

Proposal for Reorganized Arts Institute Structure and Stakeholder Engagement

May 31, 2017

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Overview

This proposal outlines changes to the name and structure of the Arts Institute.

1. Name

- The Arts Institute will be renamed Division of the Arts

2. Structure

- The Director and division staff (Senior Management Team) will manage the affairs of the division
- A Transition Committee will move the division to its new structure and will define a single governance body to provide oversight for academic matters

3. Stakeholder Engagement

- Stakeholders will engage with and support the Division of the Arts by becoming Affiliates or by joining an External Advisory Board
- Affiliates will connect through a flexible structure of Interest Clusters

Please note that this document only addresses proposed structural changes and does not describe the existing programs, initiatives, or staff of the Arts Institute.

Mission & Vision

The *mission* of the Division of the Arts is to advance the excellence of arts¹ research, teaching, and service on the UW-Madison campus through increased visibility, coordination, and integration.

The *vision* of the Division of the Arts is to harness the power and potential of artistic explorations and expressions for the benefit of the university, the state of Wisconsin, and the world. The division promotes all forms of creative expression, experience, and interpretation as fundamental paths to engaging and understanding our world. We believe that designers, artists, architects, performers, and creative scholars are essential to solving problems and advancing civil society. We know that creativity not only enhances our culture, it broadens our perspective, deepens our understanding, and enables us to innovate, grow, and change. Our vision is underpinned by the notions of freedom of thinking, creating and arguing, and the sustenance of a healthy democratic environment in line with the Wisconsin Idea by which this university is fundamentally and intrinsically dedicated to the wellbeing of the community and every human being within it.

The Division of the Arts works to advance its mission and vision by:

1. Providing expanded support for all the arts on campus through effective leadership, as a division within the Office of the Provost, and offering an institutional vision through representation at the Deans' Council
2. Identifying shared goals and needs across arts departments, programs, and centers in order to facilitate common solutions and to better advocate for campus resources to enhance and strengthen the presence and role of the arts across UW-Madison, nationally, and globally
3. Developing and supporting a creative community of arts faculty, staff, and students who are affiliated with Division of the Arts around shared areas of interest (i.e. "Interest Clusters") with the intent of enhancing current disciplinary constituencies while identifying and developing new ones
4. Increasing the amount of disciplinary and transdisciplinary arts scholarship occurring within program, department, and university-wide communities of artistic practice through coordination, collaborative grant-seeking, and the continued administration and development of research funding programs and opportunities
5. Spearheading unique and proven community arts programming that embodies the Wisconsin Idea through ever widening circles of positive impact

¹ "Arts" is used throughout this document to refer broadly to practice and scholarship in the visual and performing arts and design.

Rationale for Proposed Changes

These proposed changes stem from the conviction that the Division of the Arts should possess the authority, visibility, autonomy, and resources commensurate with its role as the chief unit within the Office of the Provost responsible for connecting the arts within a vital and vibrant research university. It is widely recognized that modes of creative problem solving and divergent thinking, so intrinsic to the arts and design, are essential to the future of the university, the state and the nation.

Name

Here it is being proposed, that in line with other divisions in the Provost's Office, the Arts Institute be renamed the *UW-Madison Division of the Arts*. There are several reasons for this change:

- To clearly and publicly rebrand the division and its mission in strategic and positive ways. This will clarify the position of the arts, as widely construed within but also outside the traditional setups; signaling the widespread presence and effective participation of the arts across the whole of the university through new constituencies and through vibrant programs of research and teaching.
- To gain a distinct international presence through global arts, working closely with other divisions and colleges and departments within the university as an institutional division to which all the arts across UW-Madison have access.
- To underscore the division's centrality as a coordinator or sponsor of arts research, collaborative and interdisciplinary teaching/learning, and outreach/service on campus, but also on a national and global scale.
- To succinctly describe the focus of the division's programs and activities and how they complement and enhance all other arts provisions across the university.
- To provide a sense of continuity while eliminating the confusion that has occurred due to keeping the same name and to signal a clear distinction and evolutionary step from the former Arts Institute (pre-2014).
- To eliminate the ongoing confusion of the Arts Institute with the Art Institute of Chicago.

