

University of Wisconsin-Milwaukee have found employment in a wide variety of occupations in business, education, or the social services or have gone on to graduate or professional schools.

The Psychology Department offers a solid foundation in the philosophical, theoretical, historical and scientific aspects of psychology. Students learn how to apply basic psychological principles to everyday problems. They also acquire skills to help throughout their career and life - critical thinking, conducting and interpreting research, analyzing problems and writing.

Perhaps the best indicator of our success is the accomplishments of our graduates. UWM's undergraduate and graduate psychology majors have been extraordinarily successful in research and scholarship. Our students compete nationally for scholarships and awards. Working with faculty, they publish cutting-edge research. They consistently secure postgraduate positions in industry, government, and at some of the country's most prestigious universities. Our graduates work as marketing and finance executives, personnel managers, research and development specialists, psychologists, counselors, lawyers, physicians, professors, and administrators. The Department of Psychology at UW-Milwaukee was founded in 1956. The department is home to 25 full-time faculty as well as adjunct professors, instructors, clinical and academic staff, 72 graduate students, and over 200 undergraduate majors.

We offer graduate and undergraduate training programs in clinical and experimental psychology. Our clinical training program is accredited by the [American Psychological Association](#) (APA). Within experimental psychology, we offer training in several areas of research concentration including behavior analysis, health psychology and neuroscience within a traditional broad academic psychology program.

Curriculum

Course of Study: Major

To be accepted as a major in psychology, students must have a mean GPA of at least 2.62 in Psych 101 and Psych 210. The College requires that students attain at least a 2.5 GPA on all credits in the major attempted at UWM. In addition, students must attain a 2.5 GPA on all major credits attempted, including transfer work. The undergraduate major consists of 31 credits in psychology, at least 15 of them at the advanced level (300 or above) taken in residence at UWM. The major also requires two psychology advanced laboratory courses, and either (a) two psychology systems courses or (b) one systems course and one foundations course. The College requires that students complete a research experience in their major. The Department of Psychology has structured its advanced laboratory courses (Psych 502, 505, 514, 654, 656, 660, 677) to satisfy that requirement. In these laboratory courses, students run multiple experiments, collect and analyze data quantitatively, and write up the results in a standard journal article format, integrating the results with a critical survey of relevant professional literature. In addition, students orally present their research results to their colleagues.

Course of Study: Minor

To be accepted as a minor in psychology, students must have completed Psych 101. The undergraduate minor consists of 20 credits in psychology, at least 9 of them at the advanced level (300 or above) taken in residence at UWM.

The minor also requires any two additional psychology courses at the 300 level or above, one of which must be a systems course. The College requires that students attain at least a 2.5 GPA on all credits in the minor attempted at UWM. In addition, students must attain a 2.5 GPA on all minor credits attempted, including transfer work.

For the teaching major, see the School of Education section of this catalog.

Undergraduate Major in Sociology (College of Letters & Science)

Sociology is the study of human behavior as it occurs in and is affected by the fact that people live within groups. The sociologist studies the processes of group emergence, persistence, and disintegration; patterns of interaction between major groups; major social institutions; and the components of personality determined by group membership. Some courses emphasize basic knowledge and methodological procedures; others emphasize application of this knowledge to the problems of American society and other societies.

UWM's sociology students learn to analyze social interactions and social patterns, using research techniques to address diverse social problems, including crime, deviance, social inequality, family violence, and racial or ethnic prejudice. Studies may range from interpretation of the minute gestures of communication to examination of the dynamics of family life, urban poverty and global social change.

Noteworthy

The UWM Department of Sociology is well known for its specialties in urban inequalities and social problems. The faculty has a reputation in the University for having outstanding teachers. In the Milwaukee community, the department is highly respected for its research partnerships with community organizations. Books and articles by UWM's sociology faculty are read throughout the world.

About the Field

Sociologists study all aspects of social life, exploring relationships, groups, organizations and societies. They're concerned with how people are motivated by their interdependence with others, whether in friendships, families, churches or governments. They study the effects of participation in or identification with groups defined by shared culture, class, occupation, gender, ethnicity or sexual orientation.

Curriculum

Course of Study: Major

Students must complete at least 15 upper-division (numbered 300 and above) credits in the major in residence at UWM. The College requires that students attain at least a 2.5 GPA on all credits in the major attempted at UWM. In addition, students must attain a 2.5 GPA on all major credits attempted, including transfer work.

The major in sociology requires a minimum of 30 credits. At least 15 credits must be in upper-division (300-level and above) sociology courses taken through UWM. With the approval of the

undergraduate advisor, students who have completed an elementary statistics course in another discipline may be exempted from the Sociol 261 requirement.

Course of Study: Minor

Students must complete at least 9 upper-division (numbered 300 and above) credits in the minor in residence at UWM. The College requires that students attain at least a 2.5 GPA on all credits in the minor attempted at UWM. In addition, students must attain a 2.5 GPA on all minor credits attempted, including transfer work. The minor in sociology requires 18 credits.

Undergraduate Major in Information Science and Technology (School of Information Studies)

Information science, on which the Information Science and Technology program is based, is the study of the organization, storage, retrieval, dissemination, and use of information. Information technology (IT) is the collection of tools that make it possible to access and use information. The major in Information Science and Technology prepares graduates who will help individuals and organizations effectively use information resources and information technology. Some graduates will go directly into jobs in business and industry sectors that rely heavily on information as a raw material or as a product. Other graduates may go on to graduate study in library and information science, information resources management, computer science, or telecommunications.

Curriculum

Related Area of Study. Each student will work with his/her advisor to select general electives, including related areas of study that are appropriate to his/her career goals and to complete the 120 total credit requirements for the BSIST degree. Because of its interdisciplinary and cross-functional nature, the BSIST program allows students to apply the study of the concepts and tools of information science, information architecture, and information technology to one or more related areas of study. The related area of study is a set of courses outside of the BSIST major, normally a minor or certificate in another field of study, typically including 18-22 credits. In some cases, students may choose to study two related areas as part of their BSIST program.

Related Areas of Study Selected List

- Computer Science
- Health Care Administration
- Biological Sciences
- General Business
- Library & Information Science
- Philosophy
- International Studies
- Intelligent Systems
- Communications
- Mass Communication & Journalism

With the help of their advisor, students may also choose to create and customize their own associate area of study. This may be credit-bearing courses that students will take to prepare for

certification examinations such as Microsoft certifications, CISCO, etc., or a customized selection of courses chosen by students that will sharpen their skills in one or more selected areas of study.

Career Opportunities. The major in Information Science and Technology will give students a head start on any number of careers in the information industry:

- Information Architect
- Business Information Coordinator
- Network Manager
- IT Consultant
- Web Designer
- Technology Trainer
- Multimedia Specialist
- Human-Computer Interface Designer
- Software/Systems Developer
- Technical Writer
- Database Developer
- Digital Library Specialist
- E-Commerce Web Administrator

Admission to the BSIST Program

Standard UWM admission policies for freshmen and transfer students apply. Students may begin the program as freshman pre-majors or after completing several semesters as undeclared or other majors. They may begin as transfer students from another accredited college or university or as students returning to get a second degree.

Completing the Degree. The BSIST degree includes a total of 120 credits as follows:

Area I: UWM Distribution Requirements:

General Education Requirements (GER) (21 credits). Note that General Education requirements can be fulfilled concurrently through online coursework at UWM through transfer of credit from other institutions.

Area II: 27 required credits in the IR major:

Area III: Information Studies Electives (15 credits). Student will take 5 additional Information Studies courses at the 300, 400, 600 level or equivalent coursework.

Area IV: BSIST Cross-functional Electives (15 credits).

Area V: General Electives, including Associate Areas of Study (42 credits).

To continue and graduate in the BSIST program, each student should maintain a grade point average of at least 2.50 in the major and a cumulative grade point average of at least 2.0 on all credits counted toward the degree.

Minor in IST Option

For undergraduate students in other degree programs outside SOIS, the School of Information Studies also offers an undergraduate minor in Information Science and Technology (IST). Fulfillment of the minor entails completion of 18 credits.

Undergraduate Major in Community Education (School of Education)

The need for flexible Bachelor's degree completion options for adult and returning students is nationally recognized. Ours is the only department on the University of Wisconsin-Milwaukee campus specifically oriented to these students. Our BS program was created in the 1970s to provide professionals to work in a broad range of community organizations in response to a call for such a program from residents of low-income communities in our city. Over time, our mission expanded to include preparing students intending to pursue a post-baccalaureate k-12 teaching license, training child care professionals in response to increasingly stringent state requirements, preparing mid-level administrators for community-based organizations, educating youth workers for positions in group homes and elsewhere, and providing skills for community organizers. Areas of study include:

- Child Care*
- Youth Work+
- Urban Education
- Alternative Education/At-Risk Students
- Policy and Leadership in Community Based Organizations*
- Community Organizing and Social Action+

*Transcript-Designated Sub-Major. +Certificate Program.

Most of our focus areas are fairly informal, allowing students to create a degree program that reflects their own particular interests, bringing together our breadth of offerings with a range of elective options. In fact, in creating more focus areas, we have intentionally tried to strike a balance between creating coherent options to help focus students' degree programs and retaining the flexibility that has attracted students from a range of different backgrounds to our program. Because of our focus on helping adult students complete their degrees, our program includes a number of credit transfer and credit earning options. The curriculum includes 42 lower division electives and 15 upper division electives, allowing those who bring a diverse range of credits from other university experiences into their program, speeding time to degree. (It also allows traditional students to complete concurrent minors or even majors in other fields.) We provide an opportunity for students to pursue lower-division credit for prior professional experience through a testing process, and experienced professionals often achieve 15 or more credits through this avenue. To recognize skills learned in associates degree programs, we recently developed a policy to provide up to 42 lower division credits for credits in relevant AAS degrees that would not otherwise transfer to UWM. And we have also recently agreed to accept college-level credits on military transcripts that would not otherwise be accepted by UWM.

Recognizing the need for flexible course offerings for adult working students who often also have children, for many years we offered all of our courses at night or on weekends. Over the

last few years we have offered increasing numbers of online courses, and now offer enough courses for students to complete the entire major online.

Overall, our program serves a unique population in the UW System, with more than 50% of our student body made up of underrepresented students of color, most from the Milwaukee area. Nearly all of our students are adult, transfer, or returning. It is important to note that our nontraditional students have been most vocal about their desire for online offerings. The department is not only unusual in the diversity of our students: seven out of our eleven faculty are people of color. Many of our faculty are well-known nationally for their research, representing an unusually broad range of expertise.

Target Audience

The target audience for the Community Education program is adult, returning, and transfer students. Many of our students have attended college elsewhere and come to us with a range of credits from these programs. A large number of our students already have full-time jobs in the broad area of “community education” and are looking for degrees that will help them advance in their careers. The option to seek credits for prior professional experience is an important draw for these students.

Student characteristics:

- An average age of nearly 35
- 75% underrepresented students of color, mostly African American
- A large number of students who are also parents
- A preponderance of students who work full time

Traditionally, students in the program work in community-based organizations or government, in child-care centers, or as aides and other non-licensed personnel in k-12 schools. The program also attract students who have tried a number of different options in college but never really found a “home” until they discovered our department. Our focus on the urban context and on questions of inequality and discrimination in nearly all of our courses is very attractive to students of color and students from low-income backgrounds. Further, the diversity of our students and faculty means that older students and students of color often find that our classrooms and online discussions provide a highly supportive environment.

In general, the target audience for our full-online curriculum is the same as we have always served. It has provided a new and more flexible option for a diverse student body with many complex demands on their time. Many if not most of these students will continue to mix and match online and face to face courses, but it is still important that we offer a full-online option both for recruitment purposes and for those students who simply cannot physically come to class. (Anecdotally, faculty report that we have more students with significant disabilities in our online option.) At the same time, it allows us to serve a broader range of Wisconsin residents, bringing our unique offerings to a wider audience.

Prior Professional Educational Experience. A student who has been accepted as a major in Community Education may earn Prior Professional Educational Experience (PPEE) credit that will be counted toward the Community Education degree. Students must demonstrate

competence by completing examinations. Credit is awarded in 3-credit blocks, if the student earns a grade of C or better, on each of the 14 essay examinations that s/he takes. The specific competencies are listed below:

Community Perspectives on Human Resource Programs

- Resource Development
- Local Community Systems
- Political/Economic Analysis
- Personal Growth Competency
- Philosophies of Change
- Group Process Skills
- Leadership Issues
- Research Skills
- Change Strategies
- Educational Advocacy
- Administrative Skills
- Social Problem Analysis
- Conflict Resolution

Community Education majors wishing to demonstrate their competencies for these credits are required to enroll in the competency examination course (Ed Pol 100, Community Education I) during their first or second semester of study. Students will be apprised of deadlines and procedures once they are enrolled in the course. The student may earn a maximum of 42 PPEE credits. These credits may be applied only to a Community Education degree and only as lower division electives.

Curriculum

Course of Study: Major. Students take a common core of required introductory courses to help them learn how to evaluate the educational needs inherent in community social problems, devise appropriate change strategies, and improve their skills as advocates and educators. Students will have the opportunity to relate their programs of study to their community work. A minimum of 120 credits distributed within specific categories is required for graduation.

**Master of Library and Information Science
(School of Information Studies)**

The MLIS program prepares librarians and information professionals to manage change in an urbanized, technologically oriented and knowledge-based society. Its systematic course of study enables individuals with a strong service orientation to apply principles of library and information science, to use current methods and tools, and to recognize the value of research.

Curriculum

Credits and Courses

The minimum degree requirement is 36 graduate credits, 30 of which must be in library and information science and up to 6 of which may be in related areas. Students who have already completed a master's or doctoral degree in a field other than library science may have the library

and information science master's program reduced to 30 credits. Under special circumstances, up to 6 of these credits may be from another field in a closely allied area with advisor consent.

Students who have completed library science courses at the undergraduate level may, upon request, have their coursework reviewed to determine whether the content was the equivalent of that in required courses in the School of Information Studies Program. However, the establishment of such equivalencies will not reduce the total number of credits required for the master's degree in library and information science, but merely enable the student to avoid unnecessary repetition.

The number of credits needed for each of the coordinated degree programs is 12 credits less than the sum of credits of the two programs if taken separately. All degree requirements of each component program, however, must be satisfied. This includes makeup courses for deficiencies, required courses, and graduation proficiency requirements. The MLIS component of each coordinated program includes 30 credits of SOIS courses including the 12 credits of required courses. These courses (or their equivalent) must be completed by full-time students by the end of their second semester; for part-time students, two of the courses must be completed by the end of the second semester, and all four by the end of the fifth semester for coursework in the School of Information Studies.

Archival Studies Concentration

The Archival Studies concentration requires 15 credits of coursework planned in consultation with the student's advisor. Credits for the concentration count as electives for the MLIS.

Exception: If a student is working in an archival repository and can show sufficient archival experience, he/she may substitute an additional selected course for L&I SCI 790.

Information Organization Concentration

The Information Organization Concentration requires a minimum of 15 credits of coursework taken from the list of qualifying courses below. The student's concentration program must be approved by the SOIS Information Organization Curriculum Coordinator. A fieldwork experience of 1-3 credits with a focus on information organization is required of students without practical experience.

Public Library Leadership Concentration

The Public Library Leadership Concentration requires 21 credits of coursework planned in consultation with the student's advisor. Credits for the concentration count as electives for the MLIS.

Proficiency Requirement in Library and Information Science

This course of study requires students to demonstrate proficiency in the field of library and information science. There are two options for completing the proficiency requirement: passing a comprehensive examination or completing and successfully defending a thesis.

Comprehensive Examination

Students choosing the comprehensive examination option must successfully pass a written comprehensive examination. A student who fails the examination the first time may repeat it once. However, a student who fails the examination may not select the thesis option.

Thesis Option

Students choosing the thesis option must take at least three credits of thesis coursework in addition to the 36 credits required for the comprehensive examination option, making the minimum credits required for the thesis option 39 credits. However, only 3 credits of thesis coursework may count towards the total degree credit requirement of 39. Those who already have a graduate degree must complete a minimum of 33 credits for this option.

Students who choose the thesis option in the coordinated master's degree programs also need to take an additional 3 credits of thesis coursework. Thus, while total degree credits vary among the coordinated master's programs, the Master of Library and Information Science component of each requires 33 credits of SOIS course work, three of which would be taken as thesis credit. Students pursuing thesis options in both programs will be required to fulfill each program's thesis requirement and complete two separate theses.

Students in the thesis option also must take a minimum of three credits of research methods. More may be required by individual circumstances, but only the first three credits may count toward degree credit requirements. Either 540-890, Research Methods in Library and Information Science, or a comparable course chosen in consultation with the major professor, can contribute towards satisfaction of this requirement. Students must complete the five core courses in addition to the research methods requirement before defense of the thesis proposal can occur.

Students must register for a variable credit thesis research course L&I Sci 540-898: Master's Thesis (1-3 credits), during every semester of thesis work.

Students may select the thesis option at any point in their course of study, but are encouraged to make this decision and form their thesis committee as early as possible to avoid the necessity of taking additional coursework. The faculty advisor assigned to each student upon admission may serve as the student's thesis advisor, but is not required to do so. It is the student's responsibility to enter into a mutually agreed upon advising relationship with a thesis advisor in SOIS, who then serves as chair of the thesis committee.

Likewise, a student may withdraw from the thesis option and pursue the comprehensive examination option; however, the student would need to meet the registration and other requirements for the comprehensive examination set forth in SOIS policies and procedures as published in the SOIS Bulletin.

Students must pass an oral examination in defense of the thesis. The thesis defense may be repeated once.

Doctor of Nursing Practice (College of Nursing)

There are two entry options for the Doctor of Nursing (DNP) Practice Program: Program for individuals with a bachelor's degree in nursing and a current Registered Nurse license, and Program for individuals with an advanced practice master's degree in nursing and a current Registered Nurse license.

The Online DNP (Post-Master's) program is an excellent option for those with an advanced practice nursing focused Master's degree who want to achieve the highest academic preparation in clinical nursing.

Students are admitted as a cohort and progress with the scheduled online course offerings as part-time students. This 28 credit program includes a required 4 credit clinical residency (460 clock hours).

Practitioners with a Doctor of Nursing Practice degree have the experience and expertise to meet the healthcare needs of the future. They have the advanced practice knowledge and leadership skills to strengthen healthcare delivery, patient outcomes and system management.

The DNP program is offered to provide the highest academic preparation in clinical nursing. This is accomplished through core courses required of all students (30 credits) and completion of requirements for one of four clinical tracks. The following tracks are available:

Advanced Practice Nursing

- Family Nurse Practitioner
- Clinical Nurse Specialist (CNS) with options for focus in
 - Adult
 - Childbearing
 - Pediatrics
 - Psych-Mental Health
- Community Health
- Nursing Systems

Students in each of these areas will complete 21 credits in specialty theory and electives, 9 credits of specialty practicum and a 4 credit residency.

Curriculum Credits and Courses

Minimum degree requirements are 64 graduate credits beyond the bachelor's degree.

Residency

Both the post baccalaureate and post master's curriculum include a 4-credit residency experience that will include the required capstone clinical project. This residency experience will include 460 additional clinical hours in the student's specialty focus area and will include an emphasis on the evidence-based practice, leadership and system competencies of the DNP prepared graduate.

Time Limit

Students in the post baccalaureate DNP program must complete all degree requirements within seven years of the first enrollment semester as a degree student. Students in the post master's DNP program must complete all degree requirements within five years of the first enrollment semester as a degree student.

Doctoral Preliminary Examination

The student must pass a doctoral preliminary examination to qualify for formal admission to candidacy for degree. The doctoral examination is comprised of a written portfolio and an oral component, taken in that sequence, with each component requiring a passing grade for successful completion. The examination is an integrative experience that is designed to validate the student's mastery of the content of the DNP curriculum and must be completed prior to beginning the residency experience.

DNP Clinical Project

The candidate will complete a final comprehensive clinical project as part of the residency experience which demonstrates the ability to implement the principles of evidence-based practice and translation under the direction of the major professor.

The candidate must, as the final step toward the degree, pass an oral examination in defense of the clinical project. A candidate who does not pass this examination may apply for reexamination within one year from the initial examination date. This reexamination may occur only one time. A candidate who does not pass this examination within program time limits may be required to undergo another comprehensive preliminary examination and be readmitted to the program and/or candidacy.

Doctor of Philosophy in Nursing (College of Nursing)

The UWM College of Nursing PhD program prepares doctoral students as scientists who generate knowledge to advance nursing. They are skilled researchers who, using their grounding in the discipline of nursing, conduct inquiry to further clinical, policy, education, and healthcare delivery needs in a variety of settings. Graduates are ready for careers in education, research, practice, and to assume leadership positions. Students work closely with expert faculty, who investigate clinically relevant phenomena using a variety of research methods. Although this program is nearly identical to the on-campus PhD program there are minor differences. Students are admitted to the online option as a cohort and must progress consistently with the scheduled course offerings. Online courses are offered every two years and must be taken in sequence.

Curriculum

The foundation for the academic program in nursing is comprised of three areas: the development of nursing knowledge, the application of that knowledge, and the context of health systems and social policy. Successful completion of 49 graduate credits will complete the doctoral degree.

Course of Study

Minimum degree requirements are 61 graduate credits beyond the bachelor's degree, at least 31 of which must be earned in residence at the University of Wisconsin-Milwaukee. The College of Nursing requires a minimum of 49 graduate credits beyond the master's degree in nursing or master's graduate core courses.

Specialization is achieved through an approved program of study and includes program elements of minor field course work, supervised research experiences, dissertation, and the direction of faculty advisors. The student specializes in a particular area of nursing practice and the social context within which it occurs. The plan for this is developed in consultation with the major professor. Minimum requirements for all formal coursework other than dissertation research can be expected to take at least two academic years of study.

Students admitted without a master's degree in nursing must complete 12 credits of master's program graduate core courses before beginning doctoral level nursing courses.

Post baccalaureate students admitted to the doctoral program will not be granted a master's degree in nursing unless all requirements for the master's degree in nursing are met.

Master of Science in Administrative Leadership (School of Education)

The Department of Administrative Leadership offers a graduate program of studies with three emphases: educational administration and supervision, adult and continuing education leadership, or higher education administration.

The emphasis on educational administration and supervision prepares the student for a career as a school district administrator, elementary, middle, or secondary school administrator, director of special education and pupil services, school business manager, or curriculum director. Through this program of studies, the student can fulfill professional education requirements for administrative and supervisory licenses in Wisconsin and most other states.

The emphasis on adult and continuing education leadership prepares the student for positions of leadership in post-secondary programs including vocational and technical education, university extension, continuing professional education, in-service training and human resource development, adult basic education, adult literacy, and educational leadership and program development in health, religious, manpower and other agencies and community educational programs.

The emphasis on higher education administration prepares the student for careers in higher education including such options as student advisors, managers of support programs for traditionally underrepresented students, student housing specialists, student programming specialists, business managers, and specific administrative positions at all levels of higher education organizations.

Curriculum

Emphasis on Educational Administration & Supervision

Credits and Courses

Minimum degree requirement is 33 graduate credits, 27 of which must be in education and 6 of which may be in related fields. Credit distribution must be: 18-24 credits in educational administration and supervision; 9-15 credits in related electives, of which 6 credits may be earned through a thesis or master's paper.

The student plans an individual program of studies in consultation with a major professor. If the student intends to apply for the Specialist Certificate upon completion of the master's degree, the program of studies may satisfy Specialist Certificate admission requirements.

Thesis or Master's Paper

Thesis or Master's Paper Optional. See Credits and Courses above.

Final Portfolio

As a capstone requirement, students who begin the program fall 2011 and thereafter must develop and submit a comprehensive portfolio for review by faculty. The student must pass both the written part of the portfolio and the oral portfolio defense.

Comprehensive Examination

Students who began the program before Fall 2011 have the option of passing a written and/or oral final comprehensive examination as the capstone requirement.

Time Limit

The student must complete all degree requirements within seven years of initial enrollment.
Emphasis on Adult and Continuing Education Leadership

Credits and Courses

Minimum degree requirement is 33 graduate credits, 24 of which must be in education and up to 9 of which may be in related fields. Credit distribution must be: 15 credits in adult education; 9 credits in foundations; and 9 credits in related electives, of which 6 credits may be earned through a thesis or master's paper. The student plans an individual program of studies in consultation with the major professor. If a student intends to apply for a Specialist Certificate upon completion of the master's degree, a program of studies can be arranged so that a portion of the credits earned toward the degree will also partially or completely satisfy admission requirements for a course of study leading to the Specialist Certificate, as detailed below.

Thesis or Master's Paper

Thesis or Master's Paper Optional. See Credits and Courses above.

Final Portfolio

As a capstone requirement, students who begin the program fall 2011 and thereafter must develop and submit a comprehensive portfolio for review by faculty. The student must pass both the written part of the portfolio and the oral portfolio defense.

Comprehensive Examination

Students who began the program before Fall 2011 have the option of passing a written and/or oral final comprehensive examination as the capstone requirement.

Time Limit

The student must complete all degree requirements within seven years of initial enrollment.
Emphasis on Higher Education Administration

Credits and Courses

Minimum degree requirement is 33 graduate credits, 27 of which must be in education and 6 of which may be in related fields. Credit distribution must be: 12 credits in the core area of higher education administration, 9 credits in the focus area of higher education administration, and 12 credits of foundation and elective courses.

The student plans an individual program of studies in consultation with a major professor.

Thesis or Master's Paper

Optional.

Final Portfolio

As a capstone requirement, students who begin the program fall 2011 and thereafter must develop and submit a comprehensive portfolio for review by faculty. The student must pass both the written part of the portfolio and the oral portfolio defense.

Comprehensive Examination

Students who began the program before Fall 2011 have the option of passing a written and/or oral final comprehensive examination as the capstone requirement.

Time Limit

The student must complete all degree requirements within seven years of initial enrollment.

Master of Science in Cultural Foundations of Education (School of Education)

The M.S. in Cultural Foundations of Education provides students with a comprehensive understanding of the social forces that affect urban schools and communities. Our program is for people who want to look deeply at the challenges facing urban areas in the 21st Century and are willing to explore creative solutions.

The Department of Educational Policy and Community Studies offers a graduate program for educators who wish to expand their knowledge base in dealing with policy and practice issues, and enhance their ability to analyze underlying assumptions affecting urban education.

This program provides graduate students with a deeper understanding of urban educational issues in the cultural context of community and society. An assigned faculty advisor will assist students through the program, balancing structure and flexibility.

Our Graduates Work in:

- Child Care
- Government
- Community Centers
- Public Health Agencies
- Non-Profit Organizations
- Public and Alternative Schools

Curriculum

The master's degree in Cultural Foundation of Education consists of a core of four 3-credit required courses, and 18 elective credits: 9 in the Department and 9 in the University. Up to 9 credits of non-Departmental graduate credit may be transferred into the program.

Paper or Thesis

All students in the Cultural Foundations of Education program must complete either a paper or a thesis in addition to an exit interview as part of their degree requirements. The selection of either the thesis or the paper should be made by the student in consultation with his/her advisor.

Online Master's and Certification in Deaf and Hard of Hearing (DHH) Education (School of Education)

The purpose of this Master's Program is to prepare special education professionals to meet the needs of children, pre-K through 12th grade, who are Deaf and Hard of Hearing (D/HH). The program builds upon competencies and experiences of current teachers with certification in special education (any area and/or cross-categorical) and develops competencies specifically needed to support learning and development in children with hearing loss.

As a distance education program:

- a) All coursework (**excluding** sign language) is offered on-line;
- b) Teaching Experiences during the academic year can be arranged and supervised in the students' geographic area (one required summer teaching experience);
- c) Students have access to program advisement from their geographic area.

There are some face-to-face meetings in Milwaukee that will be scheduled for orientation and special presentations. Students will be given advanced notice to allow travel time for students coming from across the state. We will use internet video conferencing for out-of-state students for these meetings.

The Deaf and Hard of Hearing (DHH) Teacher Certification Program prepares educators to work with children and youth who are deaf and hard of hearing. Students admitted to the program can earn certification to teach children who are deaf and hard of hearing in Kindergarten through 12.

The program requirements for certification will depend upon students' educational background and previous teacher certification. Individuals admitted to the program choose between two program options:

- Certification only: Students enrolls in certification program in D/HH at the post baccalaureate level (undergraduate fees). Certification courses and supervised field experiences are required with no additional coursework toward the Master's degree.
- Masters + Certification: Students begin certification program in D/HH at the post baccalaureate level and move into the Graduate Program to complete 30 graduate credits. Additional coursework at the graduate level is required to complete the Masters Degree.

Curriculum

The D/HH Master's Program certification focus courses begin in the summer. There is a general sequence of courses that builds knowledge and skills, one semester to the next. However, you may start taking core courses in the Master's Program upon admission. A two-year program of study includes between 4 and 7 credits of coursework each semester. All of the courses are on-line; teaching experiences in your geographic area except for a summer TE in Milwaukee.

Graduate Certificate in State and Local Taxation (Sheldon B. Lubar School of Business)

The online Graduate Certificate Program in State and Local Taxation provides students with the knowledge and skills they need to successfully pursue or advance careers within corporate tax departments, CPA firms, law firms and state revenue departments. To this end, the curriculum is designed to provide students with the ability to:

- Identify and resolve state and local tax issues.
- Conduct research regarding state and local tax issues.
- Recognize tax planning opportunities in state and local transactions.
- Understand the major policy considerations in designing state and local tax systems.

Curriculum

Students who wish to earn a Graduate Certificate in State and Local Taxation must complete the required 12 graduate credit hours with an overall GPA of 3.00 or better. The four required courses can be taken in any sequence, and students can enter the program in either the fall or spring semester. A maximum of one three-credit course from another college or university may be considered for transfer to the Certificate program. There is a time limit of three years from initial enrollment for completion of the Certificate program. The University of Wisconsin-Milwaukee will award a Graduate Certificate in State and Local Taxation upon completion of the program requirements.

Each of the four courses in the Certificate program addresses state and local tax issues from a national perspective, focusing on the general principles and common patterns found in state and local tax systems nationwide.

