89	31	218	5,243	4.2
Stevens Point	56	55	79	87	277	8,615	3.2
Stout	72	49	211	38	370	7,175	5.2
Superior	18	11	25	43	97	2,578	3.8
Whitewater	387	154	123	24	688	10,544	6.5
Centers	<u>162</u>	<u>113</u>	<u>87</u>	<u>54</u>	<u>416</u>	<u>10,845</u>	<u>3.8</u>
<b>TOTAL</b>	<b>3,968</b>	<b>2,556</b>	<b>3,318</b>	<b>1,001</b>	<b>10,843</b>	<b>154,620</b>	<b>7.0%</b>

\*Based on optional self-identification at registration.

Table 6 contains headcount enrollment, by sex, for the fall 1993 semester. Systemwide, 53% of the students are women; Madison, Platteville and Stout are the only campuses where men comprise the majority of students. These are campuses that offer engineering majors which tend to have a higher enrollment of men. On the other hand, campuses that have larger education and liberal arts programs have larger proportions of women: Eau Claire (61%), Oshkosh (59%) and Green Bay (62%).

**TABLE 6: UW Enrollment by Sex (Headcount) -- 1993 Fall Semester**

	<u>Undergraduate</u>			<u>Graduate and Professional</u>			<u>Total</u>		
	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
Madison	14,025	14,207	50.3%	6,666	5,514	45.3%	20,691	19,721	48.8%
Milwaukee	9,030	10,086	52.8	2,010	2,668	57.0	11,040	12,754	53.6
Eau Claire	3,836	5,941	60.8	153	412	72.9	3,989	6,353	61.4
Green Bay	1,983	3,313	62.6	119	110	48.0	2,102	3,423	62.0
La Crosse	3,486	4,530	56.5	210	431	67.2	3,696	4,961	57.3
Oshkosh	3,903	5,371	57.9	550	918	62.5	4,453	6,289	58.5
Parkside	2,122	2,734	56.3	56	97	63.4	2,178	2,831	56.5
Platteville	3,211	1,698	34.6	71	154	68.4	3,282	1,852	36.1
River Falls	2,178	2,623	54.6	109	333	75.3	2,287	2,956	56.4
Stevens Point	3,883	4,176	51.8	151	405	72.8	4,034	4,581	53.2
Stout	3,422	3,195	48.3	254	304	54.5	3,676	3,499	48.8
Superior	934	1,195	56.1	161	288	64.1	1,095	1,483	57.5
Whitewater	4,343	4,963	53.3	464	779	62.7	4,807	5,742	54.4
Centers	<u>4,997</u>	<u>5,848</u>	<u>53.9</u>	<u>---</u>	<u>---</u>	<u>---</u>	<u>4,997</u>	<u>5,848</u>	<u>53.9</u>
<b>TOTAL</b>	<b>61,353</b>	<b>69,880</b>	<b>53.2%</b>	<b>10,974</b>	<b>12,413</b>	<b>53.1%</b>	<b>72,327</b>	<b>82,293</b>	<b>53.2%</b>

## ■ Campus Characteristics

Table 7 contains various statistics illustrating the unique nature of each of the four-year campuses. Madison, the "flagship" research university of the system, draws a more affluent student body from a wider geographic region than do the other campuses. Its freshmen class enters with a higher high school class rank and higher test scores, and statistics indicate that the class will be more likely to graduate and in a somewhat shorter time than do the incoming freshmen at the other UW campuses. On the other hand, Milwaukee, the urban doctoral campus, shows characteristics reflecting the commuter nature of its student body: few out-of-state students and an older, less affluent student body that attends part-time and graduates at a lower rate in a longer period of time.

At least one-fourth of the student body at Stout, Superior and River Falls enter through the Wisconsin-Minnesota reciprocity agreement. Aside from Minnesota students, out-of-state

undergraduates do not comprise a significant share of the student bodies at the comprehensive campuses. Of the comprehensive campuses, the student body at Eau Claire and La Crosse most closely resembles the student body of Madison -- the most affluent with higher class rank and test scores than most other UW campuses. Eau Claire, Oshkosh, Platteville, Stevens Point and Whitewater have the highest graduation rates, while Milwaukee, Parkside and Superior graduate the smallest percentage of entering freshmen.

Among the comprehensive campuses, Parkside, Green Bay, Oshkosh and Superior rely most heavily on academic staff to perform undergraduate teaching. Less than half the undergraduate contact hours at Madison and Milwaukee are taught either solely or partially by faculty; only one third of undergraduate contact hours are taught solely by faculty. When considering freshmen/sophomore courses, this percentage drops to 11%.