Structure

While many aspects of the Arts Institute's structure were successfully implemented following the approved 2013 proposal to give the Arts Institute division status, some have proved not to be practicable — both in terms of the structure that was proposed and also in view of cultural

issues, mostly emerging from old perceptions, which even after the proposal of an arts college was voted down, still lingered on as a legacy of the Arts Institute.

For this and other technical reasons, the Arts Institute proposes some changes in function to fully realize its status as a Division of the Arts, structurally independent from the arts departments and colleges, reporting to the Provost. These changes will better reflect and support the actual decision-making process that has emerged since the launch of the new division in spring 2014.

After extensive discussions with campus-level colleagues, we have found that the original directive to model the Arts Institute governance and structure on the Nelson Institute proved problematic, as the Arts Institute and Nelson Institute have very different histories, functions, and structures. These discussions have instead identified the International Division as the best model, both in terms of structure and *raison d'être*.

Apart from their current traditional departmental existence, the arts are increasingly gaining presence across the university through trans and interdisciplinary programming, and through collaborative initiatives where they are finding fertile and fruitful connections through business, science and engineering, health, education, and more.

The faculty governance system, where decisions are handled by an Executive Committee, was designed to support units such as departments and colleges whose activity is primarily curricular. In the Arts Institute's 2014 evolution to division status, its governance was established according to this model, with a quasi-Executive Committee consisting of tenured faculty affiliates as the ultimate decision-making body. Since the Division of the Arts is not a curricular unit in the traditional sense, this structure has fallen away as a means of managing its affairs.

In areas where the division's programs have curricular involvement or impact, specifically through courses offered under the division's Integrated Arts course subject listing, the Division of the Arts will maintain correct protocols for curricular oversight through an academic oversight body (see below).

The structure of the Division of the Arts will be as follows.

Director

The Director is the chief executive officer of the division, and is appointed by the Provost under search and screen procedures as set forth in FP&P 6.49. The Director must hold a tenured faculty rank as set forth in FP&P Chapter 7, and is appointed for a 5-year limited term renewable appointment. The Director serves as the official channel of communications for all matters affecting the division as a whole, between the constituent departments and arts units, the Chancellor, the Provost, other university officials, and campus units.

The Director has a seat in the Deans' Council and reports to the Provost regarding the activities and needs of the division. In providing leadership and direction for the organization, the Director will be responsible for all agendas and will convene the Senior Management Team and the academic advisory body.

The Director will determine that all necessary records of teaching, research, and public service of the division are properly kept and are always accessible to the proper authorities.

Senior Management Team

Lead by the Director, the Senior Management Team manages and runs the day to day affairs and varied programs of the Division of the Arts and comprises lead staff members in the areas of administration, communications, outreach, advancement, academics, and research.

In addition to the Director, the current Senior Management Team includes:

- The **Associate Director for Administration**, who oversees the daily operations of the Business Office and is in charge of all aspects of division budgeting and financial planning. S/he also manages the budgeting of revenue generating accounts, as well as trust fund and UW Foundation expenditures and balances. S/he oversees the operations of the division's Human Resource functions in all aspects of employment, human relations, payroll, and benefits management. S/he is the liaison for the Division of the Arts with the campus Office of Human Resources, Benefits Services, Legal Services, and other campus partners.
- The **Associate Director for External Relations**, who oversees external relations efforts, leads the communication team, works with the UW Foundation to advance the division's development priorities, and advises the Director on matters related to the college's public image and stakeholder relations. S/he serves as the liaison with University Communications and other external relations campus partners.
- The **Assistant Director for Academic Programs**, who advances existing programs and new initiatives related to inter- and transdisciplinary teaching, learning, and research. S/he staffs a cross-campus group to address issues of teaching and learning in the arts and to coordinate response to shared challenges. S/he works to connect faculty through their overlapping research interests and teaching concerns and to advocate for students seeking interdisciplinary and arts integrated educational experiences.

For a full list of current Arts Institute staff, please see <https://artsinstitute.wisc.edu/people.htm> and select the "Staff" tab.