Multistate Income Taxation. Constitutional restrictions, basic and advanced nexus principles, combined and consolidated reporting, unitary business principle, basic and advanced apportionment principles, UDITPA and the MTC, nonbusiness income, passive holding companies and tax planning, definition of taxation income, foreign earnings, regular corporations, S corporations, partnerships, limited liability companies, individual income taxes.

Property Taxation. Constitutional issues, real versus personal property, exemptions, valuation methods, highest and best use, valuation of specialties, leaseholds, contaminated property, mechanics of unit valuation, equalization, federal remedies, industry specific issues, personal property taxes, intangible property, natural resources, administrative procedures, statute of limitations, audit issues, record retention.

Sales and Use Taxation. Constitutional issues, nexus, taxable transactions, exemptions, exemption certificates, interstate sales, gross receipts taxes, services and intellectual property, construction contractors, manufacturers, repairs of tangible personal property, maintenance contracts, drop shipments, leasing, advertising and promotional items, computer hardware and software, maintenance contracts, electronic commerce, prepaid phone cards, procurement cards.

Managing State and Local Tax Audits. Statute of limitations, pre-audit activities, waivers, sampling methodologies, voucher review issues, self-audits, reverse audits, refund claims, appeals process, penalties, assessments, power-of-attorney, auditing of electronic data, record retention, filing process, responsible person statutes, property tax issues, sales and use tax audit issues, income tax audit issues, property tax audit issues, tax amnesties, voluntary disclosure.

The courses in the Certificate program are offered in an online format. Therefore, students can complete the program from anywhere. Each week, students will work through carefully designed modules that include assigned readings, discussion questions and case studies. Students will also download and listen to lectures, complete homework assignments and work on group projects with their classmates. Examinations and research projects are also essential components of each course. Professor-to-student and student-to-student interaction is made possible through the use of online message centers, e-mail, threaded discussion and chat rooms. Because simultaneous participation is not necessary, students can ask questions and contribute to discussions at any time during the week. Each student has access (at no additional charge) to a comprehensive online library of state tax reference materials to assist them in completing class assignments.

Graduate Certificate in Professional Writing and Communication (College of Letters and Science)

The Departments of English and Communication jointly offer a Graduate Certificate in Professional Writing and Communication. The certificate appeals to students beyond the B.A. level who seek professional training and education to advance their careers.

Innovative Curriculum

The Certificate offers an interdisciplinary curriculum that will enable students to develop exceptionally strong writing and communication skills in the following areas:

- Technical writing, information development, and document design
- Communication across organizations and technical operations
- Communication theory and organizational communication
- Group communication and teamwork
- User interface design and web design
- Instructional design and training program development
- Project management and client requirements documentation

- Usability testing, evaluation, and measurement
- Technical skills (such as HTML, XML, and scripting languages)

Students can specialize in these areas through individual and team projects that turn theory into practice, critically evaluate communication contexts, analyze audience needs, manage projects, and solve communication and writing problems.

Curriculum

Students must complete 15 credits of course work and earn a minimum cumulative GPA of 3.0 in the courses that apply to the Certificate.

With the consent of the Certificate Coordinator and subject to the Graduate School transfer policy, students who have completed appropriate courses for graduate credit at other institutions may transfer up to three credits into the Certificate Program, provided that the courses were completed within the last five years with a grade of B or better.

Students who within the past five years have successfully completed courses equivalent to these required English courses may, with the approval of the Certificate Coordinator, substitute alternate English graduate courses.

Students who intend to enroll in both the Certificate program and a graduate degree program must apply for admission to both the Certificate program and to the graduate degree program of their choice. With the approval of the graduate coordinator of the student's graduate program, up to six credits completed in the Certificate also may satisfy graduate program requirements. Students not concurrently enrolled in a UWM graduate degree program later may transfer credits completed in the Certificate to a UWM graduate degree program, subject to Graduate School transfer policy and subject to the guidelines and approval of the graduate coordinator of the respective degree program. Students seeking admission to the Certificate and to graduate degree programs are advised to seek the advice of graduate coordinators of each program.

Graduate Certificate in Multicultural Knowledge of Mental Health Practices (School of Education)

The Multicultural Knowledge of Mental Health Practices certificate is a 15-credit program designed to provide basic knowledge of and guidelines for practice with diverse groups. It is geared towards students who are currently in graduate programs or at the post-master's level, and are interested in additional training in this area. This program is designed for students and current professionals in counseling, education, social work, psychology, business, and other health-related fields who are working with diverse populations. The certificate program will fulfill continuing education requirements through coursework for licensure or recertification. COUNS 704 may be taken as an elective for graduate students in any program, as the first course in the certificate program, or for any non-degree students interested in the subject matter.

Curriculum

To earn the certificate, students must complete 704 and 705 with a grade of B or better, and their choice from among 740-745 with a grade of Satisfactory. The program must be completed within three years of initial enrollment in the certificate program.

Note: All certificate students are required to complete COUNS 704 and 705. Students may not transfer credits into the certificate program.

Certificate in Therapeutic Recreation (College of Health Sciences)

According to the US Department of Labor, "Employment of recreational therapists is expected to increase 15 percent from 2008 to 2018, faster than the average for all occupations. Job growth will stem from the therapy needs of the aging population." Given the projected need for recreation specialists, the College of Health Sciences at UW-Milwaukee has created a certificate program in Therapeutic Recreation (TR) available to a broad range of individuals including students, and TR and other human service professionals in the community. In addition, individuals who are certified with the National Council for Therapeutic Recreation Certification (NCTRC) may wish to complete certificate coursework to comply with continuing education requirements.

The on-line certificate focuses on the development of knowledge and acquisition of skills and abilities in the areas of health and TR. In preparation for the nationally recognized certification examination, coursework covers topic areas included in the NCTRC Job Analysis categories. Courses present the concepts of health, wellness, disease and illness in relation to quality of life for individuals with disabilities. Specific skill development in the areas of assessment and facilitation techniques is also taught and complemented with an ongoing focus on emerging issues in the field of therapeutic recreation.

Curriculum

Note:

- *A minimum cumulative grade point average of 2.5 must be maintained on all the required coursework.*
- Recommended sequence of coursework completion is listed above.
- All courses are taught online.
- Completion of this certificate program allows the individual to meet one portion of the academic coursework required for the credential as a Certified Therapeutic Recreation Specialist with NCTRC. Additional requirements are needed to fully qualify for the credential.

Certificate of Advanced Study in Archives and Records Administration (School of Information Studies)

The Certificate of Advanced Study (CAS) in Archives and Records Administration is designed to help working professionals to update their knowledge in core areas of their responsibilities or to develop another specialty in a library-information area. It will enable students to either alter the direction of a career path or to enrich, update, and strengthen their skills and their knowledge of their field. A Master of Library and Information Science degree or a master's degree in a closely related field such as computer science, educational technology, or history with a minimum of a 3.0 grade point average is required for admission.

Curriculum

The CAS candidate will complete 15 credits of course work, planned in conjunction with the Archival Studies Program Director as an individually designed program suited for the needs and professional objectives of the student.

- A minimum of 12 credits must be taken in the School of Information Studies.
- L&I SCI 650: Introduction to Modern Archives Administration is a required course and prerequisite for most CAS courses.
- Up to 3 credits may be taken in another school or department of the University of Wisconsin-Milwaukee with the prior approval of the Archival Studies Program Director, in an approved area (Ex: Administrative Leadership, Anthropology, Business Administration, Computer Science, Curriculum and Instruction, Geography, History, Political Science, Urban Affairs, and Urban Planning).
- A maximum of three graduate credits may be transferred from another accredited university provided the courses are relevant to the candidate's professional objectives and are included as part of the total approved program.
- No thesis is required, but students may obtain up to 6 credits in independent study which is included as a part of the total approved program.
- A grade point average of 3.0 (on a 4.0 scale) must be maintained.
- The program must be completed within four years from the date of admission.

CAS in Archives & Records Administration Curriculum

Many professionals who work in or manage archival programs received little or no formal graduate-level education in archives and records administration prior to the beginning of their careers. A large number of those who did receive such education were enrolled during a time when the archival sequence consisted of little more than an introductory course, a seminar, and a fieldwork experience. There were no core courses in functional areas as there are for students in a mainstream library and information science program. In addition to the general shortage of coursework, the rapid changes in information and preservation technology as well as ethical and legal issues have made it difficult for working professionals to stay abreast of the latest developments and trends.

The following courses are designed to help bridge this gap and are recommended for consideration by those enrolled in the Archives and Records Administration CAS:

Certificate of Advanced Study in Digital Libraries (School of Information studies)

The Certificate of Advanced Study (CAS) in Digital Libraries is designed to help working professionals update their knowledge and develop specialty relating to the acquisition, organization and maintenance of digital content, virtual collections and services. It will enable students to either alter the direction of a career path or to enrich, update, and strengthen their skills and their knowledge of their field. A Master of Library and Information Science degree or a master's degree in a closely related field such as computer science or educational technology with a minimum of a 3.0 grade point average is required for admission.

Curriculum

The CAS candidate will complete 15 credits of course work, planned in conjunction with his or her advisor, and approved by the Dean of the School of Information Studies as an individually designed program suited for the needs and professional objectives of the student.

- The certificate will be awarded upon completion of 15 credits in approved courses with an overall grade point average of 3.0 (on a scale of 4.0).
- A minimum of 12 credits must be taken in the School of Information Studies.
- Up to 3 credits may be taken in another school or department of the University of Wisconsin-Milwaukee.
- A maximum of three graduate credits may be transferred from another accredited university provided the courses are relevant to the candidate's professional objectives and are included as part of the total approved program.
- No thesis is required, but students may obtain up to 3 credits in independent research which is included as a part of the total approved program.
- Those who have completed appropriate coursework as part of the UWM MLIS degree must complete at least 9 additional credits to earn the certificate.
- The program must be completed within a period of 3 years from first enrollment.

Youth Work Credit Certificate (School of Continuing Education)

The Youth Work Certificate is the first interdisciplinary program for the study of the principles of youth work in the United States. The program is available to students in Social Work, Educational Policy and Community Education, Exceptional Education and Educational Studies. It is ideal for students who want to learn more about adolescence and working with youth in a variety of settings, including large and small community based programs, group homes, foster care and residential treatment centers. The focus is on youth who are troubled or at high risk, but much of the learning applies to youth in general and younger children as well.

The two major benefits are that students:

- Gain a greater understanding of and skills for working with youth
- Access opportunities for a fulfilling career in the emerging youth work profession

Curriculum

Notes

Students who begin working toward the Certificate early in their coursework usually will be able to fulfill the requirement of their major program without increasing the number of credits needed for graduation.

Certificate in Child Care Administration (School of Continuing Education)

The Credential Program for Child Care Administrators offers an interdisciplinary 18-credit sequence of six courses leading to the Wisconsin Professional Credential for Child Care Administrators. The six seminar-type courses offer up-to-date information on child care administration. The courses feature active involvement through presentations, discussions, information sharing, individual projects and group activities.

The Registry, Wisconsin's Professional Recognition System, awards the credential. The Credential Program courses are offered in a variety of formats designed to meet the needs of busy child care professionals and are offered in convenient and easily accessible locations or online.

The Certificate in Child Care Administration is earned alongside the Administrator Credential. Successful completion of our 18-credit sequence of six courses gives you the ability to earn both the Certificate in Child Care Administration, which is awarded by the Center, and the Wisconsin Professional Credential for Child Care Administrators, which is awarded by The Registry, Wisconsin's Professional Recognition System. Note: Students must complete all six Administrator Credential courses through the Center in order to qualify for the Certificate in Child Care.

The goal of both the Certificate and Credential Programs is to improve the quality of early care and education programs by offering:

- Up-to-date information on child care administration and organizational management
- Practical information that administrators can put to use in their childcare program right away
- Current concepts and "best practices" in administration, management and leadership
- Activities and experiences that improve the knowledge base, skills and competencies of administrators, family child care providers and teachers
- A community of learners that exchanges ideas and shares resources while building a professional network of support
- Face-to-face, blended, and online formats, whichever is more suited to your needs, interests and learning styles
- Courses that can be taken for either undergraduate or graduate credit

Curriculum

- Administration & Supervision in Early Childhood Programs
- Operations Management in Early Childhood Programs
- Financial Management & Planning in Early Childhood Programs
- Early Childhood Programs & the External Environment
- Best Program Practices for Children & Families in Early Childhood
- Leadership in Early Childhood Programs

Library Media Specialist Certification (School of Information Studies)

The University of Wisconsin-Milwaukee offers a complete program to attain certification from the Wisconsin Department of Public Instruction as a school library media specialist. In the state of Wisconsin, this program requires that the student has, or is eligible for, a classroom teaching license in another field before application for the Initial Library Media License (902) can be made. The MLIS degree is required when the candidate applies for the second level of the certification, the Professional 902 License, no later than 5 years after the Initial license begins. In addition to the coursework specified under requirements, all certification candidates will be required to maintain an ePortfolio which demonstrates their proficiency in the Content Standards for Initial Licensure (SOIS ePortfolio Guidelines). Students who currently hold a 901 license and are completing coursework for the 902 will be asked to prepare a modified portfolio as they complete their required courses.

Curriculum

REQUIREMENTS: 902 Initial License

The following courses are required for Certification at the 902 Initial level.

Library & Information Science:

- 501 Foundations of Library and Information Science
- 511 Organization of Information
- 520 Managing Library Collection
- Reference/Instruction (Choose at least ONE):
 - - 521 Introduction to Reference Services and Resources OR
 - 691 Special Topics - Information Literacy Instruction
- 571 Information Access and Retrieval
- 591 Research in Library and Information Science
- 711 Cataloging & Classification
- 645 Library Materials for Children
- 646 Library Materials for Young Adults
- Technology (Choose at least TWO):
 - - 670 Production and Utilization of Instructional Technology
 - 685 Electronic Publishing and Web Design
 - 691 Spec Topics: Gaming and Information Literacy
 - 786 Multimedia
- 642 School Library Media Programs and Resources
- 644 School Library Practicum
- Portfolio approval - 902 Initial Standards

REQUIREMENTS: 902 Professional License

The initial Library Media License is not renewable and must be replaced by the Professional License within five years. Movement to the professional level requires:

- three years teaching experience
- the MLIS degree
- the following courses
 - 745 Library Services for Children and Young Adults
 - Management (Choose at least ONE):
 - - 524 Management of Libraries and Information Services OR
 - 746 Administration of School Library Media Systems
 - CURRINS 701 Curriculum Planning (or equivalent)
 - Portfolio approval (902 Professional standard)
 - a Professional Development Plan (completed in employing school district)

We may only certify candidates who already hold a Wisconsin teaching license. Students in states other than Wisconsin must consult with their own licensing agencies to determine whether working with our program will meet that state's licensure requirements.

REQUIREMENTS: 91 Instructional Media Supervisor

Administrative rules and content standards for this license are found at the DPI web site <http://dpi.wi.gov/imt/lmsuplic.html>

Anyone entering this program must have 3 years experience as an instructional library media specialist and a Master's degree in library media.

Required coursework:

Library and Information Science:

- 746 Administration of School Library Media Systems
- 644 School Library Practicum (administrative)
- Portfolio approval

Administrative Leadership:

- 702 Educational Administration: A Survey of Theory and Practice
- 712 Supervising Instructional Personnel
- 812 Educational Personnel Administration

If you have already completed any of the above courses as an undergraduate or post-baccalaureate student, confer with your assigned faculty advisor about utilizing these courses to meet the Wisconsin certification requirement.

1st 60 Credits Online General Education Program (College of Letters & Science)

UWM's College of Letters and Science offers a completely online freshman and sophomore undergraduate curriculum that provides the necessary foundation courses to complete the University's General Education Requirements. These courses are offered in a fully online format and can lead to the completion of a degree in conjunction with one of UWM's online majors.

Requirements

The **competency requirements** assure basic student competencies in English composition, mathematics, and foreign language. The GER mathematics and English composition requirements should be completed early in the academic career to ensure acquisition of critical skills for subsequent coursework. Many UWM schools/colleges require completion of the competencies prior to advancing to the professional portion of the major. Completion of the relevant competency is also a prerequisite for some intermediate and advanced courses.

The **distribution requirements** provide a broad body of knowledge in the arts, humanities, natural and social sciences as a foundation for specialization. Students need to complete these requirements for graduation.

Competency Requirements

English Composition

Students can complete the English composition requirement with one of these options:

- earning a grade of "C" or higher in English 102*
- transferring a grade of "C" or better in a course equivalent to English 102 or a higher level expository writing course
- earning an appropriate score on the English Placement Test (EPT)

Mathematical Skills

Students can complete the mathematics requirement with one of these options:

- earning at least three credits with a grade of "C" or higher in Mathematical Sciences 105, 106, 175 or equivalent*
- achieving a placement code of at least 30 on the mathematics placement test

Foreign Language Requirement

Students can complete the foreign language requirement with one of these options:

- completing with passing grades at least two years of high school level instruction in a single foreign language prior to enrollment at UWM
- completing with passing grades at least two semesters (minimum of six credits) of college-level instruction in a single foreign language (note that currently, online students will need to take these classes at another institution and transfer them in—online classes in foreign languages are in development at UWM.)
- demonstrating foreign language ability equivalent to two semesters of college-level instruction by means of a satisfactory score on an approved placement, proficiency, departmental or other appropriate examination

Distribution Requirements

Students can satisfy the distribution requirements by successfully completing courses in the following areas:

- **ARTS:**
Three credits in a course about the history, philosophy, theory, or practice of the creative and interpretive arts (e.g., visual arts, dance, music, theatre, creative writing).
- **HUMANITIES:**
A total of six credits in at least two courses.

- **NATURAL SCIENCES**
A total of six credits in at least two courses. At least one course must include laboratory or field experience involving the generation and testing of data, and the application of concepts and knowledge to the solution of problems.
- **SOCIAL SCIENCES:**
A total of six credits in at least two courses.
- **CULTURAL DIVERSITY:**
Three credits in a course relating to the study of life experiences of African Americans, Hispanic/Latino Americans, American Indians or Asian Americans. Many, but not all, courses which satisfy Cultural Diversity also satisfy one of the required distribution areas.

Course Options in the First 60 Credits

(See Undergraduate Catalog for course descriptions.)

Humanities

Africology

- 100 Black Reality: Survey of African-American Society
- 102 Survey of African-American Literature
- 111 Introduction to African-American History to 1865
- 112 Introduction to African-American History, 1865 to the Present
- 210 The African-American Novel
- 220 Introduction to Statistics in Africology
- 250 Black Women and White Women in the Contemporary United States

Art History

- 101 Ancient and Medieval Art and Architecture
- 102 Renaissance to Modern Art and Architecture
- 103 History of Architecture
- 104 African, New World and Oceanic Art and Architecture
- 105 Asian Art and Architecture
- 111 Entertainment Arts: Film, TV, and the Internet
- 241 Introduction to Baroque Art
- 250 Introduction to American Art
- 261 Modern Art
- 358 Modern Painting I: 1850-1900

Classics

- 170 Classical Mythology
- 171 Classical Mythology: An Audio-Visual Supplement
- 201 Introduction to Greek Life and Literature
- 304 The Graeco-Roman World

Comparative Literature (Comp Lit)

- 133 Contemporary Imagination in Literature and the Arts
- 135 Experiencing Literature in the 21st Century
- 207 World Literature in Translation: Antiquity through the 1600s
- 208 World Literature in Translation: The 17th to the 21st Century

English

- 111 Entertainment Arts: Film, TV, and the Internet
- 150 Multicultural America
- 209 Language in the United States
- 215 Introduction to English studies
- 223 American Writers to 1900
- 251 Fantasy in Literature
- 263 Introduction to the Novel
- 269 Literary Forms and Genres
- 276 Introduction to American Indian Literature
- 279 Introduction to Latino/a Literature
- 281 Introduction to African-American Literature
- 290 Introduction to Film Studies
- 295 Women and Film
- 372 Survey of American Indian Literature
- German
 - 111 German Life and Civilization: Part I
 - 115 Seminar in Advanced Topics in Scandinavian Culture
- History
 - 132 World History Since 1500
 - 150 Multicultural America
 - 202 The Ancient World: The Roman Republic and Empire
 - 235 English History to 1688
 - 243 History of Women in American Society
 - 267 The History of Latinos in the United States
- Jewish Studies
 - 101 Jewish Culture in America: History, Literature, Film
 - 247 Topics in Jewish Literature, Art, Culture
 - 261 Representing the Holocaust in Words and Images
- Journalism and Mass Communication
 - 113 Internet Culture
 - 214 Advertising in American Society
 - 260 Contemporary Non-Fiction Media
 - 361 Media Ethics
- Linguistics
 - 100 The Diversity of Human Language
 - 200 Aspects of Language
 - 210 Power of Words
- Philosophy
 - 101 Introduction to Philosophy
 - 111 Informal Logic--- Critical Reasoning
 - 204 Introduction to Asian Religions
 - 232 Topics in Philosophy
 - 235 Philosophical Aspects of Feminism
 - 243 Moral Problems
 - 244 Ethical Issues in Health Care
- Women's Studies

201 Introduction to Women's Studies: A Humanities Perspective

Natural Sciences

Astronomy

103 Survey of Astronomy

Atmospheric Sciences

109 Thunderstorms, Tornadoes and Hurricanes

Biological Sciences

103 Topics in Modern Biology

Geography

120 Our Physical Environment

125 Introduction to Environmental Geography

Geosciences

105 Earth, Air, Fire and Water

106 The Earth Environment

150 Introduction to Ocean Sciences

Mathematical Statistics

215 Elementary Statistical Analysis

Psychology

254 Physiological Psychology

Social Studies

Anthropology

101 Introduction to Anthropology: Human Origins

102 Introduction to Anthropology: Culture and Society

103 Digging Up the Past: Approaches to Archaeology

104 Lifeways in Different Cultures: Survey of World Societies

105 Introduction to Linguistic Anthropology

203 Religions of Hunting-Gathering and Horticultural Societies

250 Women's Roles in Cross-Cultural Perspectives

304 Violence and Warfare in Prehistory

307 World Archaeology: Foundations of Civilization

311 The World of the Ancient Maya

325 Japanese Culture and Society

328 Comparative Studies of Music, Race, and Gender in Nationalism

568 Introduction to Anthropological Statistics.

Communication

101 Introduction to Interpersonal Communication

105 Business and Professional Communication

350 Intercultural Communication

Economics

103 Principles of Microeconomics

104 Principles of Macroeconomics

Geography

105 Introduction to Human Geography

- 110 The World: Peoples and Regions
- 114 Geography of Race in the United States
- 350 Conservation of Natural Resources

Global Studies

- 101 Introduction to Global Studies I: People and Politics

History

- 151 American History 1607-1877
- 152 American History 1877 to the Present

Journalism and Mass Communication

- 101 Introduction to Mass Media

Linguistics

- 212 Language and Gender

Political Science

- 104 Introduction to American Government and Politics
- 105 State Politics
- 106 Politics of the World's Nations
- 175 Introduction to International Relations
- 213 Urban Government and Politics
- 215 Ethnicity, Religion and Race in American Politics
- 243 Public Administration
- 255 Great Issues of Politics

Psychology

- 101 Introduction to Psychology
- 205 Personality
- 260 Child Psychology

Sociology

- 101 Introduction to Sociology
- 103 World Society
- 104 Introduction to Social Psychology
- 150 Multicultural America
- 233 Social Inequality in the United States
- 241 Criminology
- 250 Sex and Gender
- 323 Perspectives on Latino Communities

Urban Studies

- 250 Exploring the Urban Environment
- 360 Perspectives on the Urban Scene

Women's Studies

- 200 Introduction to Women's Studies: A Social Science Perspective

**Online Minor in Architecture
(School of Architecture and Urban Planning)**

The Minor consists of 18 credits in architecture courses. The first four courses listed below are mandatory. All credits in the Minor must be completed with an overall grade point average of at least 2.75 and no courses may be taken on a credit/no credit basis.

DRUG-FREE CAMPUSNo: S-19.5Date: 1997 --Rev.(2)
(Original 7/3/89)

Authority: Federal Drug-Free Workplace
Act of 1988, Drug-Free Schools
and Communities Act of 1990, and
UWM Administration

UNIVERSITY OF WISCONSIN - MILWAUKEE
STANDARDS OF CONDUCT AND UNIVERSITY SANCTIONS
CONCERNING ILLICIT DRUGS AND ALCOHOL

The University of Wisconsin System and the University of Wisconsin - Milwaukee prohibit the unlawful possession, use, distribution, manufacture or dispensing of illicit drugs and alcohol by students and employees on university property or as part of university activities.

The use or possession of alcoholic beverages is prohibited on university premises, except in faculty and staff housing and as expressly permitted by the chief administrative office or under institutional regulations, in accordance with s. UWS 18.06(13)(a), Wis. Adm. Code and UWM's Guidelines for Serving Alcoholic Beverages (S-5), *Selected Academic and Administrative Policies*. Without exception, alcohol consumption is governed by Wisconsin statutory age restrictions under s. UWS 18.06(13)(b), Wis. Adm. Code.

The unlawful use, possession, distribution, manufacture or dispensing of illicit drugs ("controlled substances" as defined in ch. 161, Wis. Stats.,) is prohibited in accordance with s. UWS 18.10, Wis. Adm. Code.

Violation of these provisions by a student may lead to the imposition of a disciplinary sanction, up to and including suspension or expulsion, under s. UWM 17.06(1)(c), Wis. Adm. Code. University employees are also subject to disciplinary sanctions for violation of these provisions occurring on university property or the worksite or during work time, up to and including termination from employment. Disciplinary sanctions are initiated and imposed in accordance with applicable procedural requirements and work rules, as set forth in Wisconsin statutes, administrative rules, faculty and academic staff policies, and collective bargaining agreements. Referral for prosecution under criminal law is also possible. Further, violations of ss. UWM 18.06(13) and 18.10, Wis. Adm. Code may result in additional penalties as allowed under ch. UWS 18, Wis. Adm. Code.

Employees who are convicted of any drug statute violation occurring in the workplace must notify their dean, director or department chair within 5 days of the conviction if the employees are employed by the university at the time of the conviction.

PROCEDURES FOR REPORTING CONVICTIONS
DRUG FREE CAMPUS POLICY

The UWM Drug-Free Campus Policy, S-19.5, (August 1990), incorporates the requirements of the Federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1990. The Drug-Free Workplace Act requires any employee who is convicted (including a plea of *nolo contendere*) of any drug statute violation occurring in the workplace to notify his or her dean, director or department chair within 5 calendar days of the conviction if employed by the university at the time of the conviction. This notification must be in writing.

Within 10 calendar days of receiving information from any source about a conviction the university must notify the federal funding agency if the employee worked on any activity covered by the grant or contract. This includes both direct charge and indirect charge employees. The following steps explain the internal administrative procedure for reporting convictions to the federal funding agency:

1. Dean, director or department chair obtains knowledge (from any source whatsoever) about a drug statute conviction at the workplace. (Consult Legal Affairs if there is a question about whether a particular location is considered a "workplace.")
2. Dean, director or department chair shall contact immediately the Dean or Associate Dean for Research and Sponsored Programs of the Graduate School to transmit the relevant information. This contact shall be by telephone, followed by written confirmation.
3. The Dean or Associate Dean of Research and Sponsored Programs of the Graduate School shall obtain written confirmation of the conviction if the information was obtained by the dean, director or department chair from any source other than the convicted employee.
4. The Dean or Associate Dean of Research and Sponsored Programs of the Graduate School shall determine whether the convicted employee worked on any activity related to a federal grant or contract.
5. If the convicted employee worked on an activity related to a federal grant or contract, the Dean or Associate Dean of Research and Sponsored Programs of the Graduate School, within 10 calendar days of the conviction, must notify in writing the appropriate federal funding agency. The notification should be sent via certified mail and copies sent to the Vice Chancellor and Legal Affairs.
6. The Vice Chancellor shall ensure that appropriate internal discipline and/or rehabilitation is implemented for the employee following applicable due process requirements or collective bargaining agreement provisions and in compliance with the Wisconsin Fair Employment Act.

University of Wisconsin-Milwaukee

UNDERGRADUATE STUDENT HANDBOOK

2012-2013



Dean of Students Office

dos.uwm.edu

Mellencamp Hall 118
414.229.4632
414.229.6793 fax

The Dean of Students Office serves as an advocate for students at UWM. Students come to our office to seek help resolving problems with other offices on campus or to seek support in times of crisis. We assist students with navigating University offices and processes and finding appropriate resources. We also work with students to resolve fee and fine appeals and support students who need to withdraw for medical reasons. Additionally, the Dean of Students Office promotes students' rights and responsibilities by addressing student conduct on campus and in the surrounding communities. Contact our office if there is an incident you would like to report. If you need someone to listen, help, or lend a hand, the Dean of Students Office is your first stop.

Student Conduct

dos.uwm.edu

Most students are legally adults and are expected to be aware that UWM does not assume custodial responsibility for its students' personal actions. Each student is responsible for his or her own behavior.

The Board of Regents has designated certain kinds of conduct (Academic and Non-Academic) as subject to University discipline.

ACADEMIC MISCONDUCT

UWM expects each student to be honest in academic performance. Failure to do so may result in discipline under rules published by the Board of Regents (UWS 14). The most common forms of academic dishonesty are cheating and plagiarism.

Cheating includes:

- Submitting material that is not yours as part of your course performance, such as copying from another student's exam, allowing a student to copy from your exam; or,
- Using information or devices that are not allowed by the faculty; such as using formulas or data from a computer program, or using unauthorized materials for a take-home exam; or,
- Obtaining and using unauthorized material, such as a copy of an examination before it is given; or,
- Fabricating information, such as data for a lab report; or,
- Violating procedures prescribed to protect the integrity of an assignment, test, or other evaluation; or,
- Collaborating with others on assignments without the faculty's consent; or;



- * Cooperating with or helping another student to cheat; or,
- * Other forms of dishonest behavior such as having another person take an examination in your place; or, altering exam answers and requesting the exam be re-graded; or, communicating with any person during an exam, other than the exam proctor or faculty.

Plagiarism includes:

- * Directly quoting the words of others without using quotation marks or indented format to identify them; or,
- * Using sources of information (published or unpublished) without identifying them; or,
- * Paraphrasing materials or ideas of others without identifying the sources.