Thirteen UW campuses offer both bachelor's and master's degrees. The number of undergraduate majors ranges from approximately twenty to almost 150 at Madison. Most campuses offer the traditional liberal arts degrees as well as undergraduate majors in business and education. Four campuses (Madison, Milwaukee, Platteville and Stout) offer undergraduate engineering programs, three (Madison, River Falls and Platteville) offer undergraduate programs in agriculture, two (Madison and Stevens Point) have undergraduate schools of home economics and there are four undergraduate allied health programs (Eau Claire, La Crosse, Milwaukee and Stevens Point). The one system school of architecture is at Milwaukee, the school of pharmacy is on the Madison campus and there are six schools of nursing (Eau Claire, Green Bay, Madison, Milwaukee, Oshkosh and Parkside).

A sampling of unique or notable undergraduate programs include accounting at Whitewater; industrial and engineering technology and hospitality and tourism management at Stout; natural resources at Stevens Point; physics and chemistry at River Falls; middle school education at Platteville; physical therapy, microbiology and nuclear medicine technology at La Crosse; biological sciences and communications at Eau Claire; environmental sciences at Green Bay; and biology and pre-medicine at Parkside.

The number of master's level programs range from about ten at many of the comprehensive campuses to 50 at Milwaukee and 150 at Madison. The most common graduate programs are in education. The masters of business administration degree is offered at Madison, Milwaukee, Eau Claire, La Crosse, Oshkosh, Parkside and Whitewater. Madison and Milwaukee are the only campuses that offer doctoral programs. Finally, the professional schools of law, medicine and veterinary science are all located on the Madison campus.

The most prevalent undergraduate degrees granted at UW institutions are in business and education. Finally, Table 7 shows the stated admission criteria for fall, 1995. Most campuses use class rank as the primary criterion, with ACT scores or a combination of class rank and ACT scores as supplemental information. Additional information on UW admission policies is provided in another informational paper (UW Enrollment and Admission Policies).

**TABLE 7: Characteristics of Undergraduate (UG) Students at UW Four-Year Campuses -- Fall Semester, 1993**

	Madison	Milwaukee	Eau Claire	Green Bay	La Crosse	Oshkosh	Parkside	Platteville	River Falls	Stevens Point	Stout	Superior	Whitewater
<b>Profile of New Freshmen</b>													
% of Freshmen who are:													
Minnesota Compact	11	1	17	1	13	0	0	1	41	3	25	33	0
Other Nonresident	20	2	2	2	4	3	5	6	1	3	2	4	6
In Top 10% of H.S.	36	10	19	17	19	14	9	15	15	17	9	12	11
Average H.S. Rank(Upper %)	17	39	27	27	27	28	42	29	29	29	36	34	35
Average ACT Score	25.7	21.7	22.7	22.2	22.4	22.3	20.1	22.9	22.1	22.2	20.8	21.0	21.3
Median Family Income(\$)	48,678	36,672	40,253	35,071	38,267	36,586	36,161	34,274	34,079	36,924	36,898	32,500	37,763
<b>Profile of Academics</b>													
Avg. UG Credit Load	13.2	10.7	13.7	11.6	14.2	13.8	10.4	13.8	13.9	14.0	14.2	13.2	13.2
Avg. Years to UG Degree	4.6	5.4	4.8	4.9	5.0	5.1	5.2	4.9	4.9	5.0	5.0	5.1	4.8
% of Freshmen who:													
Graduate from Same School	71	33	49	41	42	46	24	50	37	46	43	28	53
Are Over 24 Years Old	2	11	4	15	4	7	22	8	6	5	5	13	3
Graduate from Another UW School	3	5	8	7	9	6	8	7	3	7	5	3	5
% of Undergrad Contact Hrs.													
Taught by:													
Faculty *	49	49	86	72	80	71	74	82	85	83	78	70	78
Academic Staff	25	38	14	28	20	29	26	18	15	17	22	30	22
Teaching Assistants	26	13	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Primary UG Degrees	Soc Sci Business	Business Soc Sci	Business Education	Psychology Business	Business Education	Business Education	Soc Sci Business	Engineering Business	Education Business	Business Nat Res	Business Technology	Business Education	Business Education
<b>Admission Criteria (Fall 95)</b>													
Class Rank (Upper %)	35	50	40	50	35	50	50	40	40	35	50	50	50
ACT	**	21	22	23	21	23	21	22	22	24	22	20	**

\* Includes sections taught solely and partially by faculty. Systemwide, the percentage of sections partially taught by faculty is 10%.

\*\* No automatic admission based on ACT scores

## ■ Budget

The University's 1994-95 budget totals approximately \$2,545.5 million of which \$857.0 million or 33.7% is funded from state, general purpose revenues (GPR). Not all the funding listed in Table 8 is available for discretionary use by the Regents to support University programs. Significant amounts are dedicated to specific purposes such as: (1) state funds--debt service payments and energy costs totalling \$106.9 million; (2) federal funds--contractual obligations of \$358.0 million; (3) auxiliary operations for activities such as dormitories, athletics, student centers (\$357.4 million); (4) hospital revenues (\$265.0 million); and (5) gifts and trust income (\$199.8 million). Apart from these examples, other funds provided for specific purposes by the Legislature must be used for those purposes; for example, funding provided for laboratory modernization, general computer access or library acquisitions. Indirect cost reimbursements are federal monies for indirect costs of grants and contracts. Operational receipts are fee for services for other operations such as non-credit outreach programs.