Academic Oversight

As set forth in FP&P 3.08, the affiliates of the Division of the Arts shall establish an academic oversight body that will have a role in academic and curricular planning and responsibility for oversight of the Integrated Arts course subject listing, new Integrated Arts course requests, and the Interdisciplinary Arts Residency Program. The membership of this body will be comprised of at least two-thirds faculty, include staff and student representatives, and foster representation of

the major areas of study and activity in the arts on campus. While the Division of the Arts is run and managed by the Senior Management Team, this body will provide advice on academic and curricular matters and on other matters as requested by the Director.

The Division of the Arts is the administrative home of the Integrated Arts course subject listing and a small array of interdisciplinary arts courses related to Division of the Arts programs, although it is not an instructional unit, is not part of the student credit hour-based budget model, and has no tenured faculty lines.

The arts departments and the home departments of faculty teaching Integrated Arts courses will continue to administer existing academic programs through their respective school/college Academic Planning Councils. It is recognized that any new curriculum developed by the Division of the Arts involving other academic units will also require approval by the APCs of the affiliated faculty school/college and by the University Curriculum Committee.

To see the full existing Integrated Arts course subject listing guidelines, please go to <https://artsinstitute.wisc.edu/integrated-arts.htm>.

Transition Committee

Upon approval of this proposal by the University Academic Planning Committee (UAPC), a Transition Committee will be formed as follows:

- A representative will be nominated by the chair or director of each of the following units:
 - Afro-American Studies
 - Art Department
 - Art History Department
 - Bolz Center for Arts Administration
 - Communication Arts Department
 - Creative Writing Program (English Department)
 - Dance Department
 - Design Studies Department
 - Interdisciplinary Theatre Studies (English Department)
 - School of Music
 - The Studio Creative Arts & Design Residential Learning Community
 - Theatre & Drama Department
 - Center for Visual Cultures
- In addition, the Director will appoint:
 - An undergraduate student representative
 - A graduate student representative
 - Any other representatives deemed necessary

The charge of the Transition Committee will be to:

- transition the Division of the Arts to its new administrative structure,
- clarify and adapt the charge of the traditional academic planning council for the Division of the Art's needs and circumstances,
- determine the most appropriate name for the academic oversight body, and
- establish and clarify the academic oversight body's set up and guidelines, including the period over which members can serve, appointment procedures, etc.

Stakeholder Engagement

The stakeholders of the Division of the Arts include faculty, staff, students, alumni, and community members, or anyone engaged in the arts and/or engaged in arts-related research, practice, teaching, and other forms of activity sustained by the university.

While our programs in music, visual arts, design, dance, theatre, art history, film, creative writing, and many other arts centers are found in their discrete departments and schools, the Division of the Arts is an autonomous entity that works from within the Office of the Provost.

This autonomy gives the Division of the Arts

- Flexibility to bring together a community of academics, students, and other arts practitioners whose life-work finds its epicenter in the arts
- Freedom to be versatile, to reinvent itself from time to time, while sustaining aspects of the arts that are academic in nature and dynamic in its engagement with the world
- Agility in connecting with the full spectrum of arts constituents, whether they hold a formal role in the university or not

Affiliates

On-campus faculty, staff, and student stakeholders will continue to engage with the Division of the Arts through their roles as affiliate members. From 2014-2016, approximately 115 faculty and staff members (see appendix) affiliated with the Arts Institute for 3 year terms. As affiliation terms expire, individuals who wish to re-affiliate will be asked to commit to a sustained level of active involvement, defined as:

- Attending at least one Division of the Arts meeting or event per semester
- Sitting on a Division of the Arts committee
- Participating in a Division of the Arts "Interest Cluster" (see below)
- Having significant involvement with a Division of the Arts program, such as the Wisconsin Film Festival, the Studio, the New Arts Venture Challenge, or the Interdisciplinary Arts Residency Program.

Faculty and staff may affiliate for 3 year renewable terms. Students may affiliate for 1 year renewable terms. Affiliation and renewal requests will be approved by the office of the Director.

Interest Clusters

The Division of the Arts will support and develop its community of practitioner-researchers by establishing a system of “Interest Clusters.” This flexible structure will allow affiliates to converge around a shared interest or activity such as a collaborative grant, a research project, a creative or community-based activity, experimental initiatives, or any topic of shared concern across the arts. Clusters may be proposed and/or chaired by faculty or staff affiliates or by Division of the Arts staff.