Internet use:

The above includes the use of internet materials. Students are responsible for abiding by the internet policies of UWM and the UW System. For complete information, go to *uwm.edu/uiss/campus/policies/computing_policy.cfm*

Internet plagiarism:

Students should be aware that UWM has two software programs designed to catch internet plagiarism. Students who plagiarize will at the very least have a permanent notation in the Dean of Students' Office which may result in future job or educational chances being jeopardized. Repeat offenses may result in suspension or expulsion.

Academic integrity means honesty concerning all aspects of academic work. Students are encouraged to consult with faculty to develop:

- * Correct procedures for citing sources of information, words, and ideas.
- * Ways to properly credit collaborative work with project team or study group members.
- * Strategies for planning and preparing for exams, papers, projects, and presentations.
- * Alternative procedures for quiz/exam conditions in classroom environment where cheating has been observed.

If a student is charged with academic misconduct, there are specific procedures, including the right of appeal, which must be followed by UWM. Sanctions imposed by the University in response to academic misconduct range from reprimands to expulsion. Further details concerning the procedures on academic discipline may be obtained from the dean's office in your school or college and from "Conduct Regulations and Disciplinary Procedures" at *dos.uwm.edu*.

Grievance/Appeals

Each academic department has established grievance procedures for handling such matters as complaints pertaining to grades, treatment by faculty, academic action, as well as appeals of decisions concerning these matters. Information about the procedures is available from the department office, school college or dean's office.

For information concerning grievance procedures pertaining to non-academic matters, contact the Dean of Students Office, located in Mellencamp Hall 118 or call 414.229.4632.

NON-ACADEMIC MISCONDUCT

Examples include, but are not restricted to:

- * Conduct which constitutes a serious danger to the personal safety of other members of the University community.
- * The sale or delivery of a controlled substance as defined by the Wisconsin Uniform Controlled Substance Act (Ch.161, Stats.), or the possession of a controlled substance with the intent to sell or deliver.
- * Conduct that seriously damages or destroys University property or attempts to do so.
- * Stalking or harassment.
- * Conduct that obstructs or seriously impairs University-run or University-authorized activities.
- * Unauthorized possession of University property or property of another member of the University community.
- * Knowingly making a false statement to any University employee or agent on a University-related matter.
- * Violation of UWM's "Computer Use Policy."

Prohibited Behavior While on University Property

Chapter UWS 18 of the Wisconsin Administrative Code entitled "Conduct on University Lands" contains the rules and regulations governing the behavior of all persons present on any UW System campus including all real property subject to the control of the University and/or the UW System Board of Regents.

These rules cover a wide range of prohibited acts including both individual and group behavior on University property. These regulations include provisions concerning:

- | | |
|-----------------------------------|---|
| * Traffic and parking regulations | * Use of sound amplifying equipment |
| * Use of ID cards | * Unauthorized demonstrations, picketing, rallies, and other assemblies |
| * Possession of University keys | * Vandalism |
| * Alcoholic beverages and drugs | |
| * Carrying firearms | |
| * Unauthorized peddling | * Other prohibited acts |

In addition, Chapter UWS 18 provides that any person convicted of any crime committed on campus involving danger to property or persons will be prohibited from entering University property for a period of two years from the date of conviction.

For a complete listing of all policies documented in Chapter UWS 18, "Conduct on University Lands," along with non-academic disciplinary procedures, go to

the Office of Student Life Web page at osl.uwm.edu and select UWM Policies. The following is specific information on a few major regulations. The information provided may not include all provisions but is intended as general information only.

Smoking

UWM's Smoking Policy (No: S-49) states that UWM prohibits smoking in ALL Buildings, University vehicles and parking structures and within thirty (30) feet of all building entrances, air intakes, operable windows or other designated areas.

Weapons

No person may carry, possess or use any dangerous weapon on University lands or in University buildings except with the written approval of the chief administrative officer or for law enforcement purposes. No person may display or portray as real any object that resembles a dangerous weapon on University lands or in University buildings or facilities except with the written approval of the chief administrative officer. Dangerous weapons may be confiscated and removed from University lands by police.

Vandalism

No person may break, tear up, mar, destroy or deface any notice, tree, shrub, flower or other vegetation, or dislocate any stones, or disfigure natural conditions, or deface, alter, destroy or damage in any way any other property, real or personal, within the boundaries of any University lands.

Bicycles

No person may park or store his or her bicycle in buildings, on sidewalks or driveways, or in motor vehicle parking spaces, except in areas designated for that purpose or in bicycle racks. Bicycles shall be parked so as not to obstruct the free passage of vehicles and pedestrians.

Skate Boards, Roller Skates and Roller Blades

No person may skateboard, roller skate, or use roller blades or any other similar wheeled device in University buildings. UWM provisions designate all areas exterior to campus buildings and structures as areas where roller skates and roller blades may be used with regard for pedestrian and vehicular traffic. The use of skateboards is not allowed on any property at UWM.

Hate/Bias Incident Reporting

In the last few years, there has been an increased focus on the reporting of hate and bias motivated incidents on university campuses across the nation. UWM defines a hate or bias-motivated incident as any disruptive conduct (oral, written, graphic or physical) that is against an individual, or individuals, because of their actual, or perceived, race, color, national origin/ancestry, religion, sex, age, disability, sexual orientation, gender identity/expression, veteran and National Guard status, marital status, pregnancy, political affiliation, or arrest/conviction record.

Sexual Conduct Policies

The University of Wisconsin-Milwaukee prohibits sexual assault, sexual harassment, and other sex offenses (forcible and non-forcible) on University property or in conjunction with University activities. Wisconsin statutes define these offenses, which are described in this section for informational purposes only.

SEXUAL HARASSMENT

As defined in s. 111.32 (13) and by S-47 UWM's Discriminatory Conduct Policy (Including Sexual Harassment), is a form of sex discrimination which includes unwelcome sexual advances, requests for sexual favors, and other written, graphic, verbal or physical conduct of a sexual nature which unreasonably interferes with an individual's work or educational performance or which creates a working or learning environment that is intimidating, hostile or offensive. In as much as UWM is committed to fostering the development of learning and work environments characterized by professional and ethical behavior, it discourages consensual amorous and/or sexual relationship where there is a power differential (power is unequal), such as between instructor and student, TA and student or employee and supervisor. Harassment between equals is also possible.

The penalties for sexual harassment may include any of the following: letters of warning, oral or written reprimand, job reassignment, suspension up to and/or including termination. Contact the UWM Office of Equity/Diversity Services at 414.229.5923 for information, to learn more about sexual harassment policy and law or to file a complaint. The UWM Women's Resource Center (414.229.2852, Union WG93) is available to provide information and support for UWM campus members experiencing harassment.

SEXUAL ASSAULT

As described in State Statute 940.225 and 48.02, is ANY sexual contact or sexual intercourse with a person without the consent of that person.

Consent is defined as words or overt actions by a competent person indicating freely given agreement to the sexual contact or intercourse.

Consent is not recognized (legally valid) if given by someone who is under the influence of an intoxicant (including alcohol) such that they are incapable of giving consent; someone who is less than 16 years of age; someone who is unconscious or unable to communicate; or someone suffering from mental illness or defect.

Acquaintance rape and date rape (also referred to as non-stranger rape) are the most common forms of sexual assault. National research on campus sexual assault estimates that between 80-90% of survivors knew their assailant.

Confidential help is available on and off campus. Free walk-in personal support, counseling and advocacy services are provided at the UWM Women's Resource Center, located on the ground floor of the Union in room WG93. Free mental health counseling and free or low cost medical services (i.e. emergency

contraception, pregnancy testing, STD & HIV testing) are available to students at the UWM Norris Health Center.

* For immediate help after an assault (available 24/7), you can call the police at 911 (9-911 from an on-campus phone) and/or the Sexual Assault Treatment Center of Greater Milwaukee, 414.219.5555.

Sexual assault is a criminal offense and the police are primarily responsible for law enforcement and investigation of criminal complaints. The UWM Dean of Students Office (414.229.4632), is responsible for enforcement and investigation of complaints of sexual misconduct involving students. If on campus disciplinary action is taken, both the accuser and the accused are entitled to have others present during a disciplinary proceeding. Both shall be informed of the outcome of that proceeding. The penalties for sexual assault depend on the details of the crime. The UWM Dean of Students Office, by law, maintains anonymous records of sexual assaults experienced by students and must be notified by anyone who is an UWM employee and learns of such an incident.

For support and information about options for action, contact:

ON CAMPUS:

- 414.229.2852 UWM Women's Resource Center
- 414.229.4627 UWM University Police Department
- 414.229.4716 UWM Norris Health Center
- 414.229.4632 UWM Dean of Students Office
- 414.229.6589 UWM University Housing Administrative Offices
- 414.229.4116 UWM LGBT Resource Center

OFF CAMPUS:

- 414.219.5555 Sexual Assault Treatment Center of Greater Milwaukee (SATC), 24-hour confidential help and information line; specially trained staff for evidence collection
- 414.671.7325 The Healing Center, support and advocacy for survivors
- 414.271.2656 The Anti-Violence Project at the Milwaukee LGBT Community Center

If you have been sexually assaulted, as soon as you can, get to a safe place and seek caring assistance. What happened is not your fault. Prompt medical attention is recommended to help assure your health and well being. If seen within 96 hours of an assault, Sexual Assault Treatment Center (SATC) professionals can provide sensitive, specialized services including medical and legal evidence collection. You can go directly to the SATC anytime, day or night and are under no obligation to notify authorities, file a police report, or agree to evidence collection. For more information about what to expect from a post-assault exam or the evidence collection process, call SATC at 414.219.5555.

CONSENSUAL RELATIONSHIPS POLICY

Professional risks are associated with consensual romantic and/or sexual relationships where a definite power differential between the parties exists. These relationships are of concern for two primary reasons:

A. Conflict of Interest

Conflicts of interest may arise in connection with consensual romantic and/or sexual relationships between faculty or other staff and students. University policy and more general ethical principles preclude individuals from evaluating the work or academic performance of others with whom they have intimate familial relationships, or from making hiring, salary or similar financial decisions concerning such persons. The same principles apply to consensual romantic and/or sexual relationships, and require, at a minimum, that appropriate arrangements be made for objective decision-making with regard to the student.

B. Abuse of Power Differential

In a consensual romantic and/or sexual relationship involving a power differential, the potential for serious consequences remains. Individuals entering into such relationships must recognize that:

- * The reasons for entering such a relationship may be a function of the power differential;
- * Where power differentials exist, even in a seemingly consensual relationship, there are limited after-the-fact defenses against charges of sexual harassment; and,
- * The individual with the power in the relationship will bear the burden of accountability. For more information, contact the Office of Equity/Diversity Services at 414.229.5923.

Inasmuch as UWM is committed to fostering the development of a professionally ethical environment free of discriminatory attitudes, consenting anonymous or sexual relationships between instructor and student are unacceptable.

Family Educational Rights and Privacy Act (FERPA)

Dean of Students Office
Mellencamp Hall 1118
414.229.4632

The Family Educational Rights and Privacy Act (FERPA) affords students certain rights with respect to their education records. They are:

- * The right to inspect and review the student's education records within 45 days of the day the University receives a request for access.
- * Students should submit to the registrar, dean, head of the academic department, or other appropriate official, written requests that identify the

record(s) they wish to inspect. The University official will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the University official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.

Disclosures Allowed Under FERPA:

- FERPA allows the release of education records without the consent of the student or her or his parents to authorized representatives of the attorney general for law enforcement purposes.
- FERPA permits disclosure to an alleged victim of either a crime of violence or a non-forcible sex offense the final results of any disciplinary action taken against an alleged perpetrator.
- UWM has the discretion to disclose the final results of any disciplinary proceeding undertaken against a student who is an alleged perpetrator of a crime of violence or a non-forcible sex offense if as a result of that disciplinary proceeding UWM has determined that the student in fact committed the crime or offense. However, the definition of "final results" is limited solely to the name of the student, the violation committed, and any sanction imposed by UWM on that student. Only where a victim or witness has provided written consent may UWM disclose the name of that student.
- UWM may disclose to a student's parent or legal guardian information regarding any drug or alcohol violation (whether pursuant to federal, state or local law, or institutional policy) where the student is under 21 and UWM has determined that the student has committed a disciplinary violation.
- FERPA prohibits the University from disclosing your whereabouts. If you wish family or friends to know how to reach you in an emergency, please provide them with a copy of your schedule of classes and campus work hours/location.

Office of Equity/Diversity Services

362 Mitchell Hall
414.229.5923

No student may be denied admission to, participation in, or the benefits of, or be discriminated against in any service, program, course or facility of the University of Wisconsin-Milwaukee because of race, color, creed, religion, sex, sexual orientation, national origin, disability, ancestry, age, pregnancy, marital status, or parental status. Discrimination is also prohibited based on political affiliation or belief, arrest or conviction record or disabled veteran or Vietnam era veteran status. If you feel you have been discriminated against, contact the Office of Equity/Diversity Services.

Safety on Campus

To protect yourself in public places:

- Avoid working or studying alone in a building at night.
- When walking at night avoid dark, vacant areas.
- Be alert to your surroundings. If you notice that you are being followed or that someone is acting suspiciously, head quickly for a lighted area or a group of people.

When walking:

- Stay in well-lit areas, walk midway between curbs and buildings and stay away from alleys and bushes.
- Walk with confidence.
- Do not hitchhike.
- Use B.O.S.S. or the transit system when traveling after dark.

To protect personal property:

- Join "Operation Identification." All materials are available, at no cost, through the University Police.
- Do not leave purses, wallets or backpacks unattended.
- Never loan equipment or keys to anyone, nor have keys unnecessarily duplicated.
- Don't carry extra credit cards or money.

When leaving the residence hall living area for the day or night:

- Keep doors locked, even if you are away for only a few minutes.
- Secure or remove valuable items from desktops.
- Double check locks.

To protect yourself when driving:

- Drive on well-traveled streets.
- Never pick up hitchhikers.
- Park in well-lit/attended designated parking areas.
- Keep all doors and windows closed and locked.
- Look inside your vehicle before entering.
- If someone tries to enter your stopped vehicle, accelerate and leave the area immediately.
- If stopped by another vehicle, lock your car and sound your horn for help.

Safeguard against predatory drugs:

- Don't accept drinks from someone you don't know well. Verify the integrity of a drink by opening the can or bottle yourself.
- Alcoholics Anonymous 414.771.9119
- Al-Anon 414.257.2415
- Cocaine Anonymous 414.445-5433
- Detox (Kettle Moraine) 414.342.6200
- Families Anonymous 414.384.8051
- First Call for Help 414.547.3388
- Impact Program 414.276.8487
- Milwaukee County Crisis Line 414.257.7292 (24 hr.)
- Narcotics Anonymous 1.800.240.0276

UNIVERSITY POLICE

Located in the Sandburg West tower, enter from Maryland Ave.

In an emergency, dial 9-911 from any campus phone. Dialing 414.229.9911 from a cell phone or outside line will also connect you to the University 911 system. For a non-emergency, dial 414.229.4627

The UWM Police Department has uniformed Police Officers, Detectives, Security Officers and S.A.F.E. walkers patrolling the campus and surrounding neighborhood and work closely with the Shorewood and Milwaukee Police Departments.

S.A.F.E. PHONES

A network of S.A.F.E. phones throughout campus place a direct 911 call to the campus police. These phones are mounted in yellow boxes on poles and are topped by a blue light. To use the phone, open the door to the box and press the red button. Equipment installed in 2004 is ADA compliant and includes Braille instructions.

S.A.F.E. ALERT EMERGENCY NOTIFICATION SYSTEM

S.A.F.E. Alert allows students, faculty and staff to register to be notified via text message or email in the event of a campus emergency. S.A.F.E. Alert is completely voluntary, and will be used for emergency contact purposes only. Emergency purposes include credible, life-threatening incidents that present imminent danger. At no time will it be used to distribute advertising or other unsolicited content. S.A.F.E. Alert is only available to members of the UWM campus community. Subscribers to S.A.F.E. Alert will pay no fees for the service, other than normal fees charged by their mobile service provider for receiving text messages. For more information or to sign up go to SAFE.uwm.edu.

LOST AND FOUND

Located in the Union Information Center, Union ground floor (street level). Items are kept one month. Valuables are immediately turned over to the University Police. The Library also maintains a "Lost and Found."

SNOW EMERGENCIES

Listen to WTMJ Radio 620 am for official word on class cancellations or call the SNOJOKE hotline at 414.229.4444. Class cancellations rarely happen.

Tuition & Fees

uwm.edu/bfs/depts/bursar/

UWM tuition and fees are set by the UW-System Board of Regents.

No paper bills will be sent to currently registered students. An online statement of fees/tuition is available on your PAWS account. To view your online account, payment due dates, or make payments online, select the "Finances" section on PAWS at paws.uwm.edu. Students are responsible for paying their fees/tuition by the due date specified on PAWS. All PAWS charges may be paid online through your PAWS account. Credit card or "webCheck", options are available. A convenience fee may be charged on your online payment. The UWM Installment Payment Plan is also available for the fall and spring semesters to students who do not pay their tuition and fees, in full, by the due date.

All students are required to sign a University Credit Agreement. Please see the Bursar's website, for more information about tuition and fee due dates, the Installment Payment Plan and the University Credit Agreement.

Please note: Fee and tuition deadlines occur earlier than "change of registration" deadlines. Please see the Schedule of Classes (schedule.uwm.edu) for specific dates regarding refund deadlines.

Career Development Center

cdc.uwm.edu

Mellencamp Hall 128
414.229.4486

The Career Development Center helps UWM students and alumni:

- choose satisfying majors and careers
- build career skills
- make successful career transitions

Career Counselors help students better understand their interests, skills, and values and how they connect to UWM majors and careers in making intelligent choices.

They also help students clarify career directions as well as work through uncertainties and obstacles while applying for internships and jobs. Job search tasks like resume writing, employer targeting, self-marketing, and interviewing can then be accomplished with more confidence — and greater success.

Career Resource Assistants (CRAs) are trained student peer advisors who help other students learn about CDC services, resources for choosing a major and career direction, researching careers, resumes, interviewing, and successful job/internship searching.

Career Information Library, Media Center, and Computer Mini-Lab is a hub of activity for student advising, information-giving, and self-directed research. The facility contains print, media, and Web-based resources.

Successful Career Transitions (Ed. Psych 301) is a two-credit course for juniors and seniors to help clarify career plans and prepare successful job search strategies. Goal setting, employer research, resume and cover letter development, using the Web, networking and interviewing are all covered in the course.

The CDC Website (*cdc.uwm.edu*) is a virtual career center providing tools, information, and links to help students in all aspects of academic/career planning; internship development, and successful job hunting.

Workshops on a variety of topics like Resume Writing, Job-Seeking, Networking and interviewing are offered in classes and for student organizations. The career workshop **Interests, Values & Skills** along with **Researching Majors & Careers** is offered each spring in the Career Development Center.

Express Lane provides opportunities to speak with CDC staff for 10-15 minutes on a first-come, first-served basis on resume writing, brief job search, interview questions, and beginning steps in career planning.

PantherJobs is a Web-based technology connecting students with employers—the easiest and most effective way to obtain career resources through UWM. Resources include job postings for campus, part-time, summer, internship, and full-time opportunities; campus interviewing; resume referral; and researching employers and industries.

PantherNet is a Web-based network of UWM alumni and friends who are willing to meet with students and/or provide career and employment information. The network is available through PantherJobs.

The All Majors Career Day (fall), Campus Opportunities Fair (fall), Diversity Career Day (spring) and Just in Time Recruitment Fair (spring) provide excellent opportunities for students to meet employers, increase career awareness, and apply for specific opportunities.

Students in the Sheldon B. Lubar School of Business and the College of Engineering and Applied Sciences are encouraged to use and participate in services from their Career Services office.

Registration

The Schedule of Classes (fall, UWinterM, spring and summer) provides extensive information about registration, course restrictions, changing your registration, withdrawing from ALL your classes, dropping classes, fees/tuition, admission, and records. Course information can be found at *schedulla.uwm.edu* and is updated regularly.

Course Descriptions are in the undergraduate and graduate catalog or online at *uwm.edu/catalog*.

Panther Access to Web Services/PAWS *paaws.uwm.edu*

PAWS provides students access to a variety of services such as changing your address, reviewing your grades, checking for "holds" (designated as negative service indicators on your record) and registering for classes. Once you are logged on, a full menu of services will appear. If you run into difficulty using PAWS, contact the Help Desk by calling 414.929.4040 or by filling out the web form at *GetTechHelp.uwm.edu*.

Avoid Late Fees—Register EARLY!

Students who initially register after the late registration date published in each semester's Schedule of Classes will be assessed a \$50 late registration fee. If you register after the tuition due date, you will be responsible for both the \$50 late registration fee AND the administrative assessment for late payment of fees/tuition.

Campus ID Cards

Every UWM student who takes courses on campus must have a Campus ID Card. The ID Card is necessary in order to use the Libraries, Klotsche Center and Pavilion, and many other campus services and facilities. Some departments require the ID Card for taking exams or using lab facilities. Your ID Card will also provide you with special rates to UWM athletic games and fine arts performances.

There is a \$10 charge for an initial or replacement Campus ID Card. The University is not responsible for replacement cost of cards due to damage that occurs when cards are altered from their original format (e.g. punching a hole in the card).

The ID office is located in Mellencamp Hall 274.

ID CARD ACCOUNT OPTIONS:

There are two service accounts available on your ID Card for use at various outlets across campus. There are no service charges.

- 1) **Gold Account** – allows you to make purchases at the Bookstore, buy food (tax-free to students) at UWM dining outlets, and purchase tickets to athletic events and performances. For residents of Sandburg Hall, your Gold Account can be used to purchase laundry, vending, and copying services. Money can be placed on your Gold Account at the UWM Bookstore Information Desk, the Panthercard office or any University Housing service desk.

- 2) **Resident Account** – allows residents of Sandburg to use the Dining Services Meal Plan. Information is available at the Sandburg Hall Service Desk or online at *university/housing.uwm.edu*.

Contact University Housing at 414.929.5141 for more information on the Resident Account and the Gold Account. Contact University Housing at 414.929.4065 for more information about the Resident Account.



Transcripts

A transcript is a copy of your UWM record. UWM offers both official and unofficial transcripts.

- * Official transcripts are mailed directly from UWM to the receiving institution.
- * Unofficial transcripts are issued to the student and are stamped "Issued to Student." Unofficial transcripts may not be considered acceptable by receiving institutions. Institutions may require transcripts be mailed directly from UWM.
- * If you wish to request undergraduate transcripts, provide your name, student number, and the date or semester you last attended UWM. Sign your request and include a check or money order payable to UWM. Transcripts are \$10 per copy. Transcripts will be mailed within three days (except during peak periods).

UNDERGRADUATE TRANSCRIPTS

Drop off signed requests:
Mellencamp Hall 274

Online requests:
transcripts.uwm.edu

Fax signed requests to:
Enrollment Services at 414.229.6940. Then call 414.229.3800 (touch 1, then touch 7) to provide credit card information for the transcript fee.

Mail signed requests to:
Undergraduate Transcripts
UWM Enrollment Services
P.O. Box 729
Milwaukee, WI 53201

Requests sent to UWM via "express mail" should be addressed to:

Undergraduate Transcripts
UWM Enrollment Services
Mellencamp Hall, Rm 274
2442 E. Kenwood Blvd.
Milwaukee, WI 53211

Unofficial Undergraduate Transcripts:
Go on PAWS, click "Other Academics," then click "Request Unofficial Transcript."
An unofficial transcript will be emailed to your UWM email account.

GRADUATE TRANSCRIPTS

Requests can be found at graduateschool.uwm.edu.

Drop off signed requests:
Mitchell Hall 261

Fax signed requests to:
Graduate Student Services at 414.229.6967. Then call 414.229.6569 to provide credit card information for the transcript fee.

Mail signed requests to:
Graduate Student Services
P.O. Box 340
Milwaukee, WI 53201

Unofficial Graduate Transcripts:
Unofficial transcript requests, free of charge, may be submitted to our office using any of the aforementioned methods. Current students can get unofficial transcripts from PAWS.

Financial Aid Office

financialaid.uwm.edu
Mellencamp Hall Room 162
414.229.4541
finald@uwm.edu

Campus employment opportunities (both federal work study and non-federal work study) are available through the Career Development Center. Select PantherJobs under Quicklinks on their website, cdc.uwm.edu

Please refer to the financial aid website for further information about verification, special students, financial aid award letter, promissory note, completion of credits, student employment, scholarships, disbursement of aid, frequently asked questions, eligibility requirements and rights and responsibilities.

Applying for Financial Aid: A Free Application for Federal Student Aid (FAFSA) must be submitted to be considered for financial aid. Applicants must be accepted for admission into an eligible program at UWM before they will be evaluated for financial aid. Financial aid must be applied for each year.

The FAFSA is always free. However, there are people who offer help in completing the FAFSA for a fee. Applicants should be cautious anytime a fee is required.

The FAFSA is available in two formats: paper and electronic. The approximate time to process a FAFSA is three to eight weeks. The Financial Aid Office recommends applying for aid using FAFSA on the Web (fafsa.gov) as it is faster (10-14 days) than using the paper version. It is also more accurate, as it is designed to catch errors. A worksheet can be downloaded from the site to use as a working copy. A PIN issued to the student from the Department of Education is needed to electronically sign the application. A PIN can be acquired at pin.ed.gov. Students will use this PIN for many transactions during their academic careers. A parent of dependent students should also request their own PIN.

Deadlines and Important Dates

Most financial aid is awarded on a first-come, first-served basis and many programs have limited funding. It is best to submit a FAFSA as soon as possible after January 1st preceding the start of the academic year for which aid is requested. The priority filing date at UWM is March 1st for the fall semester.

The FAFSA filing campaign runs from Jan. 1st to March 31st each year. Watch for information in the Union the second week of February.

UWinterim and Summer: Financial aid awards are based on two semesters of enrollment, fall and spring. Students attending UWinterim and/or summer classes will be awarded aid based on remaining academic year eligibility. Please refer to the "Apply for Financial Aid" link on the financial aid website for details.

The Study Abroad Grant application deadline is mid-October for UWinterim trips and mid-March for summer trips.

Additional important dates and deadlines can be found in the calendar pages of the planner section of this handbook.

STUDENT AID REPORT (SAR)

Approximately three to 10 days after filing the electronic FAFSA, the applicant will receive a **Student Aid Report (SAR)**. This report is emailed or mailed from the federal processor. It summarizes all the information provided on the FAFSA. **Keep** this report and **review** it for accuracy. Corrections can be made online, using a Department of Education PIN number at www.fafsa.gov. If you did not use the IRS Data Retrieval Tool when you originally filed the FAFSA, you should go back into your FAFSA and use this tool two weeks after filing your taxes electronically; eight weeks if you file your taxes via paper. Not all corrections are acceptable. Updates to household size, number in college, asset information, and marital status are only allowed if the answer was incorrect at the time of application. Please contact the Financial Aid Office before making any changes to these items.

Each school on the FAFSA is sent an electronic copy of the SAR. In some cases, additional information will be required. Students should watch their email and

PAWS accounts for any requests or items in their "To Do" list. Even if additional documentation isn't required, processing times typically take at least three to four weeks. An email is sent once financial aid eligibility has been determined.

TUITION REMISSIONS/WAIVERS, FELLOWSHIP AND RESEARCH ASSISTANTSHIPS

Fellowships, as well as some tuition remissions or waivers, can affect the need-based aid in your financial aid package. Teaching and Project Assistantships (TAs/PAs) no longer affect your eligibility for federal aid. However, the University still reports these resources to the UW System. If you are receiving a tuition waiver, fellowship or research assistantship from the University and it does not appear in your PAWS financial aid award, please notify our office immediately. Although TAs and PAs are no longer considered a financial aid resource, the earnings should be listed as unearned income on the next year's FAFSA if you file.

It is important for the department awarding you the tuition remission to post the remission/waiver to your PAWS account in a timely manner. If your other financial aid funds are disbursed prior to your remission/waiver being processed, these will automatically be applied to your tuition account balance. You may not receive any expected refund check until after your tuition remission/waiver has been processed.

Neighborhood Housing Office

nho.uwm.edu

Student Union W/G85
414.229.6999
414.2293.3134 (fax)
housing@uwm.edu

The UWM Neighborhood Housing Office (NHO) provides direct outreach and advising to help students find quality off-campus housing and roommate(s) through education, referral, and support. We promote healthy living and civic responsibility to connect students with UW-Milwaukee and the surrounding neighborhoods.

The NHO maintains an online listing service of rental units, individuals who are looking for roommates, rooms for rent, subleases, and general off-campus living information located at neighborhoodhousing.uwm.edu. These properties are not inspected or approved by the University.

SEARCHING FOR HOUSING TIPS

* Decide first if you want a roommate, how much you can afford to pay for rent and bills, and what necessities you need (off-street parking, dishwasher, on-site laundry, etc.). This will help narrow your search. Avoid looking at places that will not meet your needs or suit your budget.

* If you decide to share a rental unit with a roommate(s), be aware that the City of Milwaukee Occupancy Ordinance states that no more than three unrelated individuals can live together in a single rental unit unless the landlord has a rooming house license.

* Be aware that if you are living with a roommate(s), each co-tenant is, by law, individually as well as jointly liable for all money owed to the landlord. This means the landlord can hold any one of the co-tenants responsible for all money owed.

* Understand when to start looking for a place! The rental market around UWM and the metro Milwaukee area is wide open. This means that there are plenty of affordable housing options year round. You should start looking for rental units only two to three months before you want to move in. Signing a lease too early could cost you! Do not sign a June, July or August lease until AFTER spring break.

* Housing on the East Side tends to be more expensive the closer you are located to the campus. Leases and/or rental agreements are generally set for 9-month or 12-month periods. All other periods (monthly or 3-month) are also negotiable with the landlord.

* Have the University Legal Clinic review your lease. They are located in Union 357. Their website is uwm.edu/studentorg/ulc.

* Check your Landlord, Property Management Company, and the property address out on Wisconsin Circuit Court Access at wcca.wiscourts.gov and with the Department of Neighborhood Services at city.milwaukee.gov/departmentofneighbor316.htm. Landlord ratings are also available on the NHO website. We can help you run a background check on your landlord.