Most of the University's GPR budget is provided under three appropriations: general program operations (82.0%), energy costs (4.8%) and debt service (7.7%). The latter two represent items for which an agency normally receives sufficient funds to cover its needs. General program operations cover most instruction, research, student services, academic support and public service activities. The University has the ability to combine the GPR general program operations funds with money received from academic student fees and certain federal indirect cost reimbursements, creating an over \$1.15 billion pool of funds that it may use to run its operations.

**TABLE 8: UW System Operating Budget --  
1994-95 Fiscal Year**

Source of Funds	Amount	Percent
State GPR	\$856,993,724	33.7%
Federal	374,767,979	14.7
Academic Student Fees	371,194,345	14.6
Auxiliary Operations	357,405,532	14.0
University Hospital	264,945,456	10.4
Gifts and Trust Income	199,816,229	7.9
Indirect Cost Reimbursement	61,894,417	2.4
Operational Receipts	<u>58,465,711</u>	<u>2.3</u>
<b>TOTAL</b>	<b>\$2,545,483,393</b>	<b>100.0%</b>

In regard to federal funds and gifts and trust income, it should be noted that the bulk of these funds are generated from specific project proposals at individual campuses. Due to the manner in which these funds are generated, disproportionate amounts come to particular campuses such as Madison, which accounts for most of the System's federal funds (68%) and gift and trust fund income (84%).

Table 9 shows a history, by major funding source, of the UW budget, including budgeted enrollments. Enrollment management figures have been used for budgeting purposes since 1987-88. During the first half of the period, GPR funding (in total and per FTE student) increased at about half the rate of academic student fees. The largest increases in funding were experienced

by the UW Hospitals, and private gifts and trusts (which more than doubled). This trend was somewhat altered during the past five years: while increases in GPR funding per FTE student remained stable, total GPR support increased at a slower rate, illustrating the effects of enrollment management. In addition, GPR funding per FTE student and academic student fee revenue both increased at approximately the same rate during this period. Once again, however, Hospital revenues, as well as private funding have continued to show the greatest increases.

**TABLE 9: Ten-Year Change in UW Budget, by Funding Source (\$ in Millions)**

	State GPR	Academic Student Fees	Federal	Gifts & Trust	UW Hospital	Other *	TOTAL	FTE Students**	GPR/FTE Student
1984-85	\$568.3	\$189.4	\$193.7	\$55.1	\$101.3	\$254.5	\$1,362.4	137,651	\$4,129
1985-86	599.9	214.2	223.0	77.2	113.8	272.8	1,492.9	139,138	4,312
1986-87	608.1	244.6	233.8	83.7	125.4	295.1	1,580.5	138,710	4,384
1987-88	638.1	255.2	252.2	93.2	153.2	310.9	1,700.8	137,135	4,653
1988-89	663.3	267.0	263.2	101.8	166.9	320.4	1,782.6	135,301	4,902
1989-90	707.1	288.5	283.0	113.5	177.8	364.7	1,934.6	133,711	5,288
1990-91	748.1	306.8	291.4	137.6	198.0	390.1	2,071.9	131,709	5,680
1991-92	759.5	322.4	299.6	154.9	224.8	413.9	2,175.1	130,070	5,839
1992-93	796.1	340.0	335.2	165.7	254.7	438.0	2,329.6	128,412	6,199
1993-94	823.0	356.8	351.2	179.4	256.6	459.9	2,426.9	126,961	6,482
1994-95	857.0	371.2	374.8	199.8	264.9	477.8	2,545.5	126,025	6,800
Avg Change 1984-85 to 1989-1990	4.48%	8.86%	7.94%	16.12%	12.02%	7.54%	7.28%	-0.56%	5.10%
Avg Change 1989-90 to 1994-1995	3.92%	5.16%	5.84%	12.10%	8.42%	5.40%	5.66%	-1.16%	5.18%
Avg Change 1984-85 to 1994-1995	4.20%	7.01%	6.89%	14.11%	10.22%	6.47%	6.47%	-0.86%	5.14%

\* Auxiliaries and other program revenues.

\*\* Actual student counts 1984-85 through 1986-87. Beginning in 1987-88, enrollment management targets have been used for budgetary purposes.

The University budgets under the following 12 subprograms. The first three (instruction, research, and public service and extension) are considered the primary activities of the University with all other subprograms serving as supporting ones.