By way of example, interest clusters might form around topics such as

- Increasing recruitment, admission, and enrollment numbers
- Managing campus galleries and public art
- Engaging students across disciplines
- Leveraging the arts to increase diversity
- Inquiry-based arts research
- Arts teaching and learning in higher education
- Professional preparation for arts students
- K-12 arts education

By increasing the possible points of contact and connection, Interest Clusters will encourage broader affiliate engagement with the Division of the Arts and with each other. This open-ended structure will better harness the energy of affiliates to achieve real action and momentum in key issues and areas impacting the arts.

External Advisory Board

Community stakeholders will engage through an external advisory board, to be established by the Division of the Arts.

The external advisory board will:

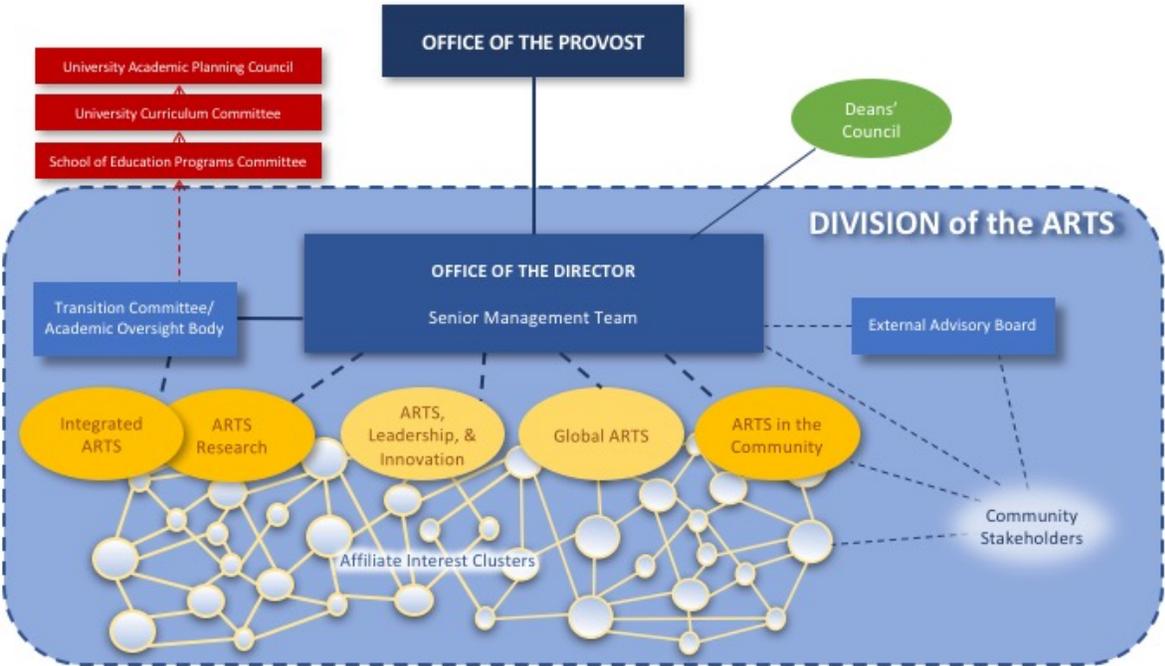
- Advise, support, and assist in sustaining and growing the high caliber of programs at the division
- Provide support, advice, and counsel to the Director
- Advocate for the Division of the Arts (and the Arts on Campus), bringing relevant individual and professional experiences and insights into the process
- Provide avenues for students, staff, and faculty to connect with community initiatives and partners

Board members shall be committed to increasing the division’s visibility, promoting the individual entities within the division, assisting in areas of personal interest, and serving as advocates for the arts within the Wisconsin Idea. The board’s charge, membership, and operating procedures shall be defined by Division of the Arts leadership.