* For any safety concerns contact the Milwaukee Police Department at 414.933.4444 or the UWM-Milwaukee Police Department at 414.929.4697.

PARKING

Living outside of walking distance to campus is common for UWM students. The NHO can assist you with getting to know the UWM neighborhoods, greater Milwaukee area, campus resources, etc. Here are some additional tips to remember as a student living off-campus:

* Use UPARK and UPASS for free options when coming to campus.

* The City of Milwaukee has many parking restrictions. Visit their website at city.milwaukee.gov/npu/divisions/administrative/parking/ParkingServices.htm.

* For the City of Shorewood visit villageofshorewood.org.

COMMUNITY OUTREACH AND ASSISTANCE TO STUDENT TENANTS (COAST) LEADERS

COAST Leaders are students hired, trained, supported, and supervised by the Neighborhood Housing Office to serve as a peer educator and resource for identified student neighborhoods. COAST Leaders are not in a position to set rules or guidelines for their street's residents or enforce local or community laws. COAST

Leaders will however have the opportunity to program, network, and communicate with their surrounding neighbors (including student tenants, landlords, and long-term residents) to create a stronger sense of community for all. COAST Leaders can assist you with any off-campus housing questions and referrals. Contact csldrs@uwm.edu for more information.

NEIGHBORHOOD RELATIONS

UWM lies at the center of a lively mix of neighborhoods on Milwaukee's upper East Side, each with its own personality and distinctive blend of housing, shops, restaurants, parks, and nightspots. Located just a few blocks from Lake Michigan, these neighborhoods are home to many UWM faculty, staff and students.

Because of the special nature of these neighborhoods, UWM joins with students and community members to help preserve their character. Successful living in this area requires respect, communication and cooperation. It means working together to ensure that all members of the community respect the rights and diversity of their neighbors. Along with these rights come responsibilities.

If you have questions or concerns about neighborhood relations, would like to be involved with neighborhood outreach, or would like to check out additional resources for those living or visiting off campus, please visit neighborhood.uwm.edu or contact UWM Neighborhood Relations at 414.929.4451.



Student Accessibility Center (SAC)

sac.uwm.edu

Mitchell Hall 112
414.229.6287

For more information or to schedule an appointment, please contact SAC or view our website.

The Student Accessibility Center (SAC) provides services to students with disabilities to ensure accessibility to academic programs. SAC offers the following accommodations: counseling, evaluation referral, disability-related information, adaptive technology counseling and equipment, and interpreter services for academically-related purposes. SAC does not offer disability evaluation and/or testing, personal services, or attendants.

In order to ensure timely provision of requested services, students are strongly encouraged to provide SAC with the appropriate documentation and request for accommodation as early as possible for a course, workshop, program or activity. Reasonable accommodations may include registration assistance, including priority registration, referrals and general advising.

What should I do if I suspect I have a disability and want to receive accommodations?

If you have a disability you must provide documentation of that disability to SAC. A qualified professional who is licensed or certified to diagnose the disability in question must supply this documentation. An appointment should be scheduled with a SAC counselor to review the documentation and the need for services. Each program has its own Disability Documentation Policy. The SAC counselor will complete a Verified Individual Services and Accommodations form, or VISA, which you can use to show instructors and faculty.

Are there any campus services that could assist me with determining if I have a disability?

Yes, Norris Health Services may be of assistance for mental health disabilities, and the UWM Psychology Department Training Clinic provides an assessment for learning disabilities and attention disorders, which is available to students registered at UWM. The Clinic can be reached at 414.299.5521. There is a reduced student fee charged for this assessment.

What kinds of accommodations are available?

Academic accommodations include, but are not limited to, testing accommodations, interpreters, captioning, note taker services, alternative textbook services (e.g., books on tape, electronic text, Braille text), and supportive counseling. SAC assists students with issues and situations related to advocacy, accessibility, on-campus housing, transportation services, and attendant care. SAC is a resource for information including, but not limited to, tutoring services, study skills and time management, community resources, disability awareness, and various University services.

University Housing

universityhousing.uwm.edu
facebook.com/UWMUniversityHousing
twitter: @UWMResHalls

Main Office

3400 N. Maryland Ave.
Monday - Friday: 7:45am to 4:30pm
414.229.4065 or 1.800.622.0286

Sandburg Main Desk

414.229.6123

Cambridge Commons Service Desk

414.935.6900

RiverView Service Desk

414.229.3595

Kenilworth Square Apartments Service Desk

414.229.0512

University Housing offers students the chance to live in five unique facilities: Cambridge Commons, Kenilworth Square Apartments, Purin Hall, RiverView Residence Hall, and Sandburg Halls

Approximately 4,200 residents are part of the University Housing community. In most halls, a student staff member lives on each floor/house and is available as a resource for students. As a member of our community, you have the opportunity to be involved in the Student Housing Administrative Council (SHAC) and the National Residence Hall Honorary (NRHH). These organizations serve to represent and recognize students in the residence halls and provide valuable leadership opportunities for residents who choose to get involved.

Our communities include the following amenities:

- * Fitness Center
- * Movie theater
- * 24-hour security
- * Cable television
- * Grind coffee shop
- * Cafeteria
- * Late-night fast food restaurant
- * Laundry
- * High-speed Internet in each room
- * Study lounge

If you do not currently live on campus and are interested in housing, please contact our office at 414.229.4065 or email us at contract-group@uwm.edu.

University Legal Clinic (ULC)

ulc.uwmn.edu

Union 357
414.229.4140

The University Legal Clinic offers free information and consultation to currently enrolled UWM students. Major services provided by paralegals and consulting attorneys include information to protect and enforce your rights in matters relating to divorce, child custody, personal injury, criminal and traffic offenses, landlord/tenant, and more. The attorneys on staff can also be retained at a student discount rate through the LAWS (Lawyers Assisting Wisconsin Students) Program.

Note: They cannot do any counseling over the phone.



Access to Success (A2S)

accessstosuccess.uwmn.edu

Access to Success (A2S): a series of campus-wide initiatives designed to help students achieve greater success, especially during their first year. The goals and actions of Access to Success are embraced by the entire UWM community and include a continuum of initiatives starting with recruitment and culminating in graduation. Several of these initiatives are described below.

FIRST YEAR LEARNING COMMUNITIES

The best way for many students to have a successful first semester in college is to enroll in a course designed to challenge their intellectual curiosity and ability while also preparing them for college and their intended major. Your advisor can assist you in selecting the First Year Learning Community that is most suitable for you.

TUTORING, SUPPLEMENTAL INSTRUCTION AND TEAM TEACHING

There are lots of services available to you from PASS, the Panther Academic Support Services, and from programs across campus that coordinate tutoring with PASS. Free tutoring services are available for more than 80 100- and 200-level courses, including math, English, and large lecture courses. Tutoring is also available to you using Desire 2 Learn (D2L), an online program.

Supplemental Instruction (SI) is offered to help you in courses that may seem difficult. SI sections are offered two or three times per week and are directed by an advanced student who plans the SI sessions with the course instructor.

You may also be interested in joining a study group. If so, the Team Teaching Program is a good starting point. This is a preceptor program designed to bring more personal attention to large lecture classes. Students within the class are selected as preceptors who lead study groups and assist the professor.

Please see the PASS section in this handbook for further information on these and other programs or contact them at 414.229.3726. Tutoring and supplemental instruction may also be offered by individual schools and colleges; be sure to check with your advisor to find out what is available for you in some of the more advanced courses in your major.

WEB-BASED EARLY WARNING SYSTEM

Instructors of freshmen students are asked to assess their students' progress as of the fourth week of classes and let advisors know, via a Web report on PAWS, if freshmen performance is satisfactory or unsatisfactory. Should your instructor feel that you are behind in class performance, you will likely be contacted by your instructor and your advisor with suggestions for improving. Although not all instructors participate in this program, it is to your benefit to meet with your advisor early if you are having trouble in a course. They can assist you in finding the help you need to be successful.

ACADEMIC ADVISING

Your best source of information and encouragement is your assigned academic advisor. Make an appointment early in the semester so that you are well acquainted with your advisor before the rush of registration begins for the next semester. Multicultural students are also encouraged to make use of UWM's Multicultural Student Services. Located on the first floor of Bolton Hall are the Offices of African American Student Academic Services, American Indian Student Services, the Black Cultural Center, the Roberto Hernández Center, and Southeast Asian American Student Academic Services.

There are many other student resources and support services available to you as a student on the UWM campus. Several are outlined in this handbook; others are described online at studentsuccessresources.uwm.edu.

Center for International Education (CIE)

international.uwm.edu

Garland Hall 102
414.229.3757

Under the umbrella of the Center for International Education, UWM coordinates a variety of international teaching, research and outreach activities. CIE administrators: academic programs such as the International Studies and Global Studies majors as well as area and peace studies certificates; faculty research opportunities including conferences, publications, guest lectures and colloquia; overseas study, internship and exchange programs; international admissions and immigration advising; world affairs programs for the public and K-12 students; and professional development programs for K-16 teachers. Within CIE, four offices coordinate international programs and services:

- **Academic and Research Programs.** Garland Hall 102, 414.229.3757. This office administers the Global and International Studies degree programs, area and peace studies certificates, scholarly conferences and programs fostering faculty research.
- **Institute of World Affairs.** Garland Hall 114, 414.229.3920. The Institute is Wisconsin's World Affairs Council, providing public education and K-16 outreach programs on current issues in international affairs.
- **International Student and Scholar Services.** Garland Hall 138, 414.229.4648. This office provides admissions assistance, immigration advising and orientation to UWM's approximately 900 international students and scholars.
- **Study Abroad.** Pearse Hall 166, 414.229.5182. This office offers a wide variety of study abroad, internship, and exchange programs for UWM students while fostering faculty participation in study abroad and negotiating inter-institutional partnerships.

First Year Center (FYC)

fyc.uwm.edu

Bolton 120
414.229.5385

Monday and Thursday: 9 am to 5 pm
Tuesday and Wednesday: 9 am to 7 pm
Friday: 9 am to 2 pm

The First Year Center (FYC) is the one-stop where you can find information about all of the valuable resources on campus. The mission of the FYC is to provide comprehensive services to new first-year and transfer students enrolled at UWM.

The FYC is also home base to the First Year Mentors and Student Success Advocates who meet one-on-one and maintain communication with their first-year students and assist in the development of targeted social and educational programming.

UWM provides each new first-year student with a Mentor as a first contact when you arrive on campus. The Mentor will introduce you to campus resources and help with the transition process. They will also be there during the semester to provide guidance and assistance. Be sure to maintain contact with your Mentor during the academic year as a way of enhancing your social and academic experience.

For details, stop in or check out our website at fyc.uwm.edu!

First Year Student Checklist:

- **Visit the First Year Center:** located in Bolton 120, this is a great place to socialize with students, attend events and get all your questions answered.
- **See your academic advisor:** your best source of information and encouragement.
- **Talk with your FYC Mentor:** a first contact when you arrive on campus and a personal advocate during your first year.
- **Meet a faculty member:** who shares your academic interests.
- **Sign up for tutoring:** individualized academic coaching for your courses.
- **Take advantage of Supplemental Instruction:** weekly review sessions especially designed for large lecture classes.
- **Seek out enhanced learning/research opportunities:** from the Honors College to Business Scholars to the Undergraduate Research Opportunity Program (UROP).
- **Go to the Multicultural Support Services Offices:** first floor of Bolton Hall.
- **Explore the opportunities:** get involved in student organizations and other co-curricular activities by visiting the Center for Student Involvement (Union 363) or online at activities.uwm.edu.

Graduation

uwm.edu/secu

Secretary of the University
414.229.4163
secofun@uwm.edu

At the beginning of your final semester, you should apply for graduation on PAWS. This will allow you to receive mailings on what procedures you must complete for graduation, including fees, ceremony announcements, and cap and gown purchases. If you do not indicate when you plan to graduate, you will not be notified properly. The semester prior to graduation is also the time to begin work on your job search or application for Graduate School studies. Contact the Career Development Center for assistance in these areas. As you approach graduation, check with your advisor to make sure that you will be able to complete all necessary courses by your estimated graduation date.

- UWM holds graduation exercises twice each year. In mid-December there is one ceremony for all degree candidates. In mid-May there is a Graduate School Ceremony for Master's and PhD candidates and a Baccalaureate Ceremony for all Bachelor's degree candidates.

- All UWM students may order a cap and gown and graduation products online at anytime at uwm.jostens.com or by phone at 1.800.854.7464.

Visit uwm.edu/secu for graduation applications, fees and other commencement information.

ALUMNI ASSOCIATION

alumni.uwm.edu

414.906.4662

Once a Panther, always a Panther. Get involved with the UWM Alumni Association ...before you graduate!

Before long, you'll graduate from UWM, and when you do, you'll automatically be part of the UWM Alumni Association. We're a dues-free organization that works to keep our 130,000 graduates connected to the University and to each other.

There are many ways for you to be active with the Alumni Association, even before you graduate.

- Check out our website for news and upcoming events – alumni.uwm.edu.
- Volunteer your time to help at one of the many activities throughout the year. Call us at 414.229.4290 or email us at alumni@uwm.edu to learn of upcoming events/programs at which you can assist.

Graduate School

gradschool.uwm.edu

Mitchell Hall 248
414.229.6569
gradschool@uwm.edu

One of two doctoral degree-granting institutions in the University of Wisconsin System, UWM has earned the highest ranking possible from the North Central Association of Colleges and Schools, and is classified as an extensive doctoral/research university by the Carnegie Foundation for the Advancement of Teaching. The Graduate School offers a wide range of graduate studies in its 52 master's and 31 doctoral degree programs. There are traditional fields of study, as well as innovative professional and interdisciplinary programs, and most can be pursued on a full-time or part-time basis. To accommodate schedules of working students, late afternoon and evening courses are offered. Some program units also schedule weekend courses.

Graduate students are eligible to apply for several types of assistance available through UWM. To locate information about Graduate Fellowships or Teaching, Research and Project Assistantships, please contact the Graduate School. See the website for more details.

Graduate Record Examination (GRE) Fee Waiver

Many students who receive financial aid are eligible for a waiver of the testing fees. For more information, contact the Financial Aid Office, Mellicamp Hall 162, 414.229.4541.



Honors College

uwm.edu/Dept/Honors/

Honors House 154
414.229.4658
honorweb@uwm.edu

Open to students in every major and discipline, the program enhances the learning experience by offering the most talented and motivated students the personalized education of a small liberal arts college without sacrificing the unique opportunities available at a major research university. This is done by providing:

- * Individual attention in seminars (limited to 15 students) taught by faculty members committed to excellence in undergraduate education.
- * An active learning environment in which students are taught to think critically and improve their writing and speaking skills.
- * Opportunities to engage in undergraduate research, either by working as a research assistant or by doing a senior thesis or project.
- * Academic Advising and Support Services, including: individual Freshman, Sophomore, and Junior Reviews; a writing specialist to help students plan, write, and revise essays; assistance in preparing applications for fellowships and admission to graduate and professional schools; assistance in preparing the senior thesis or project.

Institute For Service Learning

uwm.edu/isl

Holton Hall G26
414.229.2348
islnfrc@uwm.edu

Service learning classes are designed to augment class lectures and textbooks while giving students the chance to leave campus and learn in a community setting. The ISL staff works with faculty, students and community partners to design mutually beneficial learning opportunities. Examples include:

- * Education students designing curriculum and tutoring in local schools
- * History students creating exhibits with area museums
- * English students writing grants with local nonprofit organizations
- * Conservation & Environmental Science students designing rain gardens with area youth

Last year, 1,500 UWM students were placed in service learning assignments and many used them as stepping stones to future employment or to test whether a particular major or career was right for them. Contact the ISL office for more information and a list of service learning classes.

Panther Academic Support Services (PASS)

uwm.edu/pass

Main Office: Bolton 180
414.229.3726
Student Success Center, Bolton Hall 120
414.229.2779

Supplemental Instruction & Tutoring Service, Library East Wing and Library E154
414.229.3610
Sandburg (C210), Riverview and Cambridge Residence Halls – evening tutoring
Academic Enrichment Center, Cunningham 147

Panther Academic Support Services (PASS) is here to help you succeed academically at UWM, especially in your introductory college courses. We use peer educators to guide you through your courses and serve as academic coaches. Learn the ropes from successful UWM students. Take advantage of our free services whether you want to earn an "A" or find a course a challenge.

PASS provides weekly tutoring sessions Supplemental Instruction (SI) review sessions. You can apply at our website or in any of our centers. You can also register for online tutoring on our website or check our website for walk-in assistance.

We offer tutoring and Supplemental Instruction for more than 125 100- and 200-level courses in all subject areas, especially in math, science, social science, humanities, and business. Services are free to all currently enrolled UWM undergraduates. Over 100 juniors, seniors and graduate students assist students with questions regarding their assignments, lectures, and class preparation.

ACADEMIC RESOURCES

Resources are available to assist you with your course work, study strategies, and test preparation in Library E154 and Bolton 120:

- * IBM compatible PCs, equipped with Microsoft Office, Internet access, and the Inspiration notetaking system.
 - * Algebra DVD's and computer tutorials to master concepts in math 090, 095, and 105.
 - * Resources to improve college study strategies for time management, stress reduction, note taking, memory techniques, test preparation, and test taking.
 - * A collection of college study strategy handouts.
 - * Software for foreign language practice.
- Please schedule an appointment online in Library E154 or Bolton 120 to meet with an academic coach.

WALK-IN ASSISTANCE

Walk-in assistance is available for any course we tutor. Stop in for a schedule, call or visit our website at uwm.edu/pass.

SUPPLEMENTAL INSTRUCTION CENTER

Library WB42
414.229.5743

Supplemental Instruction (SI) provides review sessions to students in 50 large lecture classes. The SI leader attends the lectures and offers group sessions each week. Please check uwvm.edu/pass for SI schedules. You can sign up for any session, stop in for walk-in assistance, or contact the SI leader online.

ONLINE TUTORING

Tutoring is now available using D2L for math, science, composition and many foreign languages. Students can participate in online discussions with a tutor about course material. To sign up for this service, send an email to tutoring@uwvm.edu with a short message requesting D2L sign up and the course name/number.

PRIVATE TUTOR REFERRAL SERVICE

This service is for UWM students who would prefer to hire a private tutor. Contact pass@uwvm.edu or call 929-3726.

STUDENT EMPLOYMENT AND VOLUNTEER OPPORTUNITIES

As a PASS tutor or SI leader, you will be able to help college students succeed by sharing your knowledge of a particular subject area with students who are enrolled in first- and second-year courses. Apply online at uwvm.edu/pass under Student Employment. Students must be second semester sophomores, juniors, seniors or graduate students; earn at B+ or higher in the courses they wish to tutor and have a 3.0 GPA or above. Volunteers are also welcome to apply.

Testing Center

testingcenter.uwvm.edu

414.229.4689

Mellencamp Hall B28

destest@uwvm.edu

The Testing Center administers a variety of tests. Placement tests help determine which classes you are able to take in a given subject. Transfer and re-entry students may be required to take placement tests depending on previous course work and intended major. All new freshmen admitted to UWM are required to register for a New Freshman Testing Session. If your native language is other than English, it is recommended that you take the English as a Second Language-Placement in Composition Test (ESL-PIC). You can complete your English requirement by taking ESL writing courses instead of the writing courses offered through the English department. The College Level Exam Program (CLEP) is a series of examinations that allows you to earn college credit for what you already know.

For more information on testing, schedules, times, fees and online registration, visit our website at testingcenter.uwvm.edu

Testing Center Hours:

Monday (except holidays): 10 am to 6:30 pm
Tuesday - Thursday: 8 am to 4:30 pm
Friday: 10 am to 2 pm

Other Test Information: For information on National testing (ACT, PRAXIS, TOEFL, LSAT) and other testing services offered through the Center, visit our website at testingcenter.uwvm.edu.

Accommodations: Individuals seeking accommodations due to a documented disability are required to submit official documentation to the Student Accessibility Center identifying the disability and the requirements for testing.

Day of the Test: On the day of the test, a valid photo ID (driver's license, high school ID, state ID, or passport) is required, in addition to #2 pencils for paper-based testing, and money if a fee is required. A non-graphing calculator can be used on the math and chemistry placement tests.

The Office of Undergraduate Research (OUR)

our.uwvm.edu

Bolton Hall 192

The Office of Undergraduate Research (OUR) pairs students with leading academic researchers here at UWM. Students are matched with faculty members based on shared interests and work side-by-side with their mentors on research projects. Students receive either credit or stipends for their work, and freshmen and sophomores participate in a special one-credit Undergraduate Research Opportunity Program (UROP) Seminar to discuss their research and learn more about the research community on campus and beyond. Through research activity, students develop relationships with faculty, network within a field of their interest, meet other student researchers, and can test potential career possibilities.

The OUR coordinates research opportunities that span the full spectrum of the campus community, including all colleges and departments. Get out of the classroom and experience undergraduate research! Go to our.uwvm.edu to learn more about these programs.

UWM Libraries

uwvm.edu/libraries

2311 E. Hartford Ave.
414.229.4785

The UWM Libraries provides access to over 5.2 million cataloged items, including

books, journals, DVDs, CDs, maps, curriculum, archival and rare materials. The Libraries also provide access to thousands of e-resources, including digital collections, online journals, e-books, and subject databases, many with full-text articles to facilitate research. All resources are available from either the Libraries' homepage or the online catalog (mlib@uwm.edu). Wireless access is available throughout the building.

The Daniel M. Soref Learning Commons (1st floor, west wing) offers students a comfortable environment in which to study, use library resources, and collaborate with colleagues. The Learning Commons contains over 200 computers, comfortable individual study space, group study space, group rooms (including a room with the latest technology to accommodate team-based assignments), two classrooms, and a café. During the fall and spring semesters, the Learning Commons is open overnight, Sunday through Thursday.

Research assistance is available on a walk-in basis or via a scheduled research consultation. Interactive tutorials, online guides, and tours of the Libraries are also available. In addition, 24-hour chat is available or you can text or IM a librarian with your question (uwm.edu/libraries/ask). Learn more at uwm.edu/libraries/ask/instruction or by visiting the Ask A Librarian Desk (1st floor, west wing).

Students may borrow materials from the Libraries with a current UWM ID card. Students may also borrow materials from other UW System libraries via the online catalog or from any other library by using Interlibrary Loan. For information on these services, see a reference librarian at the Ask A Librarian Desk.

The Media and Reserve Library (lower level, west wing) has DVDs and videotapes for check out, as well as course-related materials placed on reserve by faculty. Laptops may be checked out, with loan periods of either 4 hours or 2 days. Digital cameras and audio recorders are also available for checkout. The browsing Collection which offers more popular magazines and books, is also located in the Media Library.

Many faculty place materials on reserve for their class members to use. Paper reserve materials generally consist of library books, photocopies of articles or book chapters, lecture notes, and sample exams or videos. Materials are checked out with a current UWM ID. Instructors also place materials for your class on electronic reserve. E-reserve materials are accessed through the online catalog and are available 24/7 from any computer with an internet connection. Use your ePantherID to access these materials off-campus.

The Libraries provide resources and services for UWM distance education students and faculty through its website at uwm.edu/libraries/disted. You may also contact the Libraries' Distance Education Liaison at 1.877.893.8583 (toll free).

Scanners, printers, and copy machines are located throughout the building. Copiers and printers accept printcards which are available from dispensers in the Libraries.

Please call 414.229.5868 or visit uwm.edu/libraries/hours for the current schedule of library hours.

American Indian Student Services (AISS)

aiss.uwm.edu

www.facebook.com/UWMIWAISS

Bolton Hall 195
414.229.5880

From application to graduation, the American Indian Student Services (AISS) provides student-centered support. The goal of the program is to recruit American Indian students to UWM, and assist them with academic as well as non-academic needs throughout their attendance at the University so that they will eventually become an alumnus of UWM. AISS is a home away from home for many of our students...a place to relax on campus and get one-on-one support for your plans and your future.

A student does not have to be an enrolled member of a tribe to receive services. Any student who self identifies as American Indian, regardless of your field of study or your year in school, is encouraged to use our office and its services.

The Circle of Support services geared toward you include:

- * Academic Advising
- * Financial aid assistance
- * Application assistance
- * Referrals
- * Information about scholarship, internship, and other opportunities
- * Liaison between campus and tribes



Black Cultural Center (BCC)

bcc.uwm.edu

Bolton Hall 176
414.229.5566

The Black Cultural Center (BCC) is charged with assisting UWM academic and non-academic units in recruitment, retention and graduation of African American students. The BCC assumes broad responsibility for the creation of a supportive environment which promotes student leadership/development and empowers the campus community on issues of diversity and social justice. The BCC promotes full participation in the University's extracurricular life and enhances the sensitivity of the larger community to the needs, interests and culture of its students. At the same time, it recognizes the intellectual and social diversity of African American students and strives to provide a holistic experience through the following programs and activities:

- * **Open every day from 8:30 am to 4:30 pm.** The Center is a place where students can study, relax or use the computer center, and student organizations can hold meetings and activities.
- * **Advising and Referral Services.** The BCC staff helps students access and participate in various campus programs and activities, and/or refers them to academic advising, tutoring, mentoring and other services.
- * **Making the Connection Program.** This program is held in late August and is designed to facilitate the transition of multicultural new freshmen to their first semester at UWM. At each session, students are given the opportunity to purchase textbooks, visit their classroom locations, tour multicultural and other support services, and get "connected" to campus and peers.
- * **BCC Textbook Loan Program.** A number of textbooks are available for loan on a semester basis. Students must complete an agreement and pay a process fee. All books must be returned on time and in good condition. Please contact BCC for a list of available textbooks.
- * **Workshops and Activities.** A series of educational/academic, social, cultural, career development, and leadership workshops and activities is implemented for students and the campus community. Many of these workshops and activities are held in the Black Cultural Center office and planned in collaboration with other departments.
- * **Diversity Career Day.** This annual event is implemented in collaboration with the Career Development Center where over 80 employers and educational institutions are on campus to provide job, internship, and graduate/professional school opportunities.
- * **The Black Graduation Celebratory.** This annual event is a day of recognition for the students of African descent and their success in receiving their Undergraduate, Masters and Doctoral degrees. We celebrate this day with family and friends, recognizing the student's achievements and encouraging continued success.

Lesbian, Gay, Bisexual, and Transgender (LGBT) Resource Center

lgbt.uwm.edu

Union WG-89 (west end of the ground floor, near the Terrace Café)
414.229.4116
414.229.7274 fax
peerout@uwm.edu or uwm-lgbt@uwm.edu

The UWM LGBT Resource Center is a student-inspired & funded office.

The LGBTRC:

- * serves all UWM students; including LGBT students and their allies
- * works to create an inclusive and diverse campus climate at UWM
- * increases the visibility of LGBT culture, communities, and issues on campus
- * educates through 1-on-1 interviews, guest lecturing, and in-class presentations
- * hosts UWM's Safe Space Program
- * supports the UWM LGBT Studies Certificate Program
- * works to foster students' personal, academic, and professional growth
- * hosts UWM's Lavender Graduation

Get Involved!

The LGBT Resource Center looks forward to meeting and working with you! Drop by for an event or volunteer at one, find us on facebook, participate in or start a group, be a speaker, etc. How ever you want to get involved: joining a student organization, working at the LGBT Resource Center, or by being an in-class presenter; the LGBT Resource Center is here to assist.

Multicultural Student Lounge

uwm.edu/msc/programs_services/msl.cfm

Union W198
414.229.3731

The Multicultural Student Lounge is a place where students can attend workshops, study, relax and/or hang out with friends. It is also a place where student organizations can meet and hold activities. For more information or to reserve the Lounge for your meetings and events, please call 414.229.5834.

Roberto Hernández Center (RHC)

the.uwm.edu

Bolton Hall 183
414.229.6156

The Roberto Hernández Center (RHC) is dedicated to serving Latino students at UWM as well as the Latino population of southeastern Wisconsin through a three-pronged mission: to provide academic services that promote Latino student success, to engage in outreach to the Latino community and beyond, and to support applied research pertinent to Latinos.

◦ Academic Services

The RHC serves Latino students by facilitating and supporting their academic, social and cultural experience at the University. Our bilingual staff assists students in successfully achieving their educational goals and leading a balanced student life.

◦ Latino Studies & Certificate

The RHC assists with students' instruction and completion of the Latino Studies course and the multidisciplinary Latino Studies Certificate Program, which enables students to analyze and evaluate the impact of U.S. Latino epistemologies, cultural complexities, histories, and life experiences on U.S. society.

◦ Outreach

The RHC serves as a liaison to the Latino community. We partner with community organizations to create needed programming and offer a variety of cultural and educational events and activities throughout the year.

◦ Research

The RHC conducts applied research related to Latino issues. We also support graduate students and faculty engaging in such research through our annual Grants Program for Applied Latino Research. In addition, we encourage students to pursue undergraduate research.



Southwest Asian-American Student Services (SAASS)

saass.uwm.edu

Bolton Hall 160
414.229.5282

The Southwest Asian-American Student Services (SAASS) program provides culturally sensitive support services that are essential for Southeast Asian-American (Cambodian, Hmong, Laotian and Vietnamese) students to achieve their educational and career goals. The services include academic advising, application for admission assistance, career planning assistance, financial aid assistance, personal counseling and more. The program also does recruitment activities that include recruiting from all Wisconsin school districts that have a significant population of Southwest Asians. To best serve students, the office works closely with the faculty, staff, and students at UWM, and Southwest Asian communities and leaders in Milwaukee and Wisconsin.

The UWM Women's Resource Center

wrc.uwm.edu

Union WG93
414.229.2852

wmcnrh@uwm.edu

Hours: Mon. - Fri.: 9 am to 5 pm and by appointment

The UWM Women's Resource Center

- Works to promote the health and well-being of women students, and contributes to creating a welcoming and inclusive campus climate for all.
- Provides personal support, counseling, information, advocacy and support group services related to gender issues, sexual assault, harassment, stalking and relationship violence and more.
- Lends from a library of great resources for academic and personal use.
- Provides gender-related programming that informs and entertains.
- Offers students a quiet, safe place to relax.
- Presents opportunities for students to get involved and make a difference at UWM and beyond.

EDUCATION

The WRC enhances awareness and understanding at UWM of the diversity of women's lives and experiences, and the role gender plays in everyone's life.