**1. Instruction** (26.0% of the total budget for 1994-95). All activities through which a student may earn credit toward a degree or certificate granted by a university. Also includes costs for curriculum planning and development, departmental research and public service not separately budgeted, and charges for supplies and services budgets (for example, clerical, telephone,

mailing and publications) used to support instructional activities. Excludes continuing education activities (nondegree credit programs), instructional computing costs (except those budgeted on a chargeback basis) and intercollegiate athletics.

**2. Research (17.1%).** All activities conducted under terms of a research contract or project funded by external agencies or from an institution's operating budget. Also includes data processing costs supporting such activities. It includes expenditures for individual and/or project research, as well as those of institutes and research centers. Excludes such departmental activities as course preparation, curriculum development and institutional studies projects.

**3. Public Service and Extension (6.4%).** Service activities that produce benefits for individuals or groups external to the institution. Includes continuing education (nondegree credit short courses, workshops, and seminars), all other noncredit instruction, cooperative extension services, community service, and broadcast radio and television (for example, WHA-TV).

**4. Academic Support (7.9%).** All activities related to the collection, cataloging and dissemination of published materials; all instructional computing activities except those budgeted in teaching departments on a chargeback basis; all media, audio-visual and other academic activities which support other subprograms; services which directly assist the academic functions of the institution; and academic administration.

**5. Hospitals (10.8%).** Hospital activities which provide clinical support to the para-medical teaching and research mission of the University.

**6. Farm Operations (0.4%).** All activities which provide laboratory farm support. Excludes field stations and arboreta.

**7. Student Services (6.5%).** All activities such as student health services, financial aids administration, student organizations, intramural athletics, intercollegiate athletics, cultural events, registration and admissions established to provide for the student's social or cultural development, supplemental or remedial instruction, clinical counseling, career guidance and placement. Excludes course bulletins, catalogs and timetables.

**8. Financial Aid (4.7%).** All financial assistance to students such as scholarships, fellowships and loans. Excludes student employment (which is budgeted among the various other subprograms where such employment is used) and financial aids administrative costs.

**9. Auxiliary Enterprises (7.2%).** Activities such as student food services and housing, car fleets, parking and transportation which provide services to students, faculty and staff and are managed as essentially self-supporting activities. Excludes power plant overhead costs.

**10. Physical Plant (5.4%).** Facilities maintenance, operation and security activities. Excludes space management, capital budget planning and construction liaison, special repair and

maintenance projects for campus departments (which are budgeted under other subprograms), and custodial and maintenance services provided to auxiliary enterprises.

**11. Institutional Support (5.0%).** Executive management, planning and programming, campus and community relations, general administrative services and support services such as chancellors, academic planning, alumni relations, capital and operating budget planning, administrative data processing, purchasing. Excludes proportionate salary amounts for those individuals also engaged in teaching activities and also instructional computing, research computing and student services computing.

**12. Debt Service on Academic Buildings (2.6%).** Principal and interest payments on general obligation debt.

Table 10 provides details of 1994-95 budget allocations by campus. Individual campus allocations are determined by System Administration according to past allocations, targeted budgeted initiatives, planned enrollment changes and planned programmatic changes. During the past six years, the portion of the University budget devoted to instruction, auxiliary enterprises and student financial aid have all increased at slower rates than that devoted to research, public service, hospitals and academic support. Some of the change is due to a decrease in the number of students, while many of the faster growing items are primarily supported by outside funds.

**TABLE 10: University of Wisconsin System, 1994-95 Budget -- Budget Allocations by Cluster, Institution and Program (All Funds)**