APPENDIX

1. Diagram of Proposed Division Structure
2. Evolution of the Division of the Arts, 1975-present
3. Background and History
4. Roster of Affiliates

1. Diagram of Proposed Division Structure



2. Evolution of the Division of the Arts, 1975-present

	ARTS CONSORTIUM 1975 - 1998	ARTS INSTITUTE 1998 - 2014	ARTS INSTITUTE 2014 - 2017	DIVISION OF THE ARTS 2017 -
Structure	<ul style="list-style-type: none"> • Cross-departmental committee 	<ul style="list-style-type: none"> • Center, administratively located in the School of Education 	<ul style="list-style-type: none"> • Division 	<ul style="list-style-type: none"> • Division
Leadership	<ul style="list-style-type: none"> • Faculty Chair 	<ul style="list-style-type: none"> • Executive Director (50% time) • Reports to Deans of SoE, SoHe, and L&S 	<ul style="list-style-type: none"> • Executive Director (80–100%) • Reports to the Provost • Sits on Deans' Council 	<ul style="list-style-type: none"> • Director (100%) • Reports to the Provost • Sits on Deans' Council
Membership	<ul style="list-style-type: none"> • Department reps appointed by Deans 	<ul style="list-style-type: none"> • <u>Executive Committee</u>: Leaders of academic programs and major arts presenters • <u>Campus Arts Assembly</u>: Academic Staff responsible for various arts collections, and performances 	<ul style="list-style-type: none"> • <u>Steering Committee</u>: Chairs and directors • <u>Executive Committee</u>: Tenured faculty affiliates • <u>Academic Affairs Committee</u>: Arts department curricular representatives • Affiliate Faculty & Staff: Affiliation terms of 3 years 	<ul style="list-style-type: none"> • <u>Academic oversight body</u>: exact membership and name to be determined by a transition committee nominated by arts programs and departments • Affiliate Faculty, Staff & Students • Affiliate Interest Clusters
Programs		<ul style="list-style-type: none"> • Wisconsin Film Festival • Interdisciplinary Arts Residency Program • Creative Arts Awards • Arts on Campus website 	<ul style="list-style-type: none"> • Wisconsin Film Festival • Interdisciplinary Arts Residency Program • Creative Arts Awards • Madison Early Music Festival • New Arts Venture Challenge • The Studio: Creative Arts & Design Residential Learning Community • Arts on Campus integrated marketing 	<ul style="list-style-type: none"> • Wisconsin Film Festival • Interdisciplinary Arts Residency Program • Creative Arts Awards • Madison Early Music Festival • New Arts Venture Challenge • The Studio: Creative Arts & Design Residential Learning Community • Arts on Campus integrated marketing • <i>Integrated Arts</i> course subject listing

	ARTS CONSORTIUM 1975 - 1998	ARTS INSTITUTE 1998 - 2014	ARTS INSTITUTE 2014 - 2017	DIVISION OF THE ARTS 2017 -
Mission	<ul style="list-style-type: none"> • Support for collaborative efforts among arts units • Serve as a forum for disseminating information • Provide a platform for discussion of academic and artistic issues 	<ul style="list-style-type: none"> • Provide support for faculty, staff, and students through administration of Creative Arts Awards • Coordination of solutions to issues such as campus parking and ticket sales, which affect campus arts presenters • Provide a platform for conversation, dissemination of information, outreach, and external relations • Encourage collaboration through Cluster Hire Initiative funding for the Interdisciplinary Arts Residency program 	<ul style="list-style-type: none"> • Expand funding to support research/creative work for faculty, staff and students through the Creative Arts Awards • Improve the vitality of the arts and design on campus through resource coordination, external relations, and communication • Strengthen the contribution the arts provide to the Wisconsin Idea through outreach, collaborations, and community relations • Establish Arts Institute as administrative home of the Integrated Arts course subject listing 	<ul style="list-style-type: none"> • Expand support for all the arts on campus through effective leadership as a division within the Office of the Provost • Develop and support a creative community of affiliated arts faculty, staff, and students connected through shared areas of interest • Support and increase research/creative work and transdisciplinary arts scholarship on campus • Embody the Wisconsin Idea through community arts programming and outreach

3. Background and History

Following a period of expansion and ferment in the arts during the 1960s and early 1970s, Chancellor Edwin Young established the Arts Consortium in 1975 with the expectation that this entity would be able to develop ways of coordinating and rationalizing arts activities at UW-Madison. By 1988 the mission and vision of the Consortium had evolved to be an “administrative committee composed of representatives of the arts departments, programs, and faculties” on campus “to act as a vehicle of communication in the arts, and as an agent for support for collaborative artistic efforts.” That same year the university’s accreditation review by the North Central Association of Colleges and Schools cited concerns about the administrative dispersion of and support for the arts across campus and recommended a more focused study.