SUPPORT

The Center promotes and supports the health and well being of women, and helps students to address their problems, recognize their individual and

collective power, and achieve their full educational, career, and personal potential at UWM and beyond.

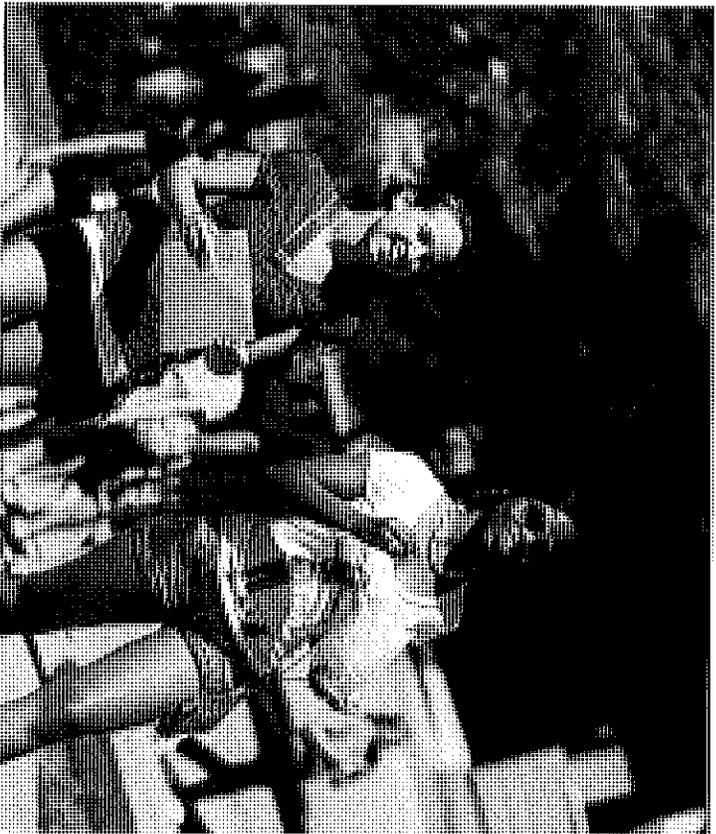
ADVOCACY

The WRC builds partnerships and advocates for change to address the needs of women students at UWM, to ensure institutional attention to policies and practices that have an impact on women students, and to create a campus climate that enhances the quality of life for all members of the University community.

INVOLVEMENT

The WRC provides opportunities for student involvement and leadership. Students engage with the WRC in diverse ways that include, but are not limited to, attending WRC programs and events; service learning; internship or practicum placements with the WRC; and working as an employee or volunteer for the WRC. Interested students will find opportunities to learn, build skills, network and make a difference!

The Women's Resource Center is committed to working in a culturally sensitive and compassionate way.



Center for Student Involvement (CSI)

www.involvement.uwm.edu

363 Union Building
414.229.5780
414.229.2443 (fax)
activities@uwm.edu

The Center for Student Involvement works closely with students to help them find their place on campus and get the most out of their time at UWM. Additionally, the staff oversees over 300 registered student organizations by providing members, advisors, and organization members guidance, support and training resources, help in navigating campus policies and procedures, and also the supervision of University segregated fee expenditures. If you are new to UWM, we can serve as your entryway into activities and involvement experiences beyond the classroom. In short, the staff is committed to meeting the unique needs of individual students and their student organizations.

The Center for Student Involvement staff can directly assist you with:

- ◊ Finding an organization or activity that fits your interests and experiences
- ◊ Event and programming advising
- ◊ Developing leadership and organization management skills
- ◊ Connecting to leadership opportunities across campus and in the community
- ◊ Helping organizations with funding questions
- ◊ Interpreting and helping students navigate University regulations and policies

INVOLVEMENT

The University supports student organization activity and recognizes it as an important component of student life at UWM.

Benefits of joining a student organization.

- ◊ Meet and make new friends with common interests
- ◊ Pursue special interests or hobbies
- ◊ Pursue goals and activities related to your academic major
- ◊ Establish and broaden your social experiences
- ◊ Develop stronger leadership and communication skills
- ◊ Express support for and contribute to a cause you strongly believe in
- ◊ Clarify your career aspirations and strengthen your resume
- ◊ Enhance the quality of your UWM student experience

STUDENT ORGANIZATIONS

There are over 300 student organizations, representing a wide range of interests and activities. Each organization, including a description of the group, contact information, and a sample of a few of each group's major events, is searchable on our website at uwvm.edu/saa.

If, after exploring the current student organizations available, you do not find an organization that fits your interests you may wish to consider starting a new student organization. It only takes four currently enrolled UWM students and a faculty/staff advisor, along with some commitment and energy, to start a new organization.

STUDENT ORGANIZATION TRAINING AND RECOGNITION

The Center for Student Involvement offers training for student organizations and their advisors on a wide variety of topics. Many presentations are available in workshop format and on a "by appointment" basis. Recent topics include: Building a Budget, Officer Transitions/New Officer Training, Membership Recruitment and Retention, Marketing Events, and Major Event Planning. There are also a series of Achievement Awards that student organizations are nominated for each year in the spring.

STUDENTS SERVING STUDENTS

A number of student organizations include in their mission a commitment to provide advising, counseling and referral services on the UWM campus. These organizations are run entirely by students for students. Contact the Center for Student Involvement at 414.229.5780 or involvement.uwvm.edu for more information on any of these organizations.

Student Organization	Available for
Adult Student Alliance	Students 25 years and older
American Indian Student Association	Support for Native Americans
Black Student Union	Support and advocacy for Black Students
Latino Student Union	Support and advocacy for Latino Students
Muslim Student Association	Support and advocacy for Muslim Students
Peer Health Advocates	Health related outreach and programs
Student Housing Administrative Council	Student advocacy for residence hall Students
Student Association	Student advocacy, University committees
Students of India	Support and advocacy for Indian Students
University Legal Clinic	Legal assistance for students
University Student Courses	Parking appeals, student grievances

Center for Volunteerism & Student Leadership

volunteer.uwvm.edu

Union W28

414.229.3161

414.229.4274 fax

- Individuals can come to the Center and explore volunteer opportunities at nonprofit agencies in the area.
- The Center will also help members of the campus community choose opportunities based on their interests, time availability, skills, and other factors that are important to them.
- If you are a member of an organization who would like to participate in a one-time activity for your group, the Center can help you identify an event or organization that you can work with.
- The Center also sponsors student leadership retreats and events.

Panther Athletics

uwmpanthers.com

Athletic Department Offices:

Pavilion – 414.229.5158 (general number)

Ticket Office:

Pavilion Main Lobby – 414.229.5886

The UWM Panthers compete at the NCAA Division I level in 15 sports within the Horizon League. During the past several years UWM has earned numerous League championships and appearances in NCAA Division I national tournaments. Individual student-athletes and teams have earned special honors both athletically and academically.

The Kloische Center is the home of most sports including volleyball, women's basketball, men's and women's swimming, and men's and women's indoor track. Men's basketball competes at the US Cellular Arena downtown while the baseball team competes at Hank Aaron Field in Lincoln Park. Admission to athletic events is free to all UWM students with a valid UWM student ID.

For more information about the athletic events, ticket information, athletic news, and other links, please check out the official UWM athletic website listed above. Go Panthers!

Religious Centers

UWM has more than 15 active religious student organizations. Contact information for these student groups is available at the Center for Student Involvement Union 363.

Seven religious centers are dedicated to serving UWM students. All of the Centers offer a variety of programs to meet student's spiritual and social needs:

- Campus Crusade for Christ
Rev. Stephen M. Papez, steve.papez@uscsm.org
UWM Union 381B, 262.513.5803
- University Christian Ministries
Rev. Alan McCalister, amccalister@wi.rr.com
2211 E. Kenwood Blvd., 414.962.5460
- Hillel Foundation-Milwaukee
Heidi Ratner, hratner@mkehillel.org
3035 N. Stowell Ave., 414.961.2011
- Intersarsity Christian Fellowship
Jen Wojcysiak, Jen.wojcysiak@gmail.com
414.745.9468
- The Corner House: Lutheran Campus Ministry (ELCA)
Christine Thompson, pastorchris@touched-bythespirit.com
3074 N. Maryland Ave., 414.962.9320
thecornerhouse-uwm.org
- The Newman Center – Roman Catholic
Fr. Mark Niehaus, fr.mjnichaus@gmail.com
3001 N. Downer Ave., 414.964.6640
geocities.com/newman_center
- Wisconsin Lutheran Student Center, WELS
Rev. Bill Limmer, pastorbill@wisc.org
Ms. Paula Herbst, paula@wisc.org
2215 E. Kenwood Blvd., 414.963.2047

The Newman Center and University Christian Ministries offer counseling and support to students from all religions.

Students from other faith backgrounds may contact Laurie Marks, the UWM liaison to the Religious Centers at lmarks@uwm.edu.

Student Governance

Students at the campuses of the University of Wisconsin, including UWM, have statutory rights of participation in the governance of the University. They have primary responsibility for the formulation and review of policies concerning student life, services, and interests, and also contribute to the development of the University's academic and administrative policies.

Students carry on their policy development and decision-making responsibilities through their own governing organizations; and by participating as members of faculty and administrative committees.

THE STUDENT ASSOCIATION (SA)

Union EG79
414.229.4366
sa@uwm.edu

The Student Association (SA) is the official student governing organization at UWM.

• The Executive branch of Student Association is comprised of the President and Vice President, both elected by the student body. The President then selects a cabinet of Directors and other officers who help with the day-to-day running of the Student Association. These officers each develop specific campaigns on a wide range of student issues. They also work together on large initiatives and projects that the Student Association takes up each year. The Executive Branch is also responsible for carrying out the policies and stances that the Student Association Senate approves each year.

• The Legislative branch is more commonly known as the Student Senate. There are 50 Senate seats representing each UWM school or college, plus five freshman senators. The Senate serves as the official voice of UWM students in all matters pertaining to student life, services, and interests. It formulates policies for SA, enforces University shared governance, allocates segregated fees, funds student organizations, and appoints students to serve on University committees.

• The Judicial branch is the University Student Court. The Student Court is composed of five student justices and handles cases relating to parking and vehicle regulations, student organization disputes, and rule offenses. For more information on the Student Court, including how to file complaints and how to become a member of the Court, stop by Union 392, call 414.229.5295, or visit studentcourt.uwm.edu.

• The Union Policy Board (UPB) is responsible for the formulation and monitoring of policies for the overall operation and usage of the Union. The UPB office is located in the Union 363.

COMMITTEE REPRESENTATION

There are more than 200 positions available for students on University committees. Most student members of committees are appointed by the Student Association. Students can become part of these committees by completing an application in Union 363 or calling 414.229.4366.

* Administrative Committees are constituted by the Chancellor or other University officials. Some administrative committees relate to University programs and services. Other administrative committees that include students screen candidates for vacant positions, handle appeals such as those related to state residency and financial aid, advise the Chancellor, or hear student misconduct cases.

* Academic Unit Committees are formed within the schools and colleges. Students serving on these committees are concerned with curriculum, scholastic appeals, awards, and student grievances. Student members of these committees must be enrolled in the academic program or department corresponding to the committee.

* Faculty Senate and Faculty Committees: The UWM faculty has its own governing body, called the Faculty Senate. Many faculty committees have student members; among them, the Academic Policy Committee, which deals with such things as grading practices and academic year calendars; the Athletic Board; the Library Committee; the Academic Program & Curriculum Committee which approves new programs and changes in curriculum; and the Physical Environment committee, which is concerned with buildings, grounds, parking, and transportation.

Students make a valuable contribution to the quality and focus of University decisions. All of the mechanisms that have been described help ensure a meaningful and proper role for students in campus governance. Contact the Student Association (SA) for more information.

The Peck School of the Arts

The Peck School of the Arts offers 350 music concerts, theatre productions, film screenings and festivals, arts exhibitions and dance performances each year. The vast majority are right here on campus, many are free, and those that are ticketed offer discounts to students. Visit arts.uwm.edu for a schedule of events.

Be On the Safe Side (B.O.S.S.)

uwm.edu/boss

Union Concourse

Be On the Safe Side provides walking escorts and van transportation to UWM as a core component of UWM's commitment to campus safety. B.O.S.S. functions to promote a safe environment for members of the UWM community to live, work, and study.

Hours of operation:

6 pm to 4 am, seven days per week while school is in session. Special hours will be posted during class breaks, such as Winter Recess, Summer Recess, Spring Break, and Thanksgiving Break.

To use the B.O.S.S. van transportation program:

Call 299.6503 or come to the office in the UWM Student Union Concourse.

When using B.O.S.S., please:

- * Present your UWM ID to the driver.
- * Wear your seat belt.
- * Be courteous to the drivers.
- * Be respectful of the UWM neighborhood while waiting.

Service area:

- * Hampton Avenue (North)
- * Lake Michigan (East)
- * Brady Street (South)
- * Seventh Street (West)

Bookstore

bookstore.uwm.edu

Campus level of the Student Union
414.229.4201

Regular Hours:

Mon.-Wed.: 8 am to 6 pm
Thurs.: 8 am to 5:30 pm
Fri.: 8 am to 4:30 pm
Sat.: 11 am to 3 pm
Sunday: CLOSED

Summer Hours:

Mon.: 8 am to 6 pm
Tue.-Fri.: 8 am to 4:30 pm
Sat.-Sun.: CLOSED

Please call for special hours at the beginning of the semester and when classes are not in session.

Buying Books:

Course books are located on the lower level of the store. They are arranged by department, course and section number. Different sections of the same course may utilize different course materials and books, so don't forget to bring your course list with you. Course lists can be located on and printed from the PAWS website.

Online orders are usually accepted about one week before the in-store sales dates. Check our website for details.

Selling Books:

The best time to sell your books is during final exam week. Books needed for the next semester will be worth more during final exam week, but cash is paid throughout the year if you do decide to sell your books during the semester. Many students find course books valuable to use as reference materials after the course is completed. A UWM ID is required to sell books.

Methods of Payment:

MasterCard, Visa, Discover, American Express, and the UWM Gold Account are accepted for all purchases. Personal checks for merchandise are accepted with a valid driver's license or UWM ID. Parents' checks may be used for the purchase of books and supplies during the first three weeks of each semester, provided you have the same last name and/or address. You must present your UWM ID with a parents' check.

Refund Policy:

Photo ID and your cash register receipt are required for all refunds or exchanges.

Campus Technology Services

technology.uwm.edu

ePantherACCOUNT

All UWM students are assigned an ePantherACCOUNT with an ePantherID and password upon admission to UWM. To activate your ePantherACCOUNT, visit epanther.uwm.edu and provide the requested information.

Your ePantherACCOUNT gives you access to ePanther Web-based services including PAWS (Panther Access to Web Services) used for course enrollment, grades, financial aid and other student services; D2L (Desire2Learn), the online course management service; pantherLINK, campus email and calendar service; pantherFILE for secure file storage and sharing; and the free UWM Survey Instrument. Your epantherID and password also provide access to the general-use Campus Computer Labs and the campus wireless network. For more information about campus technology services, visit technology.uwm.edu.

UWM Help Desk

The UWM Help Desk answers questions about epantherIDs and passwords, campus technology services, PC and Mac computers, viruses and security, Microsoft Office Suite, and the Internet. Contact UWM Help Desk at 414.229.4040, toll-free at 877.381.3459 or use the online Web form at GetTechHelp.uwm.edu.

Walk-in services for the campus wireless services and SRS (Student Response System) clickers are also available in Bolton 225, Monday through Friday from 8 am-5 pm.

pantherLINK Campus Email and Calendar Services

pantherLINK, your UWM email and calendar account, is Web-based and accessible from any Internet connection at pantherlink.uwm.edu, or from the UWM home page (uwm.edu). View your pantherLINK email on a regular basis as all official UWM email is delivered to your pantherLINK account. Do not forward your mail to another account as occasionally some mail providers block mail from UWM.

View your calendar where you'll see a personal calendar, course calendars and the "Important Dates and Deadlines" calendar. Select your favorite UWM and community events from the UWM Subscription Center with over 100 event calendars. Need help? Click on the UWM Help Zimlet with documentation and helpful how-to video tutorials.

Campus Computer Labs (CCLs)

General-use Campus Computer Labs (CCLs) have computers, as well as software, printers and scanners. Use of the CCLs is free but there is a charge for printing. PantherPRINT cards are available for purchase from dispensers in the CCLs. A map of CCL locations, phone numbers, hours, and software can be found at ccl.uwm.edu. To see the availability of computers in each CCL, visit OpenComputers.uwm.edu.

Web Kiosks

Located throughout campus on the first floor of most academic buildings and in the Union, Web Kiosks can be used for a "quick check" of email, calendar and the Internet. Use of the Web Kiosks does not require a login. Locations of Web Kiosks can be found by visiting WebKiosks.uwm.edu.

Campus Wireless Service

UWM currently has two wireless services: PROWLnet and UWM WiFi. PROWLnet is being replaced building-by-building throughout campus. Use of the preferred, secure "UWMWiFi" option requires device set up. Visit UWMWiFi.uwm.edu for instructions, or visit the UWM Walk-In Help Desk in Bolton 225 or the IT consultant in the Library. Go to CampusWiFi.uwm.edu for more information.

pantherFILE

pantherFILE is the campus Web-based service to securely store, maintain and share important electronic files. pantherFILE allows you to save files that are easily accessed 24/7 via a Web browser, on or off campus, with sharing options you choose for each file stored. Each UWM student is given 250MB of storage space. All files are securely stored and backed-up nightly. Access pantherFILE at pantherfile.uwm.edu or from the UWM home page at uwm.edu.

UWM Survey Instrument

Check out the free online UWM Survey Instrument at SurveyInstrument.uwm.edu for use in your academic coursework and research. Use your ePantherID and password to compile and execute surveys and analyze survey data.

Computer Purchases

The UWM TechStore located in Bolton 225A retails discounted Apple, Dell and HP computers, as well as iPods, iPads, printers, and accessories. The UWM

TechStore is open Monday through Friday, 9:30 am-4 pm. Purchase using MasterCard or VISA. For additional information, visit TechStore.uwm.edu.

Computer Repair

Is your hard drive fried? Need to have software installed? Computer got a virus? The UWM TechRepair facility is conveniently located in Bolton 218. Trained repair technicians can diagnose and repair your computer for a reasonable fee. Funded by the EdTech fee paid by students is free virus removal up to two times per semester. Visit TechRepair.uwm.edu for more information.

Software Discounts

Discounted software is available through the Wisconsin Integrated Software Catalog (WISC) at wissoftware.wisc.edu. Discounts are available on Windows and Mac OS, Microsoft, Adobe, Macromedia, and other software.

Security

Security of data, computers and personal identification is very important. All students must adhere to UWM's Computer Policy and Guidelines. In addition, all students should be aware of the University's policy regarding the illegal use of copyrighted digital information. For additional information, the latest computer virus information, security news, tips and alerts, visit security.uwm.edu.

Free Anti-virus Software

All students are encouraged to protect their computers from viruses. Free anti-virus software for Macs and Windows-based PCs is available to all students.



Download the software by visiting security.uwm.edu, or have the software installed free at UWM TechRepair in Bolton 218.

IT Status Alerts

View the status of IT services and find information if a service is experiencing problems or is unavailable at ITStatus.uwm.edu.

Free Training for Campus IT Services

Take a free non-credit short course (2-3 hours) to learn about the features of campus IT services. Also available (for a fee) is training for popular software applications such as Microsoft Word, Excel, PowerPoint and Access databases. Visit LearningTechniques.uwm.edu.

Children's Center

uwm.edu/ccc

414.229.5384

Located on the northwest corner of Kenwood Blvd. and Maryland Ave. in the Kunkle Center, the UWM Children's Center serves the University with distinction through the provision of high-quality education programs for children and families; UWM students, and the professional child development community.

What we offer...

The UWM Children's Center brings kids to campus—a welcome sight as they scamper around their playground. The Center provides high-quality care for the children of UWM students, faculty, staff, and UWM Alumni Association members. Fees are reasonable. The Center utilizes flexible scheduling of children. Such scheduling accommodates traditional full-time schedules, varying full-and part-time schedules and the schedules of students.

When applying for financial aid, child care costs can be included in determining the amount of your need.

Credit Union

uwcu.org

Union first floor (campus level), west atrium
1.800.533.6773

All UWM students qualify to join the UW Credit Union. The UW Credit Union offers complete financial services on campus including checking accounts, ATM/check cards, home/internet banking, direct deposit, savings accounts, money market accounts, certificates of deposit, student loans, personal and home loans, credit cards, Travelers Cheques, money orders, domestic/international wire transfers, and more.

Parking & Transit

parking.uwm.edu

Ground floor (street level) of the Union
414.229.4000

Bus schedules, route maps, and parking information are available.

PARKING

Parking for automobiles is available to students in any public pay lot on campus (use the Pavilion or Student Union) and is subject to posted time restrictions and payment of the parking fee. Because parking on or near campus is **EXTREMELY** limited, use of alternative transportation is strongly encouraged.

Motorcycles, motorbikes, scooters may park in designated areas only. Parking elsewhere, including auto stalls, bicycle racks or on the grass is prohibited. An annual motorcycle permit is required.

Bicycles and mopeds may park at any bicycle rack on campus. They should not be brought into any building. Moped users who want to use a designated motorcycle parking area must purchase a permit.

FREE-UPARK satellite lot offers free off-street parking and frequent free shuttle bus service to UWM Monday through Friday during the fall and spring semesters.

Lot is located at:
Capitol-Humboldt: just north of E. Capitol Dr. on N. Humboldt Blvd. (1125 parking spaces)

FREE ON-CAMPUS PARKING for students only at
Northwest Quadrant Garage: Entrance off Hartford near N. Cramer or Maryland by Newport, (788 parking spaces)



TRANSPORTATION

FREE Bus Pass: All UWM students paying segregated fees are eligible for a free University Bus Pass (UPASS). The UPASS can be used on any day, including weekends, holidays, and during UWM breaks. Passes are available beginning Monday, the week before classes start each semester.

The UPASS enables students to ride any Milwaukee County Transit System bus. Contact Parking and Transit for information 414.229.4000.

UBUS consists of six routes that are part of the Milwaukee County Transit System (MCTS), which provide direct, no-transfer bus service to UWM from throughout Milwaukee County. Your UPASS is valid on all routes.

FREE Milwaukee County Transit System (MCTS) UPARK consists of six Park and Ride lots with service directly to UWM during fall and spring semesters:

- Route 40U College Avenue Freeway Flyer at the southwest corner of the Park and Ride lot at I-94 and College Avenue
 - Route 40U at Holt Park and Ride
 - Route 44U at the Hales Corners Park and Ride lot at Hwy. 100 and I-43
 - Route 44U at State Fair Park (enter the parking lot off 76th Street)
 - Route 49U at the shopping center parking lot at Brown Deer Road and Hwy. 57
 - Route 49U at the Park and Ride lot at Brown Deer Road and I-43
- The Milwaukee County Transit System can be reached at 414.344.6711 or visit ridenews.com.

Restaurant Operations

aux.uwm.edu/dining

The UWM Restaurant Operations is comprised of many dining locations and outlets for your dining pleasure. Following is a list of our locations:

The Atrium (Food Court), located on the campus level of the Student Union, offers a variety of quick service food and beverages at a modest cost, surrounded by a variety of well-lit seating areas. The Atrium currently features Pizza Presto, Taco Bell Express, City Subs, Cedar Crest Ice Cream, Pacific Wraps, and the Flour Shop, which make up the inner core of the food court. Burger King Express is located at the east end of the food court. Check the Web for our hours of operation.

The Terrace Café/Union Station, located on the west end of the ground (street level) floor of the Student Union. The Terrace Café offers a wide variety of options. Featuring a fresh salad bar, daily lunch specials, made-to-order breakfast burritos, and many vegetarian options. Union Station is a convenience outlet that sells snacks, candy, ice cream, beverages, newspapers, frozen and packaged goods, and health aids. The Terrace Café/Union Station is open Monday through Thursday, 7:30 am to 9 pm, Friday 7:30 am to 8 pm, Saturday 9 am to 4 pm, and Sunday 11:30 am to 4 pm.

The Gasthaus is located on the Student Union's lower level. The Gasthaus features seven giant screen TVs with Direct TV programming, food made to order, full bar and pool table. Open seven days a week at 11 am.

The Kenwood Inn, located on the south side of the third floor of the Student Union, is a cozy dining location, with a panoramic view of Milwaukee's skyline. The Kenwood Inn feature gourmet deli and vegetarian sandwiches, specialty salads, and homemade soups. The Kenwood Inn is open Monday through Friday 11 am to 2 pm.

Grind, Fresh brewed coffee, espresso drinks, and bakery are available all week at various campus locations. Find us in the Union (west wing), Daniel M. Soref Learning Commons, Sandburg Residence Halls (across from the Emporium), and in the Engineering and Mathematical Sciences (EMS) building.

Sandburg Dining: There are three food outlets, the Sandburg Café, the Palm Gardens Restaurant, and The Emporium in the Sandburg Residence Hall commons. The Sandburg Café, located on the 2nd floor of The Commons, is open from 6:45 am to 7 pm, and sells a wide range of food ala carte. The Palm Gardens, located on the north end first floor of The Commons, is a fast-food style restaurant open until midnight to serve those with late schedules.

The Emporium is a retail convenience store located in Sandburg Halls.

Catering Services: With careful planning, our staff will ensure a successful event. We will help you choose an on-site location, select an ideal menu, and develop an appropriate theme. Let us provide the perfect atmosphere to guarantee a memorable event. Our offices are located on the third floor of the Student Union, hours of operation are Monday through Friday 7 am to 5 pm.
Phone: 414.229.5833.

Student Union

union.uwm.edu

General building hours:

Mon-Sat.: 7 am-12 Midnight

Sun.: 8 am-12 Midnight

Summer hours: 7 am-10 pm

Hours vary during interims

The Terrace, a favorite study spot, is open until 2 am during the academic year. Building hours vary during UWinterM and summer sessions.

The Union offers dynamic and diverse programs to meet students' social, recreational, intellectual and multicultural needs. For a schedule of current events, visit the Union online at union.uwm.edu or pick up a copy of Preview, the Union's event calendar.

* Relax in one of the 11 restaurants, two coffee houses, and six student lounges.

* Be inspired by the ever-evolving variety of concerts, speakers, films, art shows, and craft centre classes.

* Watch the big game on seven giant screen TVs in the Gasthaus, the University's sports bar.

* Have fun in the Recreation Center while playing interactive video games, bowling, billiards, table tennis and more.

* Maximize your efficiency by using the bookstore, credit union, copy center, computer lab and resource centers.

Union Recreation Center

recenter.uwm.edu

Union Lower Level, WB37

414.229.4430

414.229.5511

The recreation center is the #1 hotspot on campus to meet all your recreational needs. We offer bowling, billiards, and table tennis for students and the public. We also have Xbox Kinect and Wii available for students with their ID card. Need a break from studying? Need a place to hangout? Come to the Rec Center and relax!

Union Adventure Center

adventurecenter.uwm.edu

Union Lower Level, WB11

414.220.5513

The Adventure Center offers rental equipment and hosts a variety of outdoor activities throughout the year. For special events such as kayaking, horseback riding, paintball, and camping, as well as information on the U-Bike rental program, visit their website or stop by the Center for dates and registration deadlines.

Studio Arts and Craft Centre (SACC)

craftcentre.uwm.edu

Union Ground Level, EG30

414.229.5535

SACC offers a diverse selection of workshops and classes throughout the year. Student membership for use of the Craft Centre facilities is prepaid by segregated fees. Visit their website to see the current class offerings.

Union Art Gallery

unionartgallery.uwm.edu

Union Campus Level, W199

414.229.6310

414.229.5830

UAG is dedicated to the exhibition of diverse, contemporary art. They present a broad range of visual art, exhibiting work in all mediums by local, regional, and national emerging and established artists. Visit their website to see current and upcoming exhibitions.

Union Theatre
uniontheatre.uwm.edu
Second level, East
414.229.4070

The Union Theatre screens a broad spectrum of local, regional, and international films exploring a wide range of topics and promoting a variety of filmmakers from around the globe. The Theatre regularly hosts films at no cost. Visit their website for a full listing of film screenings.

The Union Information Center
Union Concourse, street level
414.229.4825

Have a question? The Union Information Center provides assistance with general information, lost and found, University telephone directory, for sale and services card listings, and the ride sharing board.



Alcohol and Other Drug Abuse Prevention

uwm.edu/makegooddecisions

Each year, students at UWM and universities nationwide are profoundly affected by problems related to the use of alcohol and other drugs. Substance use can cause interpersonal, academic, legal and health concerns. As a University, the safety, health, and well-being of our students are our top priorities. The University does not condone the illegal use of alcohol or other drugs. We aim to provide students with the information and skills necessary to make healthy decisions with regards to substance use and to foster a community where students look out for one another and act responsibly to prevent alcohol and other drug-related problems for themselves and their peers. It is important for all students to take the time to examine their own behaviors, experiences and motivations to ensure that they are making safe and responsible choices with regards to substance use.

Campus Resources:

- **E-CHUG:** An online alcohol assessment and personalized feedback tool that is available to all members of the UWM community. Visit e-CHUG.uwm.edu
- **Alcohol and your College Experience (ACE):** Specifically designed for UWM students, the ACE program offers education and strategies for individuals who are at risk for experiencing or causing issues related to their personal alcohol use. The program includes a group alcohol skills class, brief screening, and individual feedback session. Visit uwm.edu/ace to register or email aceclass@uwm.edu for more information.



Counseling Services: Norris Health Center's Counseling Department provides alcohol and other drug screening, assessment and treatment. Call Norris Health Center at 414.929.4716 to schedule an appointment.

Outreach and Training Programs: Interactive presentations/training sessions for student leaders and other student groups who are interested in learning more about alcohol/other drug issues on campus and strategies for avoiding the negative consequences of substance use. Contact Sarah Beistock at 414.929.4675 or beistock@uwm.edu to schedule a program.

Norris Health Services

uwm.edu/norris

3351 N. Downer Ave.
414.229.4716
nhc-help@uwm.edu

Mon.-Thur.: 8 am to 4:45 pm
Fri.: 9 am to 4:45 pm

Norris Health Services provide students with general medical and mental health care, assist students in understanding their health needs and guide them to make healthy choices on a daily basis. It is recommended that you make an appointment in order to reduce your waiting time. For urgent issues we have some same day availability.