	1994-95 Budget Total	Instruction	Research	Public Service	Academic Support	Hospitals	Farm Operations	Student Services	Financial Aid	Auxiliary Enterprises	Physical Plant	Instit'l Support	Debt Service on Academic Buildings
Madison	\$1,377,589,511	\$265,821,605	\$406,205,076	\$36,340,810	\$86,534,247	\$275,022,805	\$7,806,585	\$57,399,456	\$46,107,616	\$62,539,099	\$65,494,023	\$38,282,790	\$30,035,399
Milwaukee	<u>223,925,395</u>	<u>83,957,840</u>	<u>19,082,866</u>	<u>3,585,102</u>	<u>24,923,379</u>			<u>22,287,901</u>	<u>13,363,436</u>	<u>17,761,183</u>	<u>15,537,427</u>	<u>13,997,625</u>	<u>9,428,636</u>
SUBTOTAL	\$1,601,514,906	\$349,779,445	\$425,287,942	\$39,925,912	\$111,457,626	\$275,022,805	\$7,806,585	\$79,687,357	\$59,471,052	\$80,300,282	\$81,031,450	\$52,280,415	\$39,464,035
Eau Claire	\$89,292,653	\$35,889,478	\$850,222	\$360,227	\$9,406,881			\$10,499,532	\$6,474,972	\$12,474,039	\$5,627,005	\$5,376,068	\$2,334,229
Green Bay	45,522,840	14,502,427	436,444	3,637,924	4,064,207			5,996,075	3,717,227	5,228,299	3,336,785	3,096,652	1,506,800
La Crosse	74,821,346	31,790,136	1,681,037	2,277,778	6,724,210			7,576,378	4,802,370	8,649,899	4,787,834	4,892,804	1,638,900
Oshkosh	92,296,364	37,627,436	1,818,006	2,534,077	7,905,380			8,297,335	7,228,718	14,126,638	5,737,558	5,349,216	1,672,000
Parkside	36,468,282	13,195,300	446,707	733,699	4,216,493			5,317,207	2,930,991	1,762,992	3,496,864	3,125,699	1,242,400
Platteville	55,319,056	21,076,151	37,300	1,420,292	5,683,964		500,943	4,862,097	4,777,550	7,313,726	3,661,078	3,375,555	2,610,400
River Falls	48,938,850	19,803,886	170,049	387,066	4,500,349		658,306	4,969,942	3,707,881	5,939,061	3,464,512	3,368,398	1,969,400
Stevens Point	87,802,875	33,041,901	1,183,729	3,039,524	7,613,055			9,902,908	6,553,136	11,796,718	5,214,756	5,994,248	3,462,900
Stout	75,663,666	24,088,472	1,765,716	3,207,881	7,957,039			7,570,850	6,309,762	10,649,740	5,183,388	5,249,818	3,681,000
Superior	26,570,527	8,365,264	1,936,275	354,022	2,125,962			2,794,686	2,454,622	3,191,662	2,622,520	2,097,714	627,800
Whitewater	<u>80,889,313</u>	<u>30,871,634</u>	<u>203,735</u>	<u>1,605,281</u>	<u>8,140,026</u>			<u>11,130,593</u>	<u>5,029,177</u>	<u>11,505,356</u>	<u>5,235,534</u>	<u>5,555,477</u>	<u>1,612,500</u>
SUBTOTAL	\$713,585,772	\$270,252,085	\$10,529,220	\$19,557,771	\$68,337,566		\$1,159,249	\$78,917,603	\$53,986,406	\$92,638,060	\$48,367,834	\$47,481,649	\$22,358,329
Centers	50,172,664	23,662,175	19,500	118,461	4,479,688			6,312,517	5,101,264	1,706,745	4,561,343	4,138,271	72,700
Extension	133,250,176	11,065,390		102,128,337	14,543,506			222,108			847,505	4,304,530	138,800
System Admin.	12,546,451											12,546,451	
Systemwide	<u>34,413,424</u>	<u>7,847,614</u>	<u>972,598</u>	<u>1,433,333</u>	<u>3,674,006</u>			<u>579,079</u>		<u>7,861,205</u>	<u>2,061,367</u>	<u>5,906,722</u>	<u>4,077,500</u>
TOTAL	\$2,545,483,393	\$662,606,709	\$436,809,260	\$163,163,814	\$202,492,392	\$275,022,805	\$8,965,834	\$165,718,664	\$118,558,722	\$182,506,292	\$136,869,499	\$126,658,038	\$66,111,364
<b>Source of Funds</b>													
GPR	\$856,993,724	\$216,776,507	\$55,831,277	\$47,672,442	\$155,445,404	\$3,691,164	\$4,905,889	\$67,762,599	\$7,854,735	\$61,999	\$128,265,014	\$102,640,694	\$66,086,000
Academic Fees	371,194,345	371,077,393			116,952								
Other	<u>1,317,295,324</u>	<u>74,752,809</u>	<u>380,977,983</u>	<u>115,491,372</u>	<u>46,930,036</u>	<u>271,331,641</u>	<u>4,059,945</u>	<u>97,965,065</u>	<u>110,703,987</u>	<u>182,444,293</u>	<u>8,604,485</u>	<u>24,017,344</u>	<u>25,364</u>
TOTAL	\$2,545,483,393	\$662,606,709	\$436,809,260	\$163,163,814	\$202,492,392	\$275,022,805	\$8,965,834	\$165,718,664	\$118,558,722	\$182,506,292	\$136,869,499	\$126,658,038	\$66,111,364
% of Total		26.0%	17.1%	6.4%	7.9%	10.8%	0.4%	6.5%	4.7%	7.2%	5.4%	5.0%	2.6%

## ■ Academic Student Fees

The Board of Regents is delegated the authority to set tuition under s. 36.27 of the statutes which permits the Regents to set separate rates for resident and nonresident students and also for different classes of students, extension courses, summer sessions and special programs. The details of the tuition-setting process are described in a separate informational paper by the Legislative Fiscal Bureau (University of Wisconsin System Tuition).