The Arts Consortium presented a strategic plan to Chancellor David Ward in 1993 recommending, among other things, creation of a college of the arts by the end of the decade. At that point, campus arts departments and resources were distributed among six administrative units and included 21 academic departments or programs composed of 170 faculty and 59 academic staff. Citing budgetary concerns, the Chancellor charged the Consortium to propose alternative ways to advance the arts. In 1997 the Consortium proposed creation of an “Arts Institute” governed by the leaders of arts programs and departments and led by a 50% time director.

From 1998-2012 the Arts Institute made significant advances in activities and scope over the Arts Consortium, including establishing “Arts Awards” to faculty and graduate students from UW Foundation arts-related bequests; the Interdisciplinary Arts Residency Program with funding from the Cluster Hire Initiative; “The Studio: Creative Arts and Design Learning Community” in 2012; and the Wisconsin Film Festival as part of a slate of arts outreach programs sponsored by the Institute.

In 2008 a plan to establish a college of the arts was once again proposed, supported by the administration, and submitted to the faculty for review and approval by the Arts Institute Executive Committee. In reviewing the proposal for the college of the arts during the spring of 2012, four departments (Art, Dance, Music, and Theatre) voted initially to move to create a college of the arts. During the 2012-2013 academic year, developments in both the campus and statewide political climate prompted a shift in approach. While the majority of involved units remained positive towards the idea of a college of the arts, campus leadership decided it would be prudent to instead proceed with augmenting the current Arts Institute to division status. The Arts Institute (AI)'s governance and structure as a new division was drafted in fall 2013 based on the model of the Nelson Institute (NI). The UAPC formally approve the AI's proposed governance structure in December 2013. From 2013-2016, the Arts Institute transitioned to its new division status in several key areas:

- Became a stand-alone division, administratively separating from the School of Education
- Added some of the originally proposed staff positions in the areas of Administration, Development, and External Relations (further hires were halted in 2015 in response to campus-wide budget cuts)

- Established a body of affiliates, consisting of faculty and staff
- Formed an Executive Committee, consisting of tenured affiliate members who opted for a governance role
- Established subcommittees including an Academic Affairs Committee and a Gallery and Curation Committee
- Established an Administrative Planning Council, renamed the Steering Committee, consisting of department chairs and the directors of major campus arts presenters
- Gained its own course subject listing in Integrated Arts (495)
- Hired a permanent director

The Division of the Arts will represent a new chapter in the history of the arts at the University of Wisconsin-Madison.

4. Roster of Affiliates

As of January 1, 2017

Note: this list does not include Arts Institute staff or emeritus faculty

	First Name	Last Name	Department	Title	Affiliation date
1	Faisal	Abdu'Allah	Art Department	Associate Professor	04/02/14
2	Sandy	Adell	Afro-American Studies	Professor	02/04/14
3	Jennifer	Angus	Design Studies	Professor	03/19/14
4	Ann	Archbold	Theatre & Drama	Professor	03/03/14
5	Patti	Atwood	Department of Music	Senior Advisor	10/24/16
6	Matthew	Bakkom	Art Department	Assistant Professor	03/14/14
7	John	Baldacchino	Art Department/Arts Institute	Director	08/01/16
8	Lynda	Barry	Art Department	Associate Professor	03/21/14
9	Maria	Belodubrovskaya	Com Arts-Film	Assistant Professor	03/19/14
10	Patricia	Boyette	Theatre & Drama	Professor	03/04/14
11	Gail	Brassard	Theatre & Drama	Associate Professor	09/28/15
12	Rebecca	Buckman	Bolz Center for Arts Administration	Assistant Director	09/30/15
13	Courtney	Byelich	Wisconsin Union Directorate	Music Committee Advisor	09/30/15
14	Javier	Calderon	School of Music	Professor	04/02/14
15	Scott	Carter	Mayrent Institute for Yiddish Culture	Assistant Director	09/01/15
16	Jeanette	Casey	Mills Music Library	Head	09/01/15
17	Jill	Casid	Art History	Professor	11/24/14
18	Sally	Chisholm	School of Music	Professor	03/03/14
19	Peggy	Choy	Dance	Associate Professor	03/07/14
20	Michael	Connors	Art Department	Professor	03/13/14
21	Kelley	Conway	Com Arts-Film	Professor	03/10/14
22	Susan	Cook	School of Music	Professor	03/19/14
23	Kate	Corby	Dance	Associate Professor	03/31/14