STAFF

At Norris you will find caring, experienced professionals including physicians, nurse practitioners, nurses, psychologists, counselors, health educators, and others.

SERVICES

Medical Clinic – general medical care, preventive medicine, women's health care, travel clinic

Mental Health – individual counseling, psychiatric evaluation, consultation

Health Promotion and Wellness – Located in Union 350 – Provides education and outreach on a range of health and wellness topics including stress management, alcohol and other drugs, smoking cessation, nutrition counseling and sexual health

Specialty Care – gynecology, sports medicine physician, registered dietitian

Auxiliary Services – Laboratory, pharmacy, immunizations, allergy injections

Note: Physician referral is necessary for some services.

Costs/Eligibility

If you are currently enrolled for class credit at UWM and pay the student segregated fee, you may use most Norris Health Center services, including health care provider visits, at no cost. Fees are charged for some services, such as

outside laboratory tests, pharmacy prescriptions and allergy injections. A summer user fee is charged for students not enrolled during the summer.

Emergency and After Hours Care

At any time if you have a medical or mental health emergency call 911 from a private phone or 9-911 from a campus phone. When Norris Health Center is closed, contact your private physician or go to an urgent care center or emergency room for urgent medical and mental health issues. Columbia St. Mary's Milwaukee is the nearest hospital, located 1.3 miles south of campus at 2323 N. Lake Drive. After office hours, for emergency mental health needs, call Milwaukee County Crisis line at 414.957.7929.

Counseling and Mental Health

The professional staff of the Counseling Unit includes psychologists, counselors and psychiatrists. All services are confidential and short-term and include: individual and group counseling; crisis counseling; medication evaluation and stabilization; outreach; and referral to community agencies when indicated.

Alcohol and Other Drug Assessments/Treatments

Voluntary AODA evaluations and short-term AODA counseling can be scheduled by calling Norris Health Services at 414.929.4716.

Alcohol screening evaluations that are required by another party can be obtained through the Office of Health Promotion and Wellness. Students should contact Sarah Beistock at 414.929.4675 and request information on the Alcohol and Your College Experience (ACE) program.

An online, nonjudgemental alcohol self-assessment is available on the Norris Health Services website. Click on the e-CHUG link, or go directly to e-CHUG.uwm.edu.

Peer Education

Do you like to teach, listen, lead others, develop informational resources, organize activities, speak to groups, and more? Please consider becoming a Norris Health Services Peer Health Educator. For more information, talk to one of our health educators or call 414.929.9919. Help us join with others to create a healthier community.

Immunization Recommendations

During orientation you received a form with recommended immunizations for 2012. If you have not completed and submitted the form already, please drop it off at the Norris Health Center when possible. If you need another form you can download at uwm.edu/norris.

Student Health Insurance

Having student health insurance is highly recommended for every student and should include coverage for accidents and injuries, hospitalizations, surgery, specialty care, prescriptions and radiology services. As a UWM student, there is a plan coordinated by UW-System that is available for purchase. More information on the plan can be found at uwm.edu/norris. Students do not need to have health insurance to use Norris Health Services.

Student Health Advisory and Oversight Committee (SHAOC)

The Student Health Advisory and Oversight Committee is composed of six students and Norris staff (non-voting) who provide input and specific recommendations on such matters as Health Services programs and services, policy and budget. Please contact Dr. Julie Bonner, Director of the Norris Health Services, if you are interested in getting involved.

Recreational Sports and Facilities (RSF)

reesports.uwm.edu

Facility Hours & Schedule: 414.229.5287

Information Center: 414.229.3914

Intramural Program: 414.229.6433

The Department of Recreational Sports and Facilities (RSF) is *Your Campus Destination* for recreational sports, fitness, wellness and outdoor programs and facilities. We offer students a variety of recreation opportunities and services in the areas of fitness, wellness, intramural sports, open recreation, sport clubs, outdoor recreation and aquatics. Come see what we have to offer for your health, well-being and stress relief.

Interested in a worthwhile campus job in a fun and exciting atmosphere? RSF employs many students working in a variety of positions. Please visit our website for more information and an application.

KLOTSCHKE CENTER AND PAVILION

The Kloitsche Center and Pavilion together make up a multipurpose recreation, athletic and instructional complex. Within the complex are numerous activity areas and services to meet your recreation and fitness needs.



Facilities:

- 6-court arena with 200 meter running track
- 4-court gymnasium with 1/8 mile elevated jogging track
- Fitness center with cardiovascular equipment, free weights and weight training machines
- 8-lane, 25-yard swimming pool
- 8 racquetball/handball courts
- 2 fitness studios/activity rooms
- Group cycle studio/activity room
- Personal training studio
- Locker rooms with locker rentals available
- Student commons area to meet friends or study

FITNESS, WELLNESS AND INSTRUCTIONAL PROGRAM

RSF offers a variety of fitness and wellness opportunities including group exercise classes, personal training and nutritional services. We also offer many instructional classes including martial arts, CPR/AED, Water Safety Instructor and Lifeguard Training, and SCUBA. Come join a class, meet new friends and keep healthy.

INTRAMURAL SPORTS PROGRAM

The RSF Intramural Sports Program offers intramural opportunities throughout the year. The program consists of team and individual sport activities. Many different sports such as basketball, volleyball, dodgeball and badminton are offered. Check out the Intramural tab on the RSF website (reesports.uwm.edu) for current sports and events, registration deadlines, dates and times. Make up a team with your friends or allow captains to contact you by signing up as a free agent. However you find a team, you can become part of some exciting campus life opportunities.

SPORT CLUBS

The UWM Sport Clubs Program is designed to provide students the opportunity to participate in sport competitions against clubs of other universities as a means to enhance their University experience and provide a vehicle for a well-rounded education through physical, social and leadership development. Sport Clubs are formed, developed, governed, and administered by the student members of each individual club with the assistance and support of the Sport Clubs Program staff.

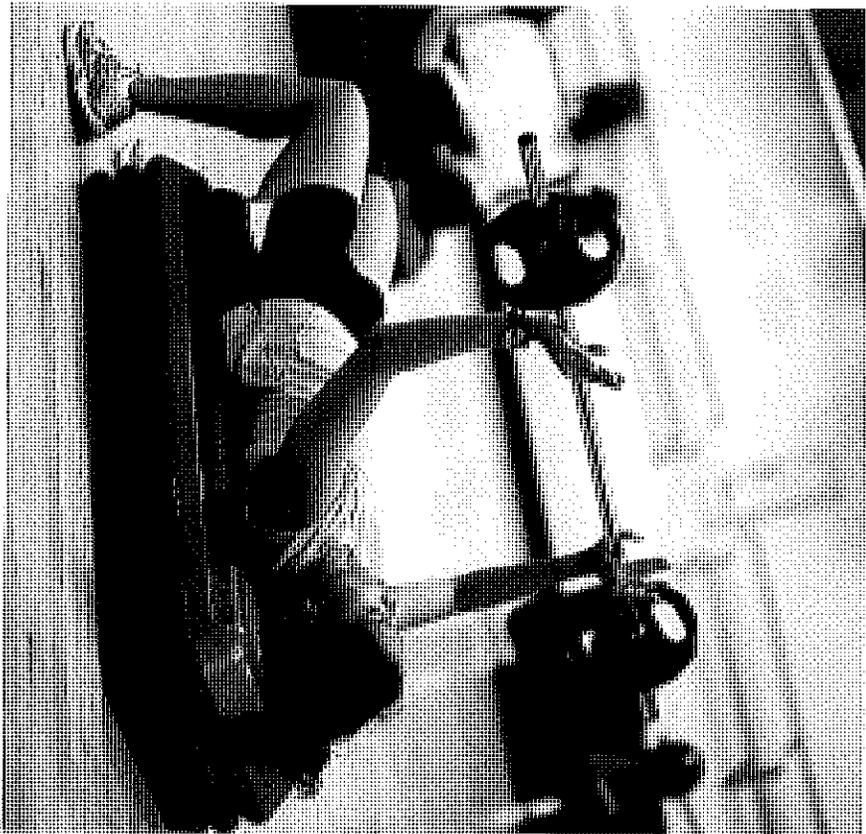
OUTDOOR PURSUITS

RSF Outdoor Pursuits is dedicated to providing outdoor programming and equipment to facilitate challenging, educational, environmentally sound and fun outdoor-based recreational experiences. Join us on a trip or rent the gear you need for the weekend. Come check out our new Outdoor Pursuits Center beginning Fall 2012!

ENGELMANN GYMNASIUM

Engelmann Hall 199

The Engelmann gymnasium provides space for recreation, instruction, and athletics. Student organizations currently registered with the Student Activities Office may reserve gym time for sport clubs as well as recreational activities. Times are limited. Please contact the RSF Facilities Coordinator at 414.229.3063 for reservation information.



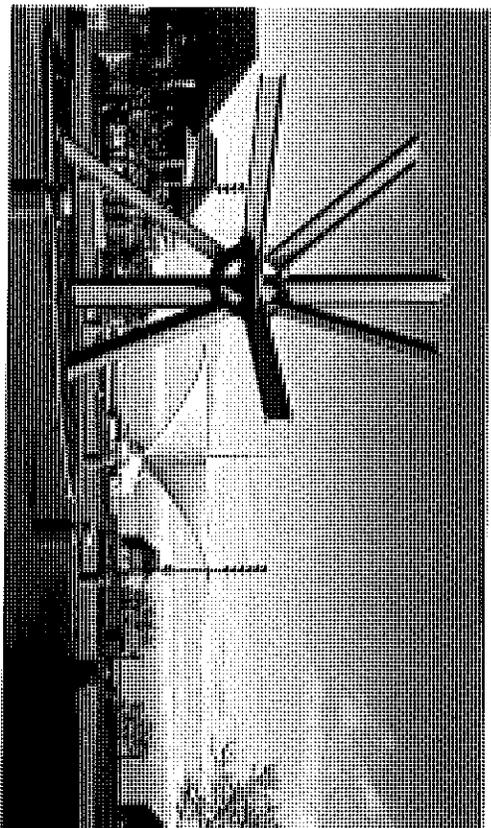
Explore Milwaukee

Areas of interest around UWM neighborhood:

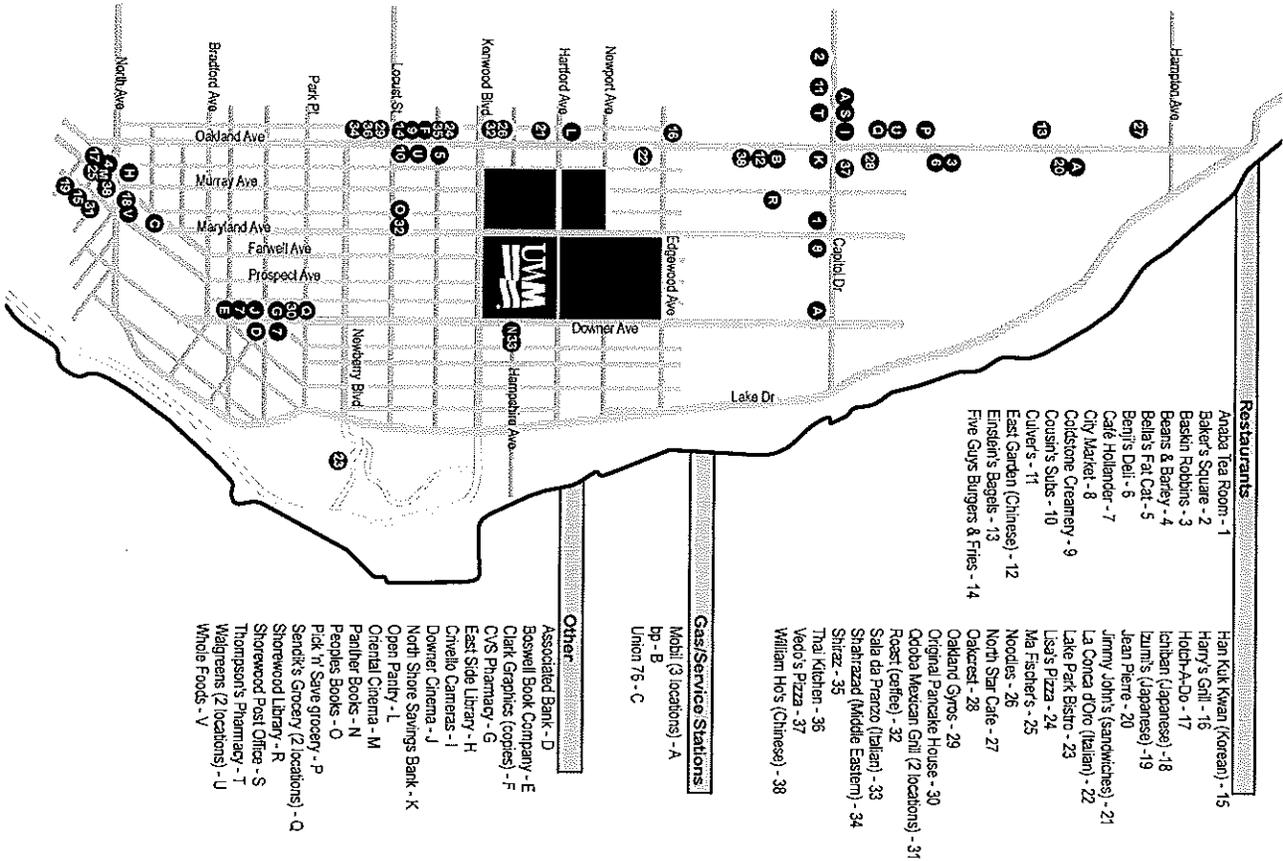
- * Downer Avenue
- * Oakland Avenue
- * Brady Street
- * Old World Third Street
- * Wisconsin Avenue
- * Lake Front
- * Third Ward

Check out these websites:

- * www.milwaukeecollegeifc.com
- * www.milwaukee.org
- * www.omilwaukee.com
- * www.milwaukeeowntown.com
- * www.totalmilwaukee.com
- * www.countyparks.com
- * www.shepherd-express.com
- * www.milwaukeeemagazine.com
- * www.jsonline.com
- * www.uwm.com



Neighborhood Services and Restaurants



Restaurants

- Anaka Tea Room - 1
- Baker's Square - 2
- Baskin Robbins - 3
- Beans & Barley - 4
- Bella's Fat Cat - 5
- Berini's Deli - 6
- Café Hollander - 7
- City Market - 8
- Coltstone Creamery - 9
- Cousins Subs - 10
- Culver's - 11
- East Garden (Chinese) - 12
- Ensign's Bagels - 13
- Five Guys Burgers & Fries - 14
- Han Kook Kwan (Korean) - 15
- Harry's Grill - 16
- Hotch-Ado - 17
- Ichiban (Japanese) - 18
- Izum's (Japanese) - 19
- Jean Pierre - 20
- Jimmy John's (sandwiches) - 21
- La Corea d'Or (Italian) - 22
- Lake Park Bistro - 23
- Les's Pizza - 24
- Ma Fischer's - 25
- Noodles - 26
- North Star Cafe - 27
- Oakcrest - 28
- Oakland Gyros - 29
- Original Pancake House - 30
- Rosti (Swiss) - 32
- Sala da Pranzo (Italian) - 33
- Sharrazad (Middle Eastern) - 34
- Shiraz - 35
- Thai Kitchen - 36
- Wendy's Pizza - 37
- William Ho's (Chinese) - 38

Gas/Service Stations

- Mobil (3 locations) - A
- bp - B
- Union 76 - C

Other

- Associated Bank - D
- Boswell Book Company - E
- Clear Graphics (copies) - F
- CVS Pharmacy - G
- East Side Library - H
- Chetello Cameras - I
- Dowmer Cinema - J
- North Shore Savings Bank - K
- Open Partry - L
- Oriental Cinema - M
- Panther Books - N
- Peoples Books - O
- Pick 'n' Save grocery - P
- Senick's Grocery (2 locations) - Q
- Shorewood Library - R
- Shorewood Post Office - S
- Thompson's Pharmacy - T
- Waldgreens (2 locations) - U
- Whole Foods - V

Important Numbers

Area code for each phone number is 414...

Registration	229.3800	
PAWS Assistance	229.4040	
Advising Offices		
Academic Opportunity Center	229.4696	
Adult and Returning Student Services	229.5992	
Architecture & Urban Planning	229.4015	
Arts (Peck School of the)	229.4763	
Business (Sheldon B. Lubar School of)	229.5271	
Education	229.4721	
Engineering & Applied Science	229.4667	
Graduate School	229.6569	
Health Sciences	229.2758	
Honors College	229.4658	
Information Studies	229.4707	
Letters & Science	229.4654	
Nursing	229.5047	
Social Welfare (Helen Bader School of)	229.4851	
Student Support Services Program (Trio)	229.5598	
Other		
Athletics	229.5158	
Bookstore	229.4201	
Bursar Office	229.4914	
Career Development Center	229.4486	
UWM Children's Center	229.5384	
Dean of Students Office	229.1192	
Financial Aid	229.4541	
Honors College	229.4658	
Housing (on-campus)	229.6123	
Neighborhood Housing Office	229.5820	
International Student Services	229.4846	
Libraries	229.4785	
Military Education Benefits	229.6627	
Neighborhood Relations	229.4451	
Norris Health Center	229.4716	
Parking and UBUS/UPASS	229.4000	
Panther Academic Support Services (PASS)	229.8726	
Student Accessibility Center	229.6287	
Student Activities Office	229.5780	
Student Employment	229.4486	
Study Abroad	229.5182	
Testing Center	229.4689	
Tours of Campus	229.9292	
Union Information	229.4825	
University Information	229.1192	
Visitor Center	229.4397	

MILITARY LEAVE POLICY

No: S-40

Date: October, 1996 (3rd Rev.)
Original 5/77; rev.11/87

Authority: 38 U.S.C. 43, 230.35 (3)(a) Wisconsin
Statutes and UWM Administration

As it is the stated purpose of Congress under 38 U.S.C. s. 4301 et seq. to encourage noncareer military service; to minimize the disruption to the lives of persons performing service in the military as well as to their employers; and to prohibit discrimination against persons because of their military service, the UWM Military Leave Policy is as follows:

I. Eligibility

Any permanent employee of UWM who performs duty in the uniformed services as specified under U.S.C. s. 4306 (16) is entitled to an unpaid leave of absence without loss of time in service to the state so that such employee may attend on a voluntary or involuntary basis active duty, active duty for training, initial active duty for training, inactive duty training, full-time National Guard duty or examination to determine fitness for duty [38 U.S.C. s. 4303 (13)].

Non-probationary represented classified employees shall also be by the provisions of any applicable collective bargaining agreement.

II. Length of Leave

Such leave will be granted for any period of time up to a total accumulation of five (5) years absence.

III. Compensation

For absence periods of greater than 2 days but not exceeding 30 days, excluding Saturdays, Sundays and holidays as indicated under s. 230.35 (4) Wis. Stat., the employee shall receive his/her base State of Wisconsin pay less the amount receive for the military duty. The reduction shall not be more than the base State of Wisconsin pay. Compensation is not affected by this policy where limited military service occurs outside of working hours [s. 230.35 (3)(a) Wis. Stat.].

For all absences of greater than 30 days, employees shall be entitled to leave of absence without pay. Employees may substitute accrued leave time (annual leave, personal holiday, compensatory time) for some or all of the leave without pay.

IV. Notification of Commencement of Military Duty

It shall be the responsibility of all UWM employees to notify their appropriate appointing

authorities of the commencement date of the military leave and its expected duration within a reasonable period of time of learning it, so that substitute staffing can be arranged, if necessary.

V. Notification of Intent to Return

Employees completing a leave for military duty must notify UWM of their intent to return (38 U.S.C. s. 4312). If the employee's period of service was for 30 days or less, the employer must be notified on the day following the end of the military service.

If the employee's period of service was more than 30 days but fewer than 181 days, the employer must be notified within 14 days of the end after the military service.

If the employee's period of service was for more than 180 days, the employer must be notified within 90 days after the military service.

An employee who fails to notify the employer of his/her intent to return within the period specified shall be subject to disciplinary action up to and including termination for unexcused absence.

VI. Other Conditions

Leave granted this policy is in addition to all other leaves granted or authorized by any other law. For the purpose of determining seniority, pay or pay advancement, or performance awards, the status of the employee shall be considered uninterrupted by a period of military leave under this policy.



Annual Financial Report 2012



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University of Wisconsin System
1220 Linden Drive
Madison, WI 53706**

Editor: Laurie Grams

Cover Photo: Shown in this autumn photo montage are UW-Green Bay students and several key campus buildings:

- David A. Cofrin Library (upper left), selected as the Wisconsin Library Association's Library of the Year in 2012;
- Weidner Center for the Performing Arts (upper right), a state-of-the-art performance venue accessible to both the university population and to the larger community; and
- Mary Ann Cofrin Hall (lower photo), an award-winning academic building creating an appealing academic "front door" to the campus with its environmental science, geographic, and social science exhibits.

Founded in 1965, UW-Green Bay is a regional comprehensive university with exceptional new facilities, a dynamic atmosphere, and a campuswide commitment to "360° of Learning." The UW-Green Bay academic plan promotes hands-on learning through internships, research, and team projects. It also demands that students have the ability to make connections – to examine issues from different perspectives, and to work effectively with those from other fields.

A small- to mid-sized institution, UW-Green Bay enrolls about 6,500 students. The setting includes wooded trails, a nine-hole golf course, and a million-dollar view of the bay.

Photographers: Eric Miller (upper photos) and Kimberly Vlies (lower photo)

**University of Wisconsin System
2012 Annual Financial Report**

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Officers

Kevin P. Reilly,
President

Michael L. Morgan,
*Senior Vice President for Administration
and Fiscal Affairs*

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

Deborah A. Durcan,
Vice President for Finance/Trust Officer

Tomas L. Stafford,
General Counsel/Assistant Trust Officer

Freda J. Harris,
*Associate Vice President for Budget and
Planning*

Finance Staff

Julie K. Gordon,
*Associate Vice President for Financial
Administration*

Ruth M. Anderson,
*Associate Vice President for
Administrative Services*

Elizabeth R. Dionne,
Director for Operations Review and Audit

Douglas J. Hoerr,
*Director for Trust Funds/Assistant Trust
Officer*

Michael M. Kraus,
Special Assistant

Chancellors

Ray Cross, *UW Colleges and UW-Extension*

Gilles Bousquet (Interim), *UW-Eau Claire*

Thomas Harden, *UW-Green Bay*

Joe Gow, *UW-La Crosse*

David Ward (Interim), *UW-Madison*

Mike Lovell, *UW-Milwaukee*

Richard H. Wells, *UW-Oshkosh*

Deborah Ford, *UW-Parkside*

Dennis Shields, *UW-Platteville*

Dean Van Galen, *UW-River Falls*

Bernie Patterson, *UW-Stevens Point*

Charles W. Sorensen, *UW-Stout*

Renée Wachter, *UW-Superior*

Richard J. Telfer, *UW-Whitewater*

UNIVERSITY OF WISCONSIN SYSTEM

Regents

Jeffrey B. Bartell, *Madison*

John R. Behling, *Eau Claire*

Mark J. Bradley, *Wausau*

John R. Drew, *Milwaukee*

Tony Evers, *Madison*

Michael J. Falbo, *Hartland (Regent Vice President)*

Tim Higgins, *Appleton*

Tracy Hribar, *Franksville*

Edmund Manydeeds, *Eau Claire*

Regina Millner, *Madison*

Katherine Pointer, *Madison*

Charles Pruitt, *Milwaukee*

Gary Roberts, *Onalaska*

Brent Smith, *La Crosse (Regent President)*

Mark Tyler, *Woodville*

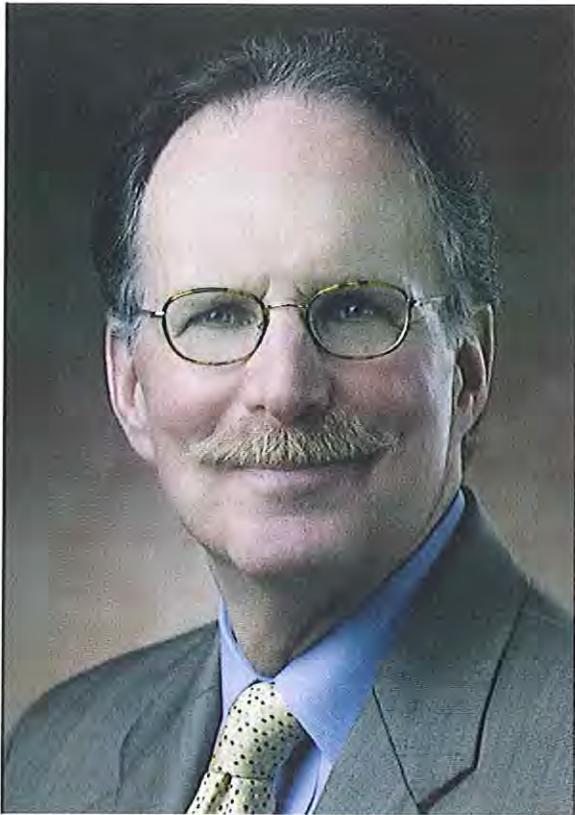
José F. Vásquez, *Wausau*

David G. Walsh, *Madison*

Gerald Whitburn, *Wausau*

UNIVERSITY OF WISCONSIN SYSTEM
Years Ended June 30, 2012 and 2011

Introduction from the President
and
Vice President's Report



INTRODUCTION FROM THE PRESIDENT FINANCIAL REPORT 2012

The University of Wisconsin System remains one of the most efficient, accountable, and productive systems of higher education in the nation.

In the 2011-12 academic year, we enrolled a near-record high of more than 181,000 students. Through our new UW Flexible Option and eCampus portal, more working adults can return to college and complete their degrees, using online and other delivery methods. In addition, more than one million residents participate each year in university programs through statewide extension networks. These are just a few of the ways UW institutions are creating more educational opportunities in cost-effective fashion.

We emerged from the last biennial budget with the national and state economies striving to recover from the global recession. The current forecast is promising, although the possibility of the “fiscal cliff” on the national level jeopardizes research funding and other important areas. Closer to home, new managerial flexibilities from the state will help, enabling our campus leaders to use scarce resources where they are

needed most to support learning, research, and community engagement. The UW System was spared midyear budget lapses in 2012, which was a positive note in an otherwise challenging budget cycle. We look forward to working with the Governor and state officials in developing the next biennial budget targeted at the state’s most pressing needs.

Policymakers and citizens must be assured that their investments in the UW are providing positive returns to Wisconsin. The UW has an estimated economic impact of at least \$15 billion in Wisconsin each year – a fifteen-fold return on the state’s investment. Plus, 81% of students who start out as Wisconsin residents stay in the state – indicating we hang on to an impressively high percentage of “our best and brightest.” A recent survey shows that 73% of Wisconsin residents consider higher education important, and 80% say they feel proud of Wisconsin’s post-secondary institutions. Access and affordability were considered top priorities, with stimulating job growth and attracting new industries identified as top areas for improvement.

Despite the prolonged resource challenges, the UW System has efficiently managed increased educational demands, while maintaining our international reputation for academic quality. We consistently spend a significantly smaller share of our educational and general expenses on overhead compared to peer university systems, saving Wisconsin taxpayers millions of dollars each year. State funding per student in the UW System is now \$1,660 below the average among public universities, ranking Wisconsin 39th among the 50 states. Comparing state support for higher education to personal income, Wisconsin ranks 32nd in the nation in funding per \$1,000 in personal income. And relative to our total state population, Wisconsin ranks 34th among the 50 states in per capita spending on higher education. We are proud of such indicators of cost efficiency, and at the same time concerned that if the state continues to disinvest in the UW, quality will be compromised.

The UW System is committed to quality, performance, accountability, and transparency in our financial affairs. As we rely more on gifts, grants, and other non-state dollars, we must continue to demonstrate how these resources are fueling the world-class work of our faculty and staff, and delivering a solid return on investment to every taxpayer, donor, student, and parent.

This financial report shows the UW System to be a strong and vital part of Wisconsin’s economic future.

Kevin P. Reilly
President



**VICE PRESIDENT'S REPORT
FINANCIAL REPORT 2012**

Act 32, the State of Wisconsin 2011-13 biennial budget, provided both challenges and opportunities for the University of Wisconsin System. The financial challenges included another \$250 million reduction in state support (the first occurred in 2003-05) and an additional lapse of \$65.8 million over the biennium. In addition, the legislature capped tuition increases at 5.5% and froze the University's ability to implement any new differential tuition initiatives at our institutions. As a result, only a portion of the massive cuts were able to be offset. Enrollments were healthy across the UW System, totaling 181,269, slightly less than the all-time high in the preceding year. The UW System continued to graduate more students, granting 33,697 bachelor's, master's, and other advanced degrees in the 2011-2012 academic year, an increase of 776 over the 2010-2011 academic year. All the while, faculty and staff received no salary increases. In fact, increased employee contributions to health care and retirement equated to about an 8% salary reduction for the average employee. This is clearly reflected when you

look at the \$58.0 million (2%) overall reduction in the amount expended on salaries and fringe benefits from fiscal year 2011 to fiscal year 2012.

In addition to the overall reduction to the UW System's budget, a targeted 25% cut to the state appropriation supporting the System Administration was included in the legislation. This led to a serious review and evaluation of all functions performed in the central office in order to assess how to administer cuts of this magnitude. A refined sense of purpose resulted with the mnemonic "ITMAC," which reflects the UW System Administration's core roles of interpreting, training, monitoring, advocating, and consulting on behalf of our colleges, universities, and state-wide extension.