Table 11 indicates the annual levels of resident tuition which students have been charged at UW institutions for the past fifteen years. Madison and Milwaukee comprise the doctoral institutions. Beginning in 1993-94, Madison and Milwaukee charged different tuitions as the result of targeted budgeted initiatives. The table also shows the changes in the percent of instructional costs covered by tuition. Instructional costs include the portion of faculty salaries, fringe benefits, supplies and services, administration, libraries and student services and support costs that are directly related to student instruction. In addition to tuition charges, all students are assessed a segregated fee to finance a wide variety of student activities including parking and transportation services, student activities, student union/center, intramural, and intercollegiate athletics. Unlike tuition rates, segregated fees are determined on a campus basis according to institutional needs. In 1994-95, segregated fees range from \$244 at Oshkosh to \$412 at Milwaukee. Total tuition and fees by campus, are shown in Table 12.

**TABLE 11: UW Resident Undergraduate Academic Student Fees**

Year	<u>Doct. Cluster</u>		<u>Univ. Cluster</u>		<u>Centers</u>		<u>% of Instructional Cost</u>		
	Amount	% Change	Amount	% Change	Amount	% Change	Doctoral	Univ.	Centers
							Cluster	Cluster	Centers
1979-80	\$769	8.0%	\$677	9.2%	\$677	11.0%	25.0%	25.0%	24.0%
1980-81	832	8.2	721	6.5	721	6.5	25.0	25.0	23.0
1981-82	865	4.0	753	4.4	753	4.4	25.0	26.0	26.0
1982-83	994	14.9	836	11.0	836	11.0	27.3	27.3	27.3
1983-84	1,065	7.1	886	6.0	836	0.0	27.0	27.0	27.7
1984-85	1,150	8.0	980	10.6	865	3.5	28.3	28.3	28.3
1985-86	1,255	9.1	1,077	9.9	1,024	18.4	29.0	29.0	29.0
1986-87	1,431	14.0	1,202	11.6	1,153	12.6	31.5	31.5	30.2
1987-88	1,563	9.2	1,305	8.6	1,251	8.5	32.7	32.7	32.7
1988-89	1,679	7.4	1,363	4.4	1,251	0.0	32.2	32.2	32.7
1989-90	1,793	6.8	1,457	6.9	1,251	0.0	31.2	31.2	31.6
1990-91	1,882	5.0	1,528	4.9	1,251	0.0	30.4	30.4	31.3
1991-92	1,946	3.3	1,580	3.3	1,293	3.3	31.0	30.8	29.4
1993-94	2,227*	7.3*	1,792	6.3	1,467	6.3	31.0*	30.8	29.9
	2,206**	6.3**					32.7**		
1994-95	2,415*	8.4*	1,916	6.9	1,568	6.9	31.4*	31.3	30.3
	2,359**	6.9**					33.3**		

\* UW-Madison  
\*\* UW-Milwaukee.

**TABLE 12: University of Wisconsin System Consolidated Schedule of Fees/Tuition and Segregated Fees -- 1994-95**

	<u>Academic Fees and Tuition</u>		<u>Segregated Fees Paid by all Students #</u>	<u>Total Fees and Tuition</u>	
	<u>Residents</u>	<u>Nonresidents</u>		<u>Residents</u>	<u>Nonresidents</u>
<b>DOCTORAL CLUSTER</b>					
<b>Undergraduate</b>					
Madison	\$2,415	\$8,774	\$320	\$2,735	\$9,094
Milwaukee	2,359	8,374	412	2,771	8,786
<b>Graduate, Excl. Law</b>					
Madison	3,537 +	11,383 +	320	3,857	11,703
Milwaukee	3,457 +	11,124 +	412	3,869	11,536
<b>Law</b>	4,537	12,233	320	4,857	12,552
<b>Medicine</b>	11,818	17,261	320	12,138	17,581
<b>Veterinary Medicine</b>	8,571	12,519	320	8,891	12,839
<b>COMPREHENSIVE CLUSTER</b>					
<b>Undergraduate</b>					
Eau Claire	1,916	6,704	292 *	2,208	6,996
Green Bay	1,916	6,704	368	2,284	7,072
La Crosse	1,916	6,704	362 *	2,278	7,066
Oshkosh	1,916	6,704	244	2,160	6,948
Parkside	1,916	6,704	364	2,280	7,068
Platteville	1,916	6,704	326 *	2,242	7,030
River Falls	1,916	6,704	312 *	2,228	7,016
Stevens Point	1,916	6,704	365 *	2,281	7,069
Stout	1,916	6,704	315 *	2,231	7,019
Superior	1,916	6,704	265	2,181	6,969
Whitewater	1,916	6,704	334 *	2,250	7,038
<b>Graduate</b>					
Eau Claire	2,521 +	8,258 +	292	2,813	8,550
Green Bay	2,521	8,258	368	2,889	8,626
La Crosse	2,521 +	8,258 +	362	2,883	8,620
Oshkosh	2,521 +	8,258 +	244	2,765	8,502
Parkside	2,521 +	8,258 +	364	2,885	8,622
Platteville	2,521	8,258	326	2,847	8,584
River Falls	2,521	8,258	312	2,833	8,570
Stevens Point	2,521	8,258	365	2,886	8,623
Stout	2,521	8,258	315	2,836	8,573
Superior	2,521	8,258	265	2,786	8,523
Whitewater	2,521 +	8,258 +	334	2,855	8,592
<b>CENTERS</b>	1,568	5,551	118-186 *	1,686-1,754	5,669-5,737

\* There is an additional charge of \$72-\$104 for textbook rental on these campuses; on all other campuses, books are purchased by students directly.