24	Jessica	Courtier	Division of Continuing Studies	Program Manager, Music & Dance	09/01/15
25	Thomas	Dale	Art History	Professor	03/19/14
26	Guillermina	De Ferrari	Spanish	Professor	12/01/14
27	Esty	Dinur	Wisconsin Union Theater	Dir Marketing & Communications	09/30/15
28	Teryl	Dobbs	School of Music	Associate Professor	03/05/14
29	Wei	Dong	Design Studies	Professor	04/01/14
30	Henry	Drewal	Art History	Evjue-Bascom Professor	02/11/14
31	Jay	Ekleberry	Wisconsin Union	Director of Wheelhouse Studios	09/30/15
32	Jim	Escalante	Art Department	Professor	03/12/14
33	Marianne	Fairbanks	Design Studies	Assistant Professor	09/28/15
34	Shuxing	Fan	Theatre & Drama	Assistant Professor	03/14/14
35	Sarah	FitzSimons	Art Department	Assistant Professor	03/18/14
36	Bridget	Fraser	WYSO	Executive Director	09/01/15
37	David	Furumoto	Theatre & Drama	Professor	03/04/14
38	Julie	Ganser	Art	Undergraduate Programs Director and Advisor	09/30/15
39	Traci	Gaydos	Office of VP for Diversity and Climate	Production Stage Manager	09/30/15
40	Aris	Georgiades	Art Department	Professor	03/13/14
41	Barb	Gerloff	School of Education	Assistant Dean	09/30/15
42	Heather	Good	Wisconsin Union Theater	Asst Dir for Development & Outreach	09/30/15
43	Dan	Grabois	School of Music	Assistant Professor	02/07/14
44	Lisa	Gralnick	Art Department	Professor	04/16/14
45	Mark	Guthier	Wisconsin Union	Director	09/30/15
46	Erica	Halverson	Curriculum & Instruction	Associate Professor	03/13/14
47	Mary	Hark	Design Studies	Associate Professor	03/19/14
48	Ted	Harks	Wisconsin Union Theater	Campus Arts Ticketing System Manager	09/30/15

49	Sherry	Harlacher	Helen Louise Allen Textile Collection, Ruth Davis Design Gallery and Ruth Ketterer Harris Library	Director	09/01/15
50	Andrea	Harris	Dance	Assistant Professor	03/21/14
51	Donald	Hausch	Bolz Center for Arts Admin	Professor	03/31/14
52	Claude	Heintz	Dance	Lighting Designer	09/30/14
53	Jamie	Henke-Paustian	DCS and Music	Distinguished Faculty Associate	09/01/15
54	Paola	Hernandez	Spanish	Associate Professor	02/23/15
55	Mark	Hetzler	School of Music	Professor	03/18/14
56	Stephen	Hilyard	Art Department	Professor	03/31/14
57	John	Hitchcock	Art Department	Professor and Associate Dean	03/13/14
58	Mary	Hoefflerle	Art Department	Faculty Associate	09/30/15
59	K.T.	Horning	CCBC	Director	09/30/15
60	Lea	Jacobs	Com Arts-Film/Grad School	Professor, Associate Vice Chancellor	03/60/14
61	Jessica	Johnson	School of Music	Professor	03/05/14
62	Amaud	Johnson	Creative Writing Program	Professor	03/25/14
63	Stephanie	Jutt	School of Music	Professor	02/28/14
64	Carolyn	Kallenborn	Design Studies	Associate Professor	02/10/14
65	Vance	Kepley	Com Arts-Film	Professor	03/10/14
66	Lyn	Korenic	Kohler Art Library	Director	09/01/15
67	Joseph	Koykkar	Dance	Professor	03/10/14
68	Helen	Lee	Art Department	Assistant Professor	04/01/14
69	Chiao-Ping	Li	Dance	Professor	03/08/14
70	Yuhang	Li	Art History	Assistant Professor	03/19/14
71	Dan	Lisowski	Theatre & Drama	Assistant Professor	03/07/14
72	Tom	Loeser	Art Department	Professor	03/14/14
73	Karen	McShane-Hellenbrand	Dance	Faculty Associate	09/01/15
74	Meghan	Mitchell	Art Department	Associate Professor	02/19/14