Act 32 did bring some exciting opportunities. As one of the most heavily regulated public institutions of higher education, additional flexibilities in the areas of human resources, travel, procurement, and block grant funding were most welcome. The UW System was given the authority, effective July 1, 2013, to establish its own personnel systems, one for UW-Madison and one for the balance of the UW System. Included in this authority is the ability to bring the approximately 12,000 current state civil service employees under the overall umbrella of the Board of Regents. Formerly under the same policies governing all state employees, the UW System has been given the authority to establish its own policies for university travel, also effective July 1, 2013. As the University represents about 80-85% of all state-wide travel expenditures, this was a flexibility we sought for quite some time. State-wide, additional flexibilities were granted in the area of procurement, increasing the simplified bidding threshold from \$25,000 to \$50,000. In addition, effective July 1, 2013, the UW will gain additional authority over purchases relating to higher education's unique needs. The biennial budget also brought the concept of "block grant budgeting" to the UW System. Many separate appropriations were collapsed for accounting and reporting purposes at the state level. Much work has gone into reaching agreement across the System as to the level of detail required for the future management of university resources. A special Legislative Task Force on UW Restructuring and Operational Flexibilities was established during 2011-12 and addressed six targeted areas, advocating for additional operating flexibilities for the University. We hope to see some of their recommendations reflected in the Governor's next biennial budget to be released in February, 2013.

Act 32 also included, for the first time, a defined set of performance indicators. While the UW System has long published an annual accountability report, the biennial budget included 38 specific measures upon which we will now be required to report. While several overlap with past accountability reports, many indicators are new and will take time to establish appropriate benchmarks and performance standards. We welcome this opportunity to increase our accountability and transparency to Wisconsin students, taxpayers, legislators, and the general public.

Due to the large reductions in state support, state appropriations continue to represent a smaller share of total revenue. Falling by \$173.2 million, or 16.8%, in fiscal year 2012, state funding now represents 17.5% of the University's total revenue. Net tuition and fees continue to represent the largest share of total revenue, representing 22.6%. Net tuition revenue grew by \$30.2 million, or 2.8%, in 2012 to \$1.1 billion. Grants and contracts from the federal government accounted for 17.6% of total revenues while grants and contracts from the state, local and private providers were an additional 8.1%. If combined, total grants and contracts would become the largest share of total revenue (25.7%). The UW System continues to be very successful in competing for grant funding and increasing private funding. Sales and services of educational activities and auxiliary enterprises each accounted for about \$350 million in revenues, making up a combined 14.3% of the total.

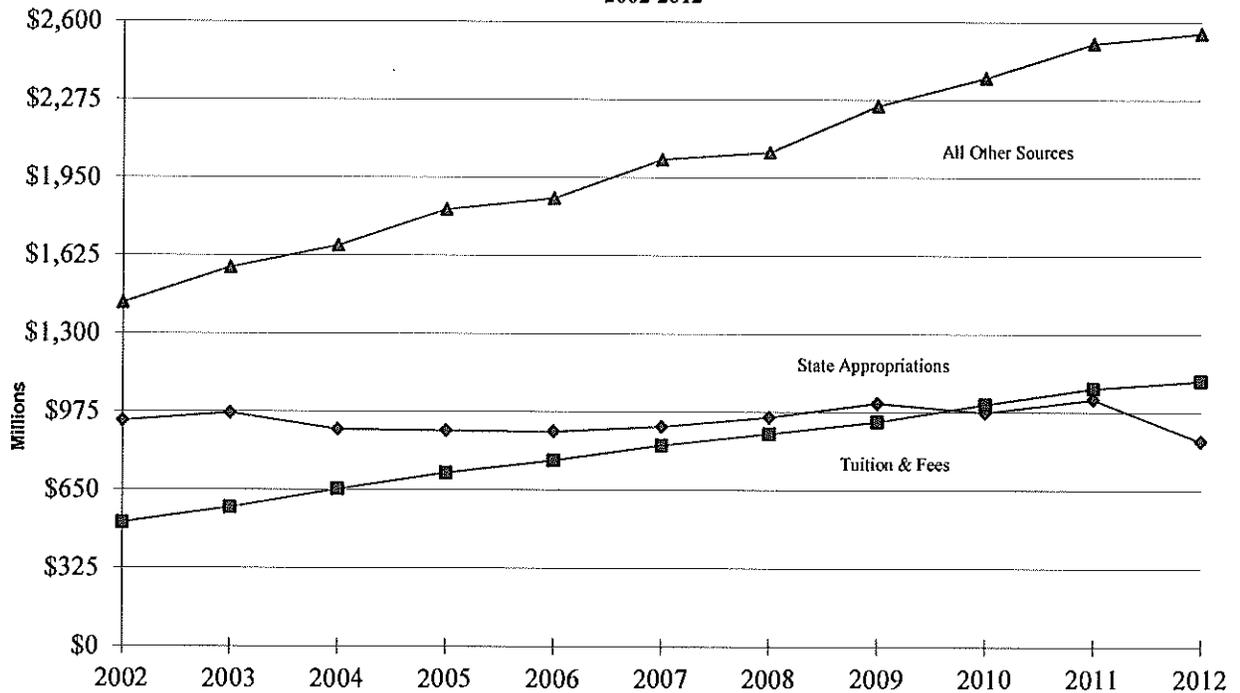
I invite you to review the 2012 financial statements along with Management's Discussion and Analysis and send your comments to me at ddurcan@uwsa.edu.

Deborah A. Durcan
Vice President for Finance

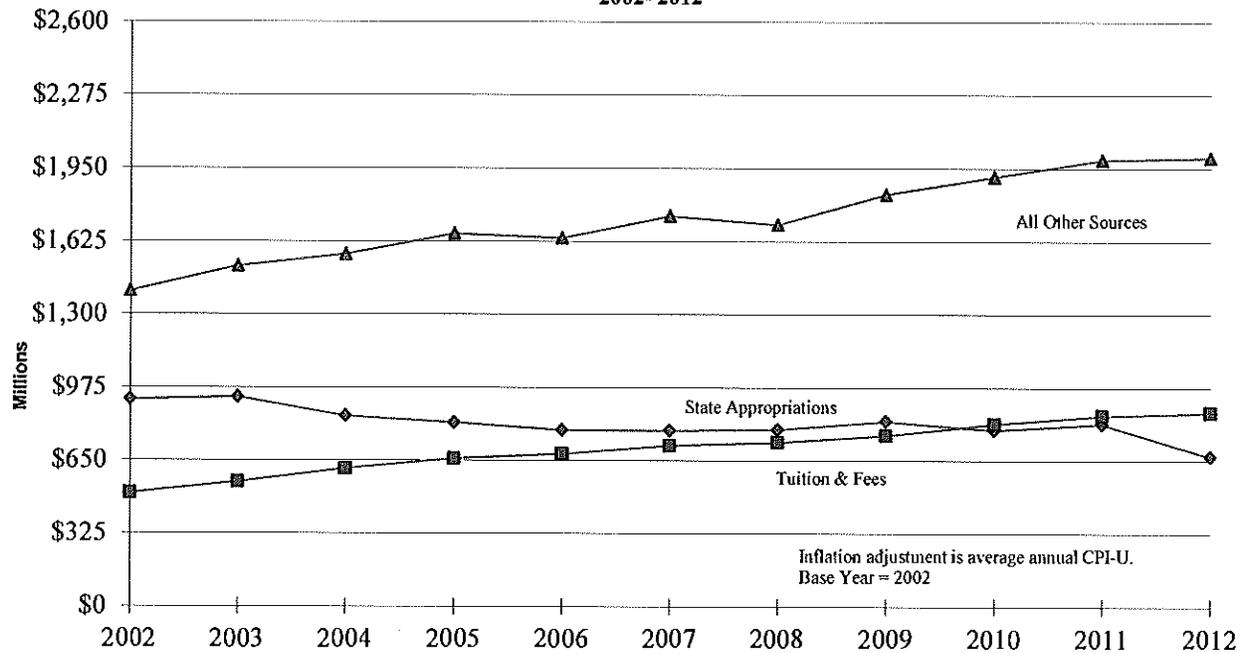
UNIVERSITY OF WISCONSIN SYSTEM
Years Ended June 30, 2012 and 2011

Supplemental Information

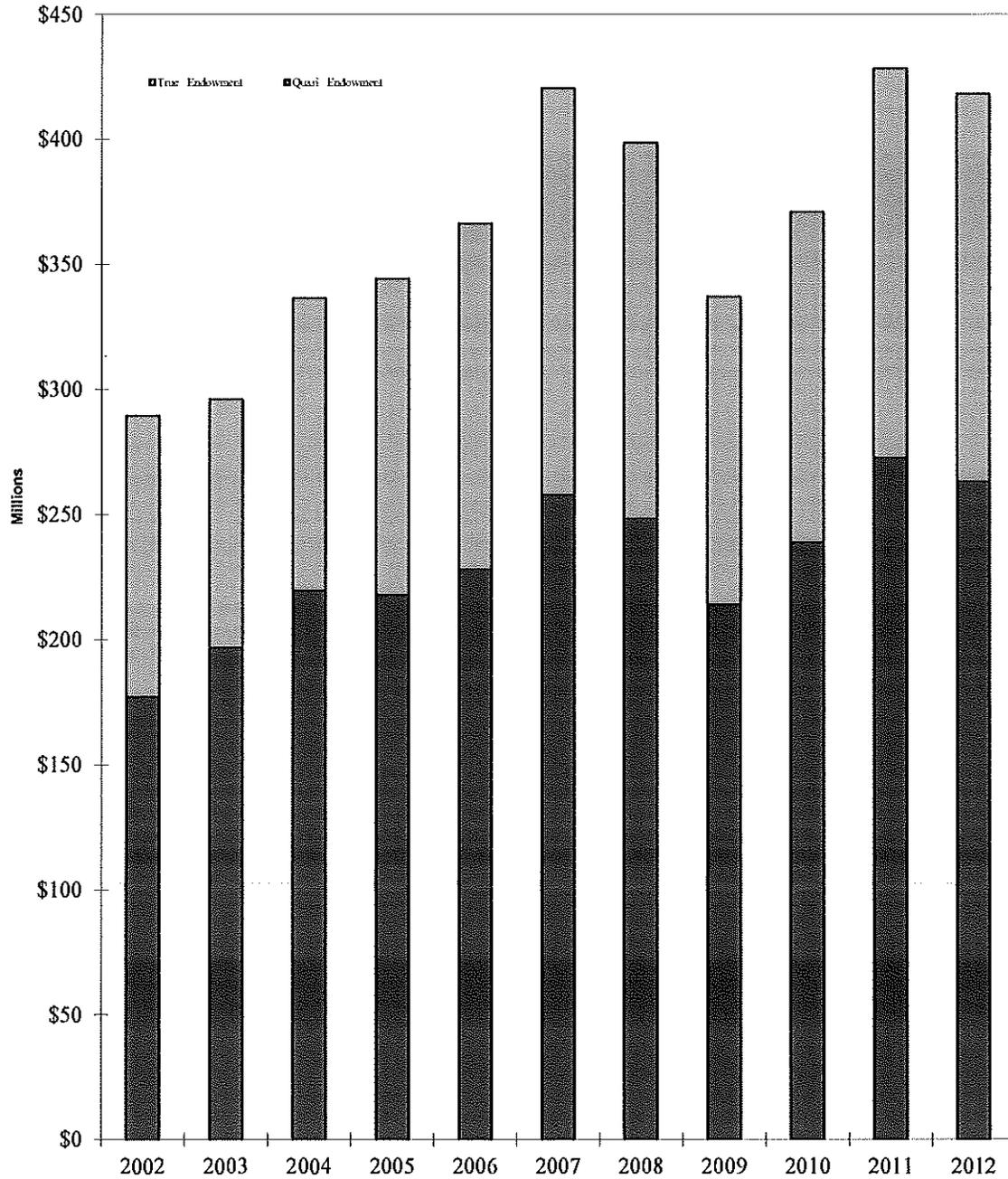
**CHART 1
TEN-YEAR COMPARISON OF CURRENT FUNDS REVENUES
2002-2012**



**CHART 2
TEN-YEAR COMPARISON OF CURRENT FUNDS REVENUES
ADJUSTED FOR INFLATION
2002-2012**



**CHART 3
TEN-YEAR COMPARISON OF UNIVERSITY-CONTROLLED ENDOWMENTS
2002-2012**



Charts have been prepared based on generally accepted accounting principles in effect prior to the adoption of GASB Statement No. 35.

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UNIVERSITY OF WISCONSIN SYSTEM
Management's Discussion and Analysis
Years Ended June 30, 2012 and 2011

Management's Discussion and Analysis

Introduction

The following discussion and analysis provides an overview of the financial position and activities of the University of Wisconsin System for the years ended June 30, 2012 and 2011, with comparative information for the year ending June 30, 2010. This discussion has been prepared by management and should be read in conjunction with the financial statements and footnotes.

The University of Wisconsin System consists of 13 universities, including two doctoral institutions, 13 two-year colleges, UW-Extension, and System Administration. In academic year 2011-2012, the University of Wisconsin System enrolled 181,269 students, employed approximately 31,000 faculty and staff, and granted 33,697 bachelor's, master's, and other advanced degrees. The University of Wisconsin System institutions were awarded over \$956.3 million in federal grants and contracts in 2011-2012 and an additional \$551.9 million from non-federal sponsors. The University of Wisconsin System has a long tradition of public service, embodied by an ongoing commitment to the Wisconsin Idea, that the boundaries of the University are the boundaries of the State.

<i>Degrees Granted</i>	
<i>UW-Madison</i>	<i>10,005</i>
<i>UW-Milwaukee</i>	<i>5,799</i>
<i>UW-Eau Claire</i>	<i>2,279</i>
<i>UW-Green Bay</i>	<i>1,224</i>
<i>UW-La Crosse</i>	<i>1,980</i>
<i>UW-Oshkosh</i>	<i>2,187</i>
<i>UW-Parkside</i>	<i>728</i>
<i>UW-Platteville</i>	<i>1,395</i>
<i>UW-River Falls</i>	<i>1,443</i>
<i>UW-Stevens Point</i>	<i>1,841</i>
<i>UW-Stout</i>	<i>1,850</i>
<i>UW-Superior</i>	<i>557</i>
<i>UW-Whitewater</i>	<i>2,409</i>
<i>Total</i>	<i>33,697</i>

Financial Highlights

The University of Wisconsin System's financial standing remained strong at the conclusion of the fiscal year ended June 30, 2012. After increasing \$53.9 million last year, state support decreased \$173.2 million this year (down 16.8% from 2011) and continues to be supplemented by higher tuition and fees (up 2.8% from 2011). Extramural support (grants and contracts) decreased 1.0% in 2012 after increasing 7.7% in 2011. State appropriations represent 17.5% of the University of Wisconsin System's total revenue in 2011-12, compared to 29.6% in 2002-03. The 2011-12 state funding, including debt service, is \$250.3 million below the 2001-02 level in constant dollar terms and is \$223.4 million lower in absolute dollar terms than 2008-09.

As of June 30, 2012, the University of Wisconsin System had total assets of \$7.8 billion and total liabilities of \$2.0 billion for a net asset total of \$5.8 billion, of which \$4.1 billion is invested in capital, net of related debt. Revenues continued strong in 2012 with total revenues increasing \$22.0 million. State appropriations decreased 16.8%, compared to a 5.5% increase during fiscal year 2011. Revenue diversification is essential to maintaining a financially strong institution capable of sustainable success. Over the past several years, the University of Wisconsin System has successfully diversified its revenue streams to supplement tuition and fees and state appropriations (see Charts 1 and 2). For the third year in a row, state appropriations were less than tuition and fees, making revenue diversification even more essential.

The change in net assets is summarized for the fiscal years ended June 30, 2012, 2011, and 2010 as follows:

<i>(In Millions)</i>	<u>2012</u>	<u>2011</u>	<u>2010</u>
Total Revenues Before			
Net Investment Income (Loss)	\$ 4,890.3	\$ 4,801.5	\$ 4,613.9
Total Expenses	<u>4,482.9</u>	<u>4,457.0</u>	<u>4,325.6</u>
Increase in Net Assets Before			
Net Investment Income (Loss)	407.4	344.5	288.3
Net Investment Income (Loss)	<u>.6</u>	<u>67.5</u>	<u>40.7</u>
Increase in Net Assets	<u>\$ 408.0</u>	<u>\$ 412.0</u>	<u>\$ 329.0</u>

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Fiscal year 2012 total revenues before net investment income or loss increased \$88.8 million (1.8%) compared to \$187.6 million (4.1%) increase for fiscal year 2011. The fiscal year 2012 increase primarily resulted from a 1.6% increase in operating revenues. Fiscal year 2012 total expenses increased \$25.9 million (0.6%) compared to an increase of \$131.4 million (3.0%) for fiscal year 2011. The fiscal year 2012 increase primarily resulted from a 7.6% increase in supplies, services and other, a 6.4% increase in depreciation, and a 210.3% increase in loss on disposal, partially offset by a 14.3% decrease in scholarship and fellowships. The increase in loss on disposal resulted from the University of Wisconsin-Superior experiencing a flood that destroyed an estimated \$17.2 million in library holdings.

Operating revenues increased by \$53.8 million during fiscal year 2012 and \$215.3 million during 2011. The 1.6% increase in fiscal year 2012 resulted primarily from increases in student tuition and fees (2.8%) and sales and services of educational activities (12.0%). The net increase in student tuition is primarily due to a 5.5% (5.5% in 2011) increase in tuition rates approved by the Board of Regents. The total headcount enrollment for the entire University of Wisconsin System decreased 821 students to 181,269 from 182,090 in 2011, and total full-time equivalent enrollment was 155,162, down from 156,039 in 2011.

<i>Headcount Enrollments</i>	
<i>UW-Madison</i>	<i>42,065</i>
<i>UW-Milwaukee</i>	<i>29,726</i>
<i>UW-Eau Claire</i>	<i>11,234</i>
<i>UW-Green Bay</i>	<i>6,665</i>
<i>UW-La Crosse</i>	<i>10,258</i>
<i>UW-Oshkosh</i>	<i>13,513</i>
<i>UW-Parkside</i>	<i>4,887</i>
<i>UW-Platteville</i>	<i>8,262</i>
<i>UW-River Falls</i>	<i>6,788</i>
<i>UW-Stevens Point</i>	<i>9,477</i>
<i>UW-Stout</i>	<i>9,356</i>
<i>UW-Superior</i>	<i>2,825</i>
<i>UW-Whitewater</i>	<i>11,643</i>
<i>UW Colleges</i>	<i>14,570</i>
<i>Total</i>	<i><u>181,269</u></i>

Operating expenses increased by \$15.4 million during fiscal year 2012 compared to the 2011 increase of \$172.7 million. The smaller increase is primarily due to salaries and fringes decreasing \$58.0 million and scholarship and fellowships decreasing \$21.9 million.

The University of Wisconsin System reported \$0.6 million net investment income in fiscal year 2012, which is down from the \$67.5 million net investment income reported in fiscal year 2011. A decrease in the fair value of the trust fund portfolio was consistent with the general fluctuations experienced in the financial markets contributing to the investment income. The investment return is comprised of dividend and interest income, as well as realized and unrealized gains and losses. Investments are reported at fair market value as of June 30 of each fiscal year. The change in market value that occurred from fiscal year 2011 to fiscal year 2012 is included in the reported investment income.

Using the Financial Statements

The University of Wisconsin System's annual financial report includes the Statements of Net Assets; the Statements of Revenues, Expenses, and Changes in Net Assets; and the Statements of Cash Flows. These financial statements, prepared in accordance with standards established by the Governmental Accounting Standards Board (GASB), emphasize reporting on a consolidated basis rather than segregating operations by individual fund groups.

The Statements of Net Assets are financial condition snapshots as of June 30, 2012 and 2011, and include all assets and liabilities, both current and noncurrent. Current assets are those that are available to satisfy current liabilities inclusive of assets that will be converted to cash within one year. Current liabilities are those that will be paid within one year. The Statements of Net Assets are prepared under the accrual basis of accounting which requires revenue and asset recognition when the service is provided, and expense and liability recognition when goods or services are received despite when cash is actually exchanged. The difference between assets and liabilities (net assets) is one indicator of the University of Wisconsin System's financial health. Increases or decreases in net assets provide an indicator of the improvement or erosion of the University of Wisconsin System's financial health when considered in conjunction with non-financial information, such as conditions of facilities and enrollment levels. Net Assets are divided into three major categories: Invested in Capital Assets, Net of Related Debt; Restricted Net Assets; and Unrestricted Net Assets. Invested in Capital Assets, Net of Related Debt, consist of capital assets reduced by the outstanding balances of borrowings for the construction, acquisition, or improvement of those assets. Restricted Net Assets have constraints put on by external parties, such as sponsors for research and donors or by State Statute and Board of Regent policy as in the case of student segregated fees. Unrestricted Net Assets are net assets that do not meet the definition of "restricted" or "invested in capital assets, net of related debt."

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The Statements of Revenues, Expenses, and Changes in Net Assets are operating statements that present the revenues earned and expenses incurred during the fiscal years ended June 30, 2012 and 2011 on a full accrual basis. Revenue and expense activities are reported as either operating or non-operating. Operating revenue includes tuition, grants and contracts, and sales and services of various self-supporting operations. Although the University of Wisconsin System is dependent upon state appropriations and gifts to fund educational and general operations, under GASB rules these funding sources are reported as non-operating revenues, as is investment income.

The Statements of Cash Flows summarize cash inflows and outflows by category as either relating to operating, capital, financing, or investing activities. Cash flow information can be used to evaluate the financial viability of the University of Wisconsin System's ability to meet financial obligations as they mature. Cash flows from operating activities result from exchange transactions in which one party gives another something in return. Cash flows from noncapital financing activities include state appropriations and private gifts restricted for noncapital purposes. Cash inflows from capital activities include receipts from capital grants, donor receipts specifying use for capital assets, and/or proceeds from issuing debt for the explicit purpose of acquisition, construction, or improvement of capital assets. Cash outflows for capital activities include acquisition, construction, or improvement of capital assets inclusive of interest. Cash inflows from investing activities are a result of the sale of investments, withdrawals from the long-term investment pool, and collecting interest and dividends earned. Cash outflows from investing activities generally result from the purchase of investments.

The Notes to the Financial Statements are an integral part of the basic financial statements and communicate information essential for fair presentation. For example, the notes convey information concerning significant accounting policies used to prepare the financial statements, detailed information on cash and investments, receivables, lease commitments, compensated absences, retirement and other postemployment benefits, capital assets, notes and bonds payable, the relationships with the University of Wisconsin Hospital and Clinics Authority, the La Crosse Medical Health Science Consortium, Inc., the University of Wisconsin Foundation, the University of Wisconsin Medical Foundation, and the Wisconsin Alumni Research Foundation (WARF) relating to the Wisconsin Institutes for Discovery, and a report of operating expenses by function since operating expenses by natural classification are reported in the Statements of Revenues, Expenses, and Changes in Net Assets.

Statements of Net Assets

The Statements of Net Assets present the assets and liabilities and resultant financial position of the University of Wisconsin System under the accrual basis of accounting. Net Assets, the difference between total assets and total liabilities, is one indicator of the financial condition of the University of Wisconsin System. Improvement or deterioration in the University of Wisconsin System's financial position is reflected by changes in the net asset balance over time.

The following provides a summarized comparison of the University of Wisconsin System's assets, liabilities, and net assets at June 30, 2012, 2011, and 2010:

(In Millions)

	<u>2012</u>	<u>2011</u>	<u>2010</u>
Current Assets	\$ 1,747.4	\$ 1,466.3	\$ 1,417.7
Noncurrent Assets:			
Endowment Investments	389.5	396.0	339.1
Student Loans Receivable – Net	159.4	160.0	162.0
Capital Lease Receivable	5.1	6.8	8.9
Capital Assets – Net	<u>5,582.7</u>	<u>5,198.7</u>	<u>4,782.7</u>
Total Assets	<u>7,884.1</u>	<u>7,227.8</u>	<u>6,710.4</u>
Current Liabilities	565.8	541.4	649.6
Noncurrent Liabilities	<u>1,473.0</u>	<u>1,249.1</u>	<u>1,035.5</u>
Total Liabilities	<u>2,038.8</u>	<u>1,790.5</u>	<u>1,685.1</u>
Total Net Assets	<u>\$ 5,845.3</u>	<u>\$ 5,437.3</u>	<u>\$ 5,025.3</u>

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Current Assets: Current assets, which consist primarily of operating cash and cash equivalents, accounts receivable, student loans receivable, supply inventories, and prepaid expenses, increased by \$281.1 million during fiscal year 2012 and increased by \$48.6 million during fiscal year 2011. The fiscal year 2012 increase primarily relates to a \$270.2 million increase in cash and cash equivalents that is the result of less cash used in operating activities such as payments for salaries, fringe benefits, and scholarships and fellowships. The largest change within fiscal 2011 current assets relates to changes in cash and cash equivalents.

The University of Wisconsin System held cash and cash equivalents of \$1,347.5 million at June 30, 2012, consisting primarily of shares in the State Investment Fund, a short-term pool of state and local funds managed by the State of Wisconsin Investment Board (SWIB). Also included in cash and cash equivalents is \$129.7 million in balances maintained by individual University of Wisconsin System institutions in local bank accounts that are used to meet operating needs or deposits that have yet to be transferred to the State Investment Fund, and \$23.4 million held by BNY Mellon to meet cash needs associated with investing activities. Additional information on cash and investments is provided in Note 2 to the Financial Statements.

Current Liabilities: Current liabilities consist of accounts payable, accrued personnel costs and compensation, unearned revenue, and other liabilities due in one year or less. Current liabilities increased by \$24.4 million during 2012 and decreased by \$108.2 million during 2011. The fiscal year 2012 increase primarily relates to a \$10.6 million increase in accounts payable and accrued liabilities and a \$10.1 million increase in notes and bonds payable. The largest changes within fiscal year 2011 current liabilities primarily relate to a \$104.5 million decrease in accounts payable and accrued liabilities and an \$18.5 million decrease in unearned revenue. Timing differences in year-end pay cycles contribute to these fluctuations in accounts payable and accrued liabilities.

Current assets minus current liabilities represent the net working capital of the University of Wisconsin System. Net working capital increased 27.8% from \$924.9 million at June 30, 2011 to \$1,181.6 million at June 30, 2012. The net working capital at year end represented approximately 100 days of 2012 operating expenses. This indicates that the University of Wisconsin System could support normal operations for 100 days without additional revenues or liquidating noncurrent assets. The current ratio, which is current assets divided by current liabilities, was 3.1 to 1 at June 30, 2012, compared to 2.7 to 1 at June 30, 2011. A current ratio greater than 1 to 1 indicates strong short-term financial flexibility.

Noncurrent Assets: Noncurrent assets are comprised mainly of endowment investments, capital assets (net of accumulated depreciation), and student loans receivable. Endowment investments, valued at \$389.5 million at June 30, 2012, decreased by \$6.5 million during fiscal year 2012. The decrease was driven by market based decline in investment performance. The increases in capital assets (net) of \$384.0 million in fiscal year 2012 and \$416.0 million in fiscal year 2011 were primarily due to new building construction, renovations, and capitalization of a new human resource and payroll system. Student loans receivable decreased by \$0.6 million during fiscal year 2012 and decreased \$2.0 million during fiscal year 2011.

In an effort to maintain quality in the University of Wisconsin System's academic and research programs, and residence halls, the University of Wisconsin System is implementing its long-range plan to fund new construction as well as modernize existing facilities, as described below under *Capital and Debt Activities*. Capital additions consist of new construction of academic and research facilities, replacement and renovation, as well as a significant investment in technology and equipment. Capital assets, including land, buildings, "improvements" (e.g., parking lots, fences, street lighting, etc.), equipment and library holdings, are stated at cost at date of acquisition or fair market value at date of donation in the case of gifts-in-kind. Note 9 to the Financial Statements further describes capitalization and depreciation policies, and includes summarized changes in the book value of these assets from July 1, 2011 to June 30, 2012 and July 1, 2010 to June 30, 2011.

The Board of Regents has authority to invest gifts and bequests received by the University of Wisconsin System. Investments are valued at market and held primarily in two investment pools: the Long Term Fund and the Intermediate Term Fund. The Board of Regents establishes investment policies and guidelines and has retained external investment counsel for funds representing 88.5% of market-value principal. On June 30, 2012, the Long Term Fund portfolio at market contained 39.0% in stocks, 12.3% in fixed income obligations, 21.3% in alternative assets, 19.7% in tactical allocation strategies, 1.2% in real assets, and 6.5% in short-term investments, and the

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Intermediate Term Fund portfolio had 18.2% in stocks, 79.2% in fixed income obligations, and 2.6% in short-term investments. The total return on the principal long-term portfolio, including capital appreciation, was -0.8%. The total return on the principal intermediate-term portfolio, including capital appreciation, was 3.0%. Benefiting UW entities receive quarterly distributions from the Long Term Fund, principally endowed assets, based on an annual spending rate applied to a twelve-quarter moving average market value of the Fund. The annual spending rate is 4.0%. Distributions from the Intermediate Term Fund, principally quasi-endowments and unspent income distributions, consist of interest earnings distributed monthly. A comparison of university-controlled endowments over the past several years can be found in Chart 3 on page 9 of this report. Additional information on cash and investments is provided in Note 2 to the Financial Statements.

The majority of student loans receivable is for federal Perkins loans and nursing loans. In the fiscal years ended June 30, 2012, 2011, and 2010, the University of Wisconsin System collected \$26.7, \$26.0, and \$22.5 million, respectively, in outstanding student loans and granted \$28.3, \$25.8, and \$21.1 million, respectively, in new loans.

Noncurrent Liabilities: Noncurrent liabilities increased by \$223.9 and \$213.6 million during fiscal year 2012 and 2011, respectively, to a total of \$1,473.0 million as of June 30, 2012. The increases resulted primarily from changes in bonds and notes issued by the State of Wisconsin, the proceeds of which were spent by various University of Wisconsin System self-supporting operations to construct or acquire facilities and other capital assets. At June 30, 2012 and 2011, the long-term bonds and notes payable totaled \$1,391.3 and \$1,162.7 million, respectively, representing an increase of \$228.6 million. Offsetting this increase was a \$5.2 million decrease of capital lease obligations.

The remainder of the noncurrent liabilities consists of capital financing leases of \$18.5 and \$23.7 million, respectively, and the accumulated leave balances earned by University of Wisconsin System staff of \$63.3 and \$62.6 million, respectively.