+ Masters students in Business pay an extra \$800 at Doctoral and \$320 at Comprehensive campuses.

# Excludes United Council of UW Student Government's Fee Assessment of \$1.50.

## ■ UW Personnel

University of Wisconsin personnel consist of two general categories of employees: classified and unclassified personnel. Those employees in the classified service, such as nurses and clerical staff, are governed by statute and administrative rules established by the Department of Employment Relations. There are over 12,300 UW classified employees. The classified staff are eligible to participate in collective bargaining, and therefore, have not been the subject of recent legislative discussions regarding compensation.

Unclassified staff are governed by statute, administrative rules and UW Board of Regents policy. There are five groups of unclassified personnel within the UW System: faculty, academic staff, other staff (student assistants and employes-in-training), limited staff and student hourly help.

There are approximately 7,200 FTE payrolled faculty at UW campuses. By statute, faculty are defined as individuals holding a specific rank within an academic department or its functional equivalent. Their duties include teaching, research and public service. There are four ranks of faculty: instructor, assistant professor, associate professor and full professor. Systemwide, about 41% of UW faculty are full professors, 28% are associate professors, 29% are assistant professors and 2% are instructors. However, the percentage of full professors ranges from 27% (Oshkosh) and 33% (Milwaukee and Green Bay) to 58% (Madison). For each salary rank, there is a systemwide minimum salary, but no maximum.

The UW also employs over 9,000 FTE academic staff. Academic staff are professional and administrative personnel, other than faculty and classified staff, with duties primarily associated with UW institutions or their administration. Their duties often involve teaching, research or public service, but not all three concurrently. Academic staff are assigned to one of three compensation categories based on the nature of the work performed:

- Category A includes directors, managers and other professionals who work in administrative support, student services, business services, academic support, and the support aspects of research and instruction. Examples are librarians, counselors and academic planners.
- Category B includes individuals who are not faculty but who engage in instruction or primary research. Examples are lecturers and research scientists.
- Category C includes titles for limited, specially defined or mandated positions such as coaches.

Approximately 67% of the System's academic staff are Category A, 31% are Category B and 2% are Category C. The Madison campus accounts for 60% of all academic staff. Each Category A title is assigned to one of thirteen salary grades with a specified salary minimum and maximum. The Category B salaries only have a salary minimum which is linked on a percentage

basis with the systemwide minimum for ranked faculty. More than half of the academic staff are funded from sources other than state tax revenues or academic student fees.

Table 13 shows budgeted full-time equivalent faculty and staff by campus for 1993-94 for all funding sources. Including student assistants, the UW System employs about one-half of all state employees. Almost 19,000 of the University's positions are supported by general fund revenues (GPR), which represents 58% of the state's total number of authorized GPR positions.

**TABLE 13: 1993-94 Budgeted Faculty and Staff Positions\* (Full-Time Equivalent)**

Institution	Prof.	Assoc. Prof.	Asst. Prof.	Instruct.	Total Faculty	Academic Staff	Total Unclass.	Classif.	Total Staff
Eau Claire	187	132	136	35	490	203	693	417	1,110
Green Bay	55	57	54	3	169	178	347	184	531
La Crosse	128	109	102	11	350	232	582	314	896
Madison	1,360	440	539	8	2,347	5,470	7,817	7,360	15,177
Milwaukee	292	328	265	7	892	717	1,609	1,160	2,769
Oshkosh	110	115	171	14	410	280	690	415	1,105
Parkside	50	59	40	1	150	161	311	177	488
Platteville	98	66	74	2	240	146	386	221	607
River Falls	117	58	82	6	263	126	389	208	597
Stevens Point	148	114	114	12	388	237	625	357	982
Stout	136	79	90	14	319	258	577	392	969
Superior	44	26	28	9	107	127	234	135	369
Whitewater	<u>133</u>	<u>110</u>	<u>147</u>	<u>6</u>	<u>396</u>	<u>236</u>	<u>632</u>	<u>365</u>	<u>997</u>
Subtotal	2,858	1,693	1,842	128	6,521	8,371	14,892	11,705	26,597
Centers	61	168	113	12	354	210	564	197	761
Extension	43	109	100	41	293	386	679	325	1,004
System Admin.						81	81	115	196
Systemwide	—	—	—	<u>2</u>	<u>2</u>	<u>22</u>	<u>24</u>	<u>24</u>	<u>48</u>
<b>TOTAL</b>	<b>2,962</b>	<b>1,970</b>	<b>2,055</b>	<b>183</b>	<b>7,170</b>	<b>9,070</b>	<b>16,240</b>	<b>12,366</b>	<b>28,606</b>

\*Includes vacant positions. Does not include 2,469 student assistants in the UW System.