75	Judith	Mitchell	Creative Writing Program	Professor	11/24/14
76	Nancy	Mladenoff	Art Department	Professor	03/18/14
77	JJ	Murphy	Com Arts-Film	Professor	03/06/14
78	Mark	Nelson	Design Studies	Professor	02/24/14
79	Russell	Panczenko	Chazen	Director	
80	David	Perry	School of Music	Professor	03/30/14
81	Michael	Peterson	Theatre & Drama	Professor	02/07/14
82	Q. Gene	Phillips	Art History	Professor	08/31/15
83	Kirstin	Pires	Chazen	Editor	09/30/15
84	Kevin	Ponto	Design Studies	Associate Professor	03/13/14
85	Roberto	Rengel	Design Studies	Professor	04/01/14
86	Angela	Richardson	Bolz Center for Arts Administration	Aesthetics and Business Project Coordinator	09/01/15
87	David	Ronis	Department of Music	Assistant Professor	10/24/16
88	Douglas	Rosenberg	Art Department	Professor	03/18/14
89	Ralph	Russo	Wisconsin Union Theater	Cultural Arts Director	
90	Norma	Saldivar	Theatre & Drama	Professor	01/31/14
91	Henry	Sapoznik	Mayrent Institute for Yiddish Culture	Director	09/01/15
92	John	Schaffer	School of Music	Professor	03/24/14
93	Elaine	Scheer	Art Department	Professor	03/19/14
94	Robin	Schmoldt	Wisconsin Union Directorate	Union South Program Director, Art Collection Manager, Art and Film Committee Advisor	09/01/15
95	Alaura	Seidl	Morgridge Center for Public Service	Assessment Coordinator	09/30/15
96	Bret	Shaw	Life Sciences Communication	Associate Professor	08/31/15
97	Gail	Simpson	Art Department	Professor	03/18/14
98	Patrick	Sims	Theatre & Drama	Professor, Vice Provost	03/04/14
99	Ahna	Skop	Genetics	Associate Professor	02/23/15
100	Jim	Stauffer	Theatre & Drama	Undergraduate	09/01/15

				Advisor/Lecturer	
101	Fred	Stonehouse	Art Department	Associate Professor	02/22/16
102	John Chappell	Stowe	School of Music	Professor	03/26/14
103	John	Surdyk	School of Business	Director, INSITE and Entrepreneurial Residential Learning Community	08/29/16
104	Jeanne	Swack	School of Music	Professor	03/19/14
105	Mary	Trotter	English and Interdisciplinary Theatre Studies	Associate Professor	08/31/15
106	Marc	Vallon	School of Music	Professor	03/19/14
107	Manon	Van de Water	Slavic Languages and Literature	Vilas-Phipps Distinguished Achievement Professor	04/01/14
108	James	Vannes	Dance	Senior Instrumentation Specialist	09/30/15
109	Uri	Vardi	School of Music	Professor	02/27/14
110	Sherry	Wagner-Henry	Bolz Center for Arts Administration	Director	09/01/15
111	Chris	Walker	Dance	Associate Professor	03/31/14
112	Johannes	Wallmann	School of Music	Associate Professor	03/31/14
113	Bernadette	Witzack	Religious Studies	Program Assistant	09/01/15
114	Jin-Wen	Yu	Dance	Professor	03/31/14
115	Amy	Zelenski	Department of Medicine	Director of Education	12/07/15