As an enterprise fund of the State of Wisconsin, the University of Wisconsin System reports on its Statements of Net Assets that portion of the debt that will be repaid with program revenues generated by the University of Wisconsin System's self-supporting operations. Debt on academic facilities that is repaid by an appropriation from the State of Wisconsin to the University of Wisconsin System for that purpose is reported by the State of Wisconsin and not as an obligation of the University of Wisconsin System. However, cash inflows and outflows are shown in the Statements of Cash Flows.

Net Assets: Net assets represent the University of Wisconsin System's residual interest in assets net of liabilities. The University of Wisconsin System's net assets at June 30, 2012, 2011, and 2010 are summarized below:

<i>(In Millions)</i>	<u>2012</u>	<u>2011</u>	<u>2010</u>
Invested in Capital, Net of Related Debt	\$ 4,101.6	\$ 3,951.3	\$ 3,764.1
Restricted:			
Nonexpendable – Endowment Principal	155.0	155.6	133.7
Expendable – Restricted Gifts and Grants	198.7	233.3	180.2
Expendable – Auxiliary Operations	75.5	105.0	83.8
Student Loans	227.5	224.9	221.0
Other	226.8	159.8	139.8
Unrestricted	<u>860.2</u>	<u>607.4</u>	<u>502.7</u>
Total Net Assets	<u>\$ 5,845.3</u>	<u>\$ 5,437.3</u>	<u>\$ 5,025.3</u>

Invested in capital assets, net of related debt, represents the University of Wisconsin System's investment in capital assets net of accumulated depreciation and outstanding debt. *Restricted* net assets are those net assets in which the use is constrained by parties external to the University, primarily resource providers, such as through gift restrictions, grant/contractual obligations, or by provisions in the Wisconsin statutes that limit the use of certain funds to particular specified purposes. *Unrestricted* net assets are those that do not meet the definition of "restricted" or "invested in capital assets, net of related debt." Substantially all of the unrestricted net assets have been designated by the Board of

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Regents for purposes to fulfill the University of Wisconsin System's fiduciary responsibilities, including academic and research programs and capital projects.

Capital and Debt Activities

The University of Wisconsin System has approximately 1,800 buildings totaling 60 million gross square feet of space with replacement costs of nearly \$10 billion. This accounts for 63.0% of the total state-owned facilities in Wisconsin. The Board of Regents holds title to approximately 18,000 acres of land throughout Wisconsin, the majority of which has been donated to the University and is deed restricted for research and nature preserves. About 4,600 acres comprise the main campuses of the 13 universities.

Capital Budget

The quality of education depends on careful integration of curriculum, faculty, and facilities. Long-range physical planning for campuses of the University of Wisconsin System is an ongoing process designed to provide appropriate facilities in response to the dynamics of higher education. Each university has a Campus Development Plan that defines overall land use patterns, identifies potential construction needs, and serves as an illustration to ensure cohesive, aesthetic development compatible with the community and environment.

The Capital Budget is generally the mechanism for universities to receive funding for facilities needs. Those needs, defined within the parameters of the Campus Development Plan, are more specifically stated in a Six-Year Facilities Plan that aids the universities by identifying long-term program directions and describing their effect on the institution's facilities needs. The Six-Year Plan is required for each university by Sections 16.84(6) and 13.48(6) of the Wisconsin Statutes.

The Campus Development Plan and Six-Year Facilities Plan are developed to reflect the needs of students, faculty and staff, and the local communities. Each university has established a Campus Planning Committee that involves the various affected entities within the institution. Additionally, separate committees are established for individual major projects. Those committees include representatives of the user groups of the proposed facility.

The University of Wisconsin System Office of Capital Planning and Budget is responsible for formulating a systemwide six-year plan and a biennial capital budget request for consideration by the Board of Regents. Once approved by the Board of Regents, the budget request is submitted to the Department of Administration's Division of Facilities Development (DFD). The division prepares a capital budget request for all state agencies. There are three primary sources of funding for capital projects: General Fund Supported Borrowing (GFSB) 20-year state-issued bonds repaid with General Program Revenue (GPR); Program Revenue Supported Borrowing (PRSB) 20- or 30-year state-issued bonds repaid with the University of Wisconsin System program revenue; and cash from gift and grant funds.

Wisconsin State Building Commission

The Wisconsin State Building Commission is an eight-member body consisting of the Governor, three senators and three representatives, and one citizen member who is appointed by the Governor. The commission is subdivided into two subcommittees: a Higher Education Subcommittee and an Administrative Affairs Subcommittee. The Higher Education Subcommittee is responsible for reviewing building program requests of the University of Wisconsin System. The Administrative Affairs Subcommittee is responsible for reviewing building program requests of all other state agencies.

Every two years, as part of the biennial budget process, the commission recommends to the Legislature a state building program, which includes a list of projects and funding sources to meet the state's capital improvement and maintenance needs over the following two-year budget cycle.

As required under Wisconsin Statutes Section 13.48(7), the commission's capital budget recommendations are forwarded to the Legislature's Joint Committee on Finance by the first Tuesday of April. The committee reviews the recommendations and may modify them before incorporating the capital budget into the biennial operating budget. Both houses of the legislature take up the capital budget as part of their deliberations on the biennial budget.

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Implementation of the Building Program

After projects are approved in the capital budget, the commission must again review and approve each project. Upon recommendation of the universities and University of Wisconsin System Administration, the DFD advertises for, hires, and contracts with an Architectural or Engineering firm (A/E) to prepare preliminary designs. When the preliminary design work reaches 35% completion, a design report is prepared that describes the proposed design, budget, and schedule. Before construction can proceed, the commission must approve the design report. If it is approved, the A/E firm completes final construction documents, and the DFD solicits construction bids. State statutes require that contracts be awarded to the lowest qualified responsible bidder, unless the commission has approved an alternative method.

Major Construction Projects

Partial List of Major Construction Projects Completed in Fiscal Year 2012

UW Institution	Project	Primary Purpose	Approx Budget (in millions of \$)	Primary Funding Sources
La Crosse	2009-11 New Residence Hall	Housing	38.4	PRSB
Madison	2001-03 Biochemistry – Phase II	Academic	112.5	GFSB/Gifts
Madison	2005-07 Chazen Museum Addition	Academic	43.8	Gifts
Madison	2009-11 Gordon Commons Expan/Renovation	Housing	34.1	PRSB/Gifts
Milwaukee	2009-11 Columbia St. Mary's Hospital Purchase	Academic/Mixed	20.2	GFSB/PRSB
Milwaukee	2009-11 Utility Improvements	Utilities	6.4	GFSB/PRSB
Milwaukee	2011-13 School of Public Health Purchase	Academic	12.2	PRSB
Parkside	2007-09 Communication Arts Center	Academic	35.8	GFSB/Gifts
Stevens Pt.	2007-09 Maintenance and Military Science Bldg.	Facility/Academic	5.3	GFSB
Stevens Pt.	2007-09 Residence Hall	Housing	40.0	PRSB
Superior	2007-09 Academic Building	Academic	26.7	GFSB/Gifts

Partial List of Major Construction Projects Planned or In Progress in Fiscal Year 2012

UW Institution	Project	Primary Purpose	Approx Budget (in millions of \$)	Primary Funding Sources
Eau Claire	2007-09 Davies Center Addition & Remodeling	Student Life	48.8	PRSB
Eau Claire	2011-13 Education Building	Academic	44.5	GFSB
Green Bay	2007-09 Rose & Wood Halls Remodeling	Academic	6.9	GFSB
La Crosse	2011-13 Parking Ramp and Police Building	Parking	13.8	PR-Cash
Madison	2007-09 Human Ecology Addition	Academic	53.0	GFSB/Gifts/PRSB
Madison	2007-09 Memorial Union Theater Wing Ren Ph I	Student Life	52.0	PRSB/Gifts
Madison	2007-09 Music Performance Building	Academic	43.9	Gifts
Madison	2009-11 Ag Res Station Facilities Improv-Ph I	Academic	5.8	Gifts
Madison	2009-11 Charter Street Heating Plant Replacement	Utilities	250.6	PRSB

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Partial List of Major Construction Projects Planned or In Progress in Fiscal Year 2012 (continued)

UW Institution	Project	Primary Purpose	Approx Budget (in millions of \$)	Primary Funding Sources
Madison	2009-11 La Bahn Hockey/Swim Facility	Athletics	37.0	PRSB/Gifts
Madison	2009-11 Lakeshore Res Hall/Food Serv Dev	Housing	65.8	PRSB
Madison	2009-11 Suomi Space Sci/Engineering Museum	Academic	5.0	Gifts
Madison	2009-11 West Campus Athletic Fac Improv	Athletics	7.9	PRSB/Gifts
Madison	2009-11 Utilities (WCCF Chillers)	Utilities	67.5	GFSB/PRSB
Madison	2009-11 Wisconsin Energy Institute	Academic	100.0	GFSB/PRSB
Madison	2009-11 Wisconsin Institute for Medical Research	Academic	134.8	GFSB/Gifts
Madison	2011-13 Alumni Plaza	Exterior Dev.	8.0	Gifts
Madison	2011-13 Badger Performance Center	Athletics	86.2	PRSB/Gifts
Madison	2011-13 Carson Gulley Renovation	Student Life	10.0	PRSB
Madison	2011-13 Elizabeth Waters Hall Renovation	Housing	7.1	PRSB
Madison	2011-13 School of Nursing	Academic	52.2	GFSB/Gifts
Madison	2011-13 W. Campus/Hospital Parking/Ramp 75	Parking	26.3	PRSB
Milwaukee	NWQ Children's Center Relocation	Academic/Mixed	12.0	PRSB
Milwaukee	2009-11 Freshwater Sci Init Research Building – Phase I and Neeskay Research Vessel Replacement	Academic	70.0	GFSB/Gifts
Milwaukee	2009-11 Kenwood Integ. Res. Complex - Phase I	Academic	75.0	GFSB/Gifts
Oshkosh	2011-13 Lincoln School (Hall) Remodel	Academic	4.9	PRSB
Platteville	2009-11 Porter Hall Renovation	Housing	4.9	PRSB
Platteville	2011-13 Residence Hall Renovations – Phase I (Dobson & Melcher Res Halls)	Housing	12.2	PRSB
River Falls	2007-09 George Field South Fork Res Hall Addn	Housing	18.9	PRSB
River Falls	2009-11 Hagestad Hall Renovation	Student Services	4.0	PRSB/Gifts
River Falls	2009-11 Ramer Field Renovation	Athletics	4.0	Gifts
River Falls	2011-13 Health & Human Performance/Recreation Building (Falcon Center) (funding 2013-15)	Academic/Athletics	63.5	GFSB/PRSB/Gifts
Stevens Pt.	2011-13 N. Debot Res Hall Remodeling – Phase I	Housing	11.7	PRSB
Stout	2011-13 Fleming Hall Renovation	Housing	6.6	PRSB
Superior	2011-13 Ross & Hawkes Res Hall Upgrade	Housing	15.3	PRSB
Whitewater	2009-11 Fischer Hall & Wellers Hall Renovation	Housing	10.7	PRSB
Whitewater	2011-13 Bigelow and Benson Halls Renovation	Housing	12.2	PRSB
Whitewater	2011-13 Carlson Hall Renovation and Remodeling	Academic	17.0	GFSB
Whitewater	2011-13 Drumlin Dining Hall Remodeling	Student Life	5.3	PRSB
UW System	2009-11 Classroom Renovation/IT Improv	Academic	5.0	GFSB
UW System	Systemwide Facilities Renewal	Academic	50.0	GFSB

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Statements of Revenues, Expenses, and Changes in Net Assets

The Statements of Revenues, Expenses, and Changes in Net Assets present the University of Wisconsin System's operating results as well as non-operating revenues and expenses. Operating revenues are comprised primarily of student tuition and fees, grants and contracts, and auxiliary service activities. GASB Statement No. 35 requires that state appropriations, gifts, and investments be reported as non-operating revenue. Public universities, including the University of Wisconsin System, are typically reliant on these revenue sources to fulfill their missions and, therefore, report operating expenses in excess of operating revenues. As a result, non-operating revenues and expenses are significant components in determining an increase or decrease to total net assets.

One of the University of Wisconsin System's greatest strengths has been its ability to supplement student tuition and fee revenue with support from individuals, foundations, investment income, and government sponsored programs and appropriations. The University of Wisconsin System will continue to aggressively seek funding sources consistent with its mission to meet operating activities in a financially prudent manner. In addition, the University of Wisconsin System will continue to make cost containment and revenue diversification a top priority.

Revenues, expenses, and changes in net assets for the fiscal years ended June 30, 2012, 2011, and 2010 are summarized as follows:

(In Millions)

	<u>2012</u>	<u>2011</u>	<u>2010</u>
Operating Revenues:			
Student Tuition and Fees, Net	\$ 1,105.1	\$ 1,074.9	\$ 1,007.9
Sales and Services of Educational Activities	335.8	300.0	285.2
Sales and Services of Auxiliaries, Net	362.8	350.3	350.7
Federal Grants and Contracts	859.3	871.3	813.3
State, Local, and Private Grants and Contracts	397.0	397.7	364.6
Sales and Services to UW Hospital Authority	59.7	53.7	55.5
Other	<u>265.8</u>	<u>283.8</u>	<u>239.2</u>
Total Operating Revenues	3,385.5	3,331.7	3,116.4
Operating Expenses	<u>4,324.9</u>	<u>4,309.5</u>	<u>4,136.8</u>
Operating Loss	(939.4)	(977.8)	(1,020.4)
Non-operating Revenues (Expenses):			
State Appropriations	855.1	1,028.3	974.4
Gifts – Noncapital	248.1	212.9	233.7
Net Investment Income (Loss)	0.6	67.5	40.7
Capital Appropriations	251.7	126.1	157.5
Capital Contributions	88.6	99.8	112.6
Additions to Permanent Endowments	1.5	2.7	1.2
Transfer to State Agencies	(74.2)	(80.1)	(135.8)
Other	<u>(24.0)</u>	<u>(67.4)</u>	<u>(34.9)</u>
Net Non-operating Revenues (Expenses)	<u>1,347.4</u>	<u>1,389.8</u>	<u>1,349.4</u>
Increase in Net Assets	408.0	412.0	329.0
Net Assets Beginning of Year	<u>5,437.3</u>	<u>5,025.3</u>	<u>4,696.3</u>
Net Assets End of Year	<u>\$ 5,845.3</u>	<u>\$ 5,437.3</u>	<u>\$ 5,025.3</u>

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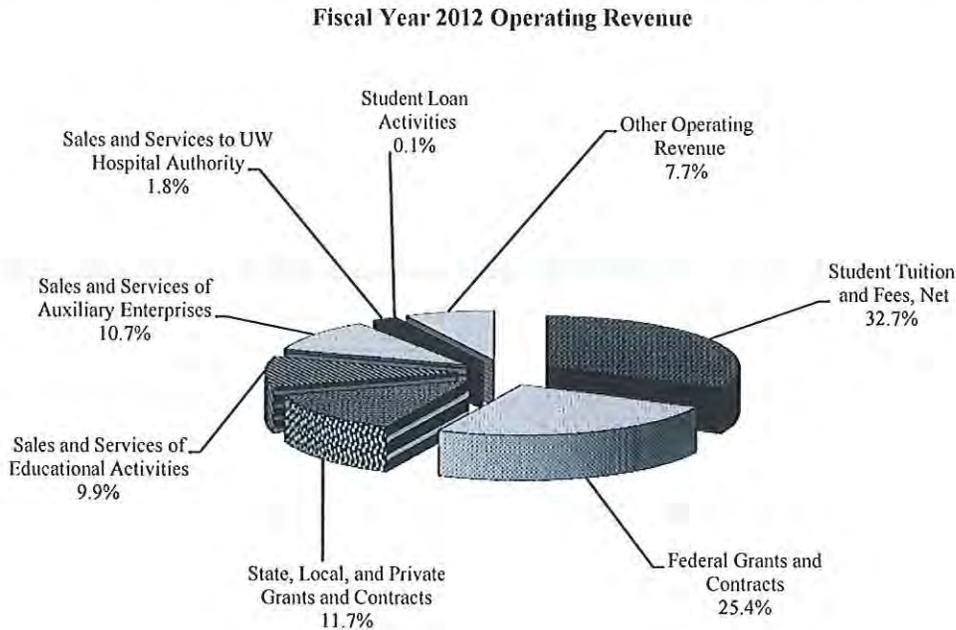
Operating revenues: Student tuition and fees, net of scholarship allowances, increased by \$30.2 and \$67.0 million during fiscal year 2012 and 2011, respectively, to a total of \$1,105.1 million for the fiscal year ending June 30, 2012. The increases resulted primarily from increases in tuition rates. The annual undergraduate tuition for State residents increased \$659 and \$400 to \$8,592 and \$7,669 for UW-Madison and UW-Milwaukee, respectively, and increased \$311 to \$5,970 for Comprehensive campuses, beginning in the fall of 2011. The annual undergraduate tuition for State residents for UW Colleges increased to \$4,502, after having remained constant at \$4,268 since the fall of 2006.

During fiscal year 2012, federal grants and contracts decreased by \$12.0 million compared to a \$58.0 million increase during fiscal year 2011. State, local, and private grants and contracts decreased by \$0.7 million during fiscal year 2012 compared to an increase of \$33.1 million during fiscal year 2011.

Other operating revenues decreased \$18.0 million during fiscal year 2012 compared to a \$44.6 million increase during fiscal year 2011. Total other operating revenues of \$265.8 million for fiscal year 2012 includes \$246.5 million (92.7%) of revenues from units such as intercollegiate athletics, stadium, arena, student health services, car fleet, stores operations, child care services, copy centers, and student service programs such as placement, orientation, intramurals, and counseling centers. Fiscal year 2011 total other operating revenues of \$283.8 million includes \$255.8 million (90.1%) from these same revenue producing units.

<i>Grants and Contracts Awarded</i>		
	<i>Federal</i>	<i>Nonfederal</i>
<i>UW-Madison</i>	<i>\$693.2</i>	<i>\$480.7</i>
<i>UW-Milwaukee</i>	<i>80.5</i>	<i>13.7</i>
<i>UW-Eau Claire</i>	<i>15.6</i>	<i>3.5</i>
<i>UW-Green Bay</i>	<i>12.1</i>	<i>2.0</i>
<i>UW-La Crosse</i>	<i>11.2</i>	<i>6.0</i>
<i>UW-Oshkosh</i>	<i>25.0</i>	<i>1.3</i>
<i>UW-Parkside</i>	<i>0.4</i>	<i>1.3</i>
<i>UW-Platteville</i>	<i>10.7</i>	<i>0.4</i>
<i>UW-River Falls</i>	<i>5.4</i>	<i>1.2</i>
<i>UW-Stevens Point</i>	<i>16.0</i>	<i>5.1</i>
<i>UW-Stout</i>	<i>15.7</i>	<i>1.9</i>
<i>UW-Superior</i>	<i>4.3</i>	<i>0.9</i>
<i>UW-Whitewater</i>	<i>17.7</i>	<i>2.7</i>
<i>UW Colleges</i>	<i>21.9</i>	<i>1.6</i>
<i>UW-Extension</i>	<i>25.5</i>	<i>29.4</i>
<i>UW Systemwide</i>	<i>1.1</i>	<i>0.2</i>
<i>Total</i>	<i><u>\$956.3</u></i>	<i><u>\$551.9</u></i>

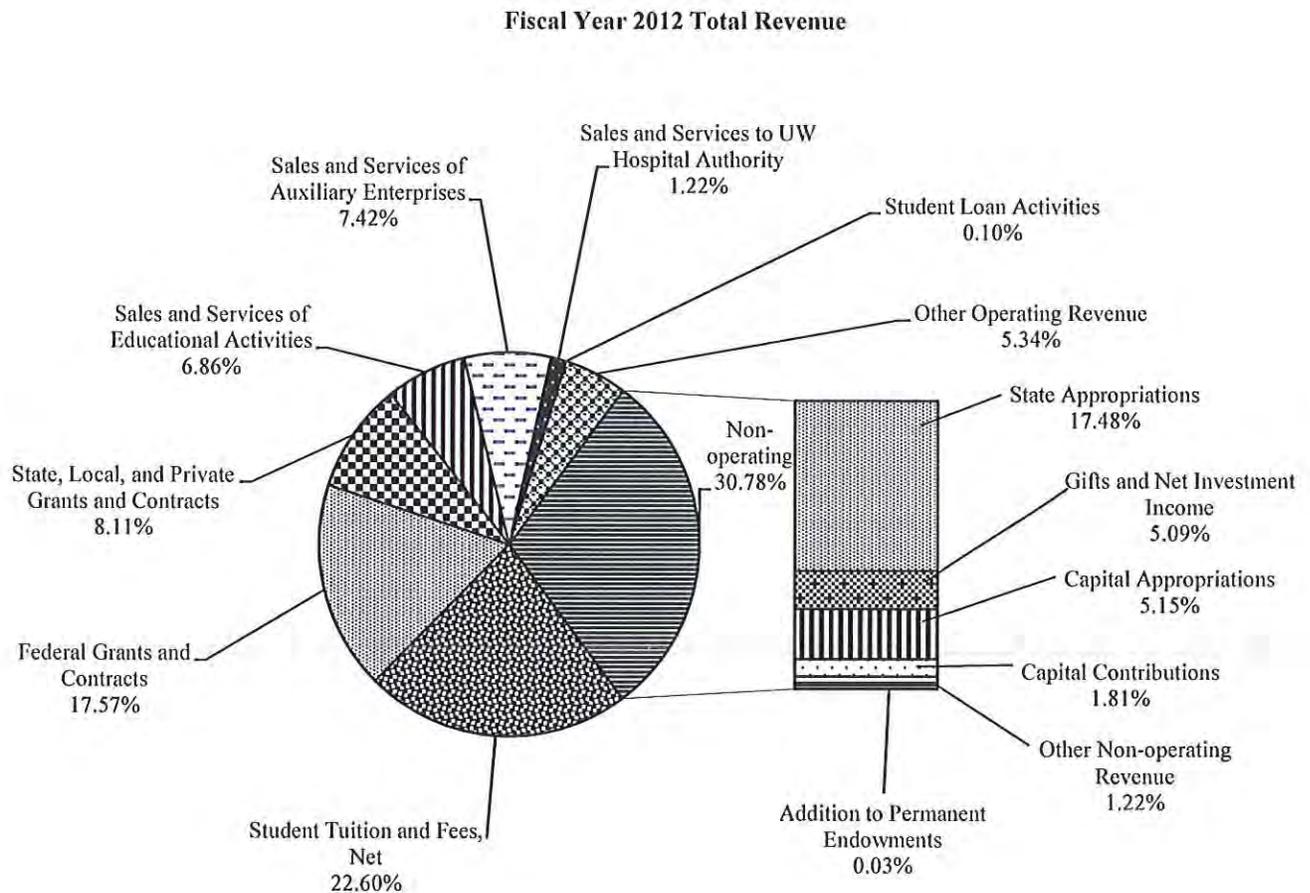
The following is a graphic representation of operating revenue by source for the fiscal year ended June 30, 2012:



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Non-operating revenues: State appropriations decreased by \$173.2 million to a total of \$855.1 million for the fiscal year ending June 30, 2012, which is a decrease of 16.8%, compared to a 5.5% increase in fiscal year 2011. Fluctuations in state appropriations as a percentage of net non-operating revenues (expenses) of 63.5%, 74.0%, and 72.2% for fiscal years 2012, 2011, and 2010, respectively, and of total revenues of 17.5%, 21.1%, and 21.0% during the same time periods, respectively, indicate a variable fiscal environment. Combined gifts and investment (loss) income comprised \$248.7 million, or 18.5%, of net non-operating revenue (expenses) for fiscal year 2012 and \$280.4 million, or 20.2%, of net non-operating revenue (expenses) for the prior fiscal year.

The following is a graphic representation of total revenue by source for the fiscal year ended June 30, 2012:



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Operating expenses: The University of Wisconsin System invests the majority of its operating funds in people as depicted in the graphic entitled "Fiscal Year 2012 Operating Expenses by Natural Classification." Salaries and fringe benefits account for 64.9% of total operating expenses. Scholarship and fellowship payments make up 3.0%, and supplies, services, and other account for 26.6%. The utilization of capital assets, which is reflected as depreciation, amortizes the cost of the capital assets over their useful lives. Depreciation expense in fiscal year 2012 totaled \$238.4 million or 5.5% of total operating expenses.

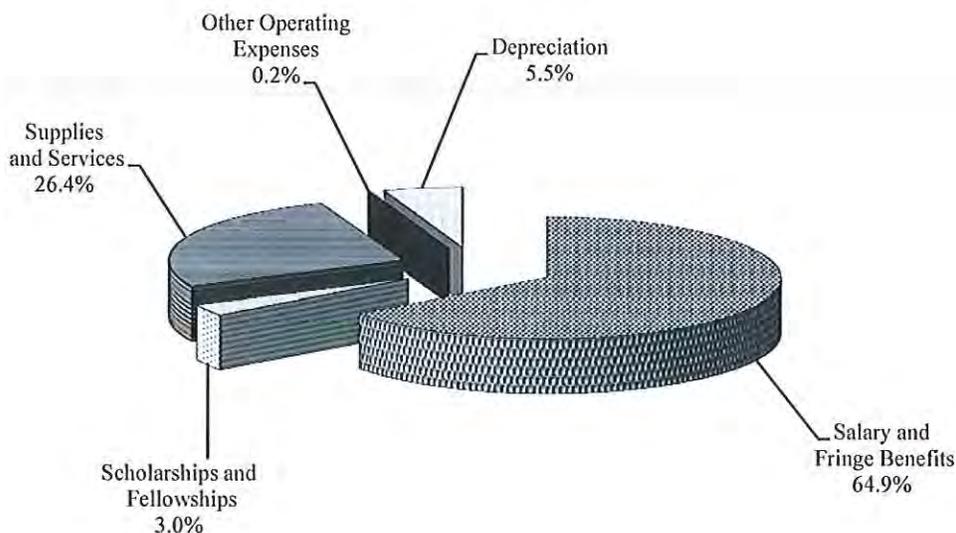
Expenses are summarized by natural classification for the fiscal years ended June 30, 2012, 2011, and 2010 as follows:

(In Millions)

	<u>2012</u>	<u>2011</u>	<u>2010</u>
Operating Expenses:			
Salary and Fringe Benefits	\$ 2,804.3	\$ 2,862.3	\$ 2,758.8
Scholarships and Fellowships	130.9	152.8	140.5
Supplies, Services, and Other	1,151.3	1,070.3	1,037.3
Depreciation	<u>238.4</u>	<u>224.1</u>	<u>200.2</u>
	4,324.9	4,309.5	4,136.8
Non-operating Expenses:			
Loss on Disposal	33.4	10.8	13.2
Interest	50.4	47.1	39.8
Transfer to State Agencies	74.2	80.1	135.8
Other	-	<u>9.5</u>	-
Total Expenses	<u>\$ 4,482.9</u>	<u>\$ 4,457.0</u>	<u>\$ 4,325.6</u>

The following illustration graphically presents operating expenses by natural classification for the fiscal year ended June 30, 2012:

Fiscal Year 2012 Operating Expenses by Natural Classification



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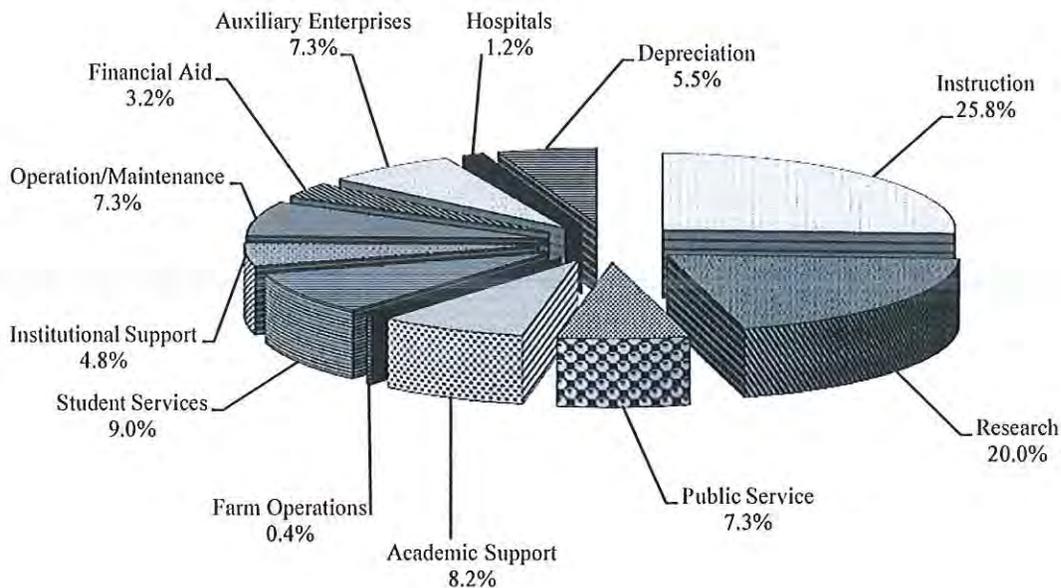
Operating expenses are classified by function for the fiscal years ended June 30, 2012, 2011, and 2010 as follows:

(In Millions)

	<u>2012</u>	<u>2011</u>	<u>2010</u>
Instruction	\$ 1,114.3	\$ 1,145.3	\$ 1,109.8
Research	864.4	858.5	826.2
Public Service	314.6	304.2	309.0
Academic Support	354.2	344.4	330.0
Farm Operations	15.9	14.9	14.7
Student Services	390.4	384.3	372.9
Institutional Support	210.2	206.8	198.7
Operation/Maintenance	315.7	313.2	284.6
Financial Aid	137.1	156.1	143.3
Auxiliary Enterprises	318.1	306.5	295.2
Hospitals	51.6	51.2	52.2
Depreciation	238.4	224.1	200.2
Total Operating Expenses	<u>\$ 4,324.9</u>	<u>\$ 4,309.5</u>	<u>\$ 4,136.8</u>

The following is a graphic representation showing operating expenses by functional classification for the fiscal year ended June 30, 2012:

Fiscal Year 2012 Expenses by Functional Classification



Instruction decreased 2.7% while research increased 0.7%. Student services increased by \$6.1 million or 1.6%. Institutional support increased by \$3.4 million or 1.6% to \$210.2 million in fiscal year 2012.