## Compensation

Adjustments to UW faculty and academic staff compensation are determined according to the same pay plan process in which compensation levels for all other non-represented state employees are established. Funding for all pay plan increases (both salary and fringe benefit adjustments) is not contained in agency budgets; instead, it is allocated to a separate "compensation reserves" for later allocation to agencies' appropriations. The state's non-represented pay plan is usually approved at approximately the same time as the biennial budget, but follows a separate process.

Unlike other state agencies, the Board of Regents submits a pay plan request for UW unclassified employees to the Department of Employment Relations (DER). The DER Secretary then submits a separate recommendation for UW unclassified staff pay increases to the Joint Committee on Employment Relations (JCOER) which can approve, modify or reject the DER recommendation. Any modification by JCOER of DER's recommendation is subject to gubernatorial veto.

In addition to regular pay plan increases, UW faculty have received additional compensation increases through the biennial budget in six of the past ten years and through internal reallocations. Table 14 shows the average salary increase for continuing faculty members, by campus, for the past six years, along with pay increases for classified state employees and Consumer Price Index changes. This table more accurately reflects salary increases received by an individual faculty member than statistics containing changes in average salary, by rank, because the latter does not measure the same population from year to year. UW faculty salary increases have exceeded the classified state pay increases and outpaced the Consumer Price Index over the period.

<b>Campus</b>	<b>1988-89</b>	<b>1989-90</b>	<b>1990-91</b>	<b>1991-92</b>	<b>1992-93</b>	<b>1993-94</b>
Madison	2.9%	8.4%	8.2%	1.5%	7.9%	3.2%
Milwaukee	2.6	7.8	7.8	1.6	5.4	4.1
Eau Claire	2.4	7.8	7.7	1.2	6.9	3.5
Green Bay	2.2	7.5	7.7	1.1	5.2	2.4
La Crosse	2.6	7.5	7.9	1.4	6.1	3.0
Oshkosh	2.3	7.9	7.5	1.3	5.6	2.8
Parkside	2.2	8.5	7.4	1.4	5.4	2.8
Platteville	2.3	7.7	8.0	1.3	6.8	3.7
River Falls	2.5	8.5	8.0	1.4	8.4	5.2
Stevens Point	2.6	8.3	8.3	1.6	9.1	4.6
Stout	2.5	7.9	8.5	1.7	8.2	4.7
Superior	2.1	8.1	8.1	1.3	5.6	2.8
Whitewater	2.4	8.2	8.0	1.7	6.1	3.6
Center System	2.6	8.0	7.9	1.1	6.3	2.7
<b>State Average Classified Pay Increase*</b>						
<b>Non-Represented Employees</b>	2.0%	4.7%	4.3%	2.6%	4.6%	2.0%
<b>Represented Employees</b>	2.1%	5.9%	4.6%	2.4%	4.3%	2.1%
<b>CPI (1988 thru 1993)</b>	4.1%	4.8%	5.4%	4.2%	3.0%	3.0%

\*Source: Wisconsin Department of Employment Relations.

Table 15 shows average faculty salaries, by campus and rank, for 1993-94. Since the basic salary package available to each campus has been similar for many years, these salary statistics

reflect campus decisions as to how this money and other funds which may have been available for compensation have been used. In addition, average salary statistics may reflect a campus' characteristics as well as how well comparable faculty are paid. Salary differences between disciplines are significant, with a campus' discipline mix influencing its average salaries. For example, at the comprehensive campuses, the average salary of a full professor of Business is over 25% higher than that of a full professor of English; at Madison, this difference is even greater. The average age of the faculty will also impact these statistics; Madison's faculty, by rank, tends to be younger than the faculty at other UW campuses.

**TABLE 15: Average Salaries of Full-Time, Nine Month Faculty -- 1993-94**

Campus	Professor	Assoc. Prof.	Asst. Prof.	Average
Madison	\$66,600	\$49,800	\$43,900	\$57,300
Milwaukee	60,400	46,500	42,100	49,500
Eau Claire	48,900	41,000	37,200	42,800
Green Bay	49,800	41,700	35,600	41,900
La Crosse	51,100	42,400	38,400	43,000
Oshkosh	54,100	43,500	37,400	43,900
Parkside	53,500	42,700	39,100	43,400
Platteville	51,700	41,700	35,700	43,700
River Falls	48,500	39,900	34,000	42,000
Stevens Point	51,600	42,300	35,300	43,700
Stout	50,200	39,400	34,900	41,200
Superior	50,100	41,000	34,800	43,200
Whitewater	52,500	43,400	36,800	43,200
Center System	46,400	39,100	32,100	37,700