

# UNIVERSITY OF WISCONSIN SYSTEM

Budget Summary						FTE Position Summary				
Fund	2006-07 Adjusted Base	Governor		2007-09 Change Over Base Year Doubled		2006-07	Governor		2008-09 Over 2006-07	
		2007-08	2008-09	Amount	%		2007-08	2008-09	Number	%
GPR	\$1,027,067,700	\$1,101,189,800	\$1,135,615,800	\$182,670,200	8.9%	17,987.16	18,133.58	18,133.58	146.42	0.8%
FED	1,030,019,700	1,030,019,700	1,030,019,700	0	0.0	5,156.17	5,156.17	5,156.17	0.00	0.0
PR	2,239,366,400	2,316,487,200	2,383,358,300	221,112,700	4.9	8,040.77	8,044.77	8,044.77	4.00	0.0
SEG	<u>26,447,000</u>	<u>27,319,500</u>	<u>28,223,300</u>	<u>2,648,800</u>	5.0	<u>121.70</u>	<u>121.70</u>	<u>121.70</u>	<u>0.00</u>	0.0
<b>TOTAL</b>	<b>\$4,322,900,800</b>	<b>\$4,475,016,200</b>	<b>\$4,577,217,100</b>	<b>\$406,431,700</b>	<b>4.7%</b>	<b>31,305.80</b>	<b>31,456.22</b>	<b>31,456.22</b>	<b>150.42</b>	<b>0.5%</b>

## Budget Change Items

### 1. STANDARD BUDGET ADJUSTMENTS

GPR	\$92,870,400
PR	<u>28,931,400</u>
<b>Total</b>	<b>\$121,801,800</b>

**Governor:** Provide adjustments to base budget of \$45,707,400 GPR and \$15,193,500 PR in 2007-08 and \$47,163,000 GPR and \$13,737,900 PR in 2008-09 for: (a) full funding of classified pay plan provisions beyond general wage adjustments (\$5,279,000 GPR and \$1,752,700 PR annually); (b) 75% funding of the April 1, 2007, 2.25% pay plan adjustment for unclassified, classified, and graduate assistants (\$14,294,900 GPR and \$6,056,000 PR annually); (c) full funding of 2004-05 and 2005-06 craftworker pay plan increases (\$700,700 GPR and \$241,000 PR annually); (d) full funding of fringe benefits (\$23,787,400 GPR and \$6,670,800 PR in 2007-08 and \$25,243,000 GPR and \$5,215,200 PR in 2008-09); (e) full funding of Smith-Lever cooperative extension pay plan for 2005-06 and 2006-07 (\$269,700 GPR annually); and (f) full funding for discretionary compensation adjustments and performance recognition awards paid in 2004-05 and 2005-06 (\$1,375,700 GPR and \$473,000 PR annually).

### 2. UW SYSTEM INITIATIVES

GPR	\$21,455,600
PR	<u>7,935,200</u>
<b>Total</b>	<b>\$29,390,800</b>

**Governor:** Provide \$21,455,600 GPR and \$7,935,200 PR in 2008-09 for 11 campus initiatives and five systemwide initiatives within the UW System. The UW System's agency budget request included a total of \$22,401,900 GPR and \$7,935,200 PR and 313.35 GPR positions for these sixteen initiatives in 2008-09. The Executive Budget Book indicates that the Governor intends to fund each of these initiatives and DOA staff has indicated the Board of Regents is expected to find savings in the initiatives equal to the difference between the amount of GPR requested and the amount of GPR provided in the

Governor's budget (\$946,300). The Governor's recommendation does not include any of the requested 313.35 positions. UW System staff has indicated that the necessary positions will be reallocated from vacant positions or created using the UW System's GPR position creation authority under current law. The individual initiatives are described below. All dollar amounts and positions shown are as requested by the UW System for 2008-09.

### **Campus Initiatives**

(1) *UW-Milwaukee [Agency Request -- \$8,769,900 GPR, \$1,230,100 PR and 110.0 GPR positions]*. With this funding, UW-Milwaukee would: (a) expand its existing research initiative to compete for additional extramural research funds; (b) hire twenty leading faculty in targeted clusters, such as biomedical and health technologies, advanced manufacturing, and other science and engineering areas; and (c) enhance the level of graduate and undergraduate education and research.

(2) *UW-Eau Claire and UW-Stout [Agency Request -- \$2,209,700 GPR, \$852,900 PR and 21.0 GPR positions]*. This proposal would: (a) educate more students in advanced science, technology, engineering, and mathematics disciplines including nanotechnology, biotechnology, polymer engineering, and computer and electrical engineering; (b) improve access to science and engineering facilities and expertise for both students and regional businesses and industry; and (c) enhance the science, engineering, and technology training of graduates to attract and retain high-end employers.

(3) *Nursing Education [Agency Request -- \$2,021,700 GPR, \$1,088,600 PR and 27.5 GPR positions]*. This Systemwide initiative would: (a) expand off-site programs at UW-Eau Claire, UW-Oshkosh, UW-Green Bay, and UW-Milwaukee to reach areas of the state that currently do not have access to nursing programs; (b) develop accelerated programs at UW-Eau Claire and UW-Madison to serve students who already have a bachelor's degree in another field; and (c) increase the capacity in graduate programs at UW-Oshkosh, UW-Milwaukee, and UW-Madison to increase the number of potential nursing faculty and clinical instructors. The UW System estimates that this request would result in an additional 130 baccalaureate level nurses and 92 graduate level nurses who would have the potential to become nurse educators.

(4) *Teacher Education [Agency Request -- \$1,757,500 GPR, \$946,400 PR and 28.5 GPR positions]*. This funding would be used to: (a) enhance the cultural and social competencies of education students, especially in the areas of urban and rural education; (b) recruit and retain a diverse student body; and (c) assess and evaluate UW System teacher education programs.

(5) *UW-Colleges and UW-Extension [Agency Request -- \$1,703,100 GPR, \$917,100 PR and 33.6 positions]*. This item would increase the number of baccalaureate degree holders in the state by serving adult students. UW Colleges and UW-Extension would: (a) identify and recruit potential adult learners; (b) expand opportunities for these students by making courses more accessible; (c) make better use of prior learning assessment to enhance degree completion and student success; and (d) provide increased counseling, student services, and advising to improve student retention.

(6) *UW-Oshkosh [Agency Request -- \$1,691,000 GPR, \$910,600 PR and 22.95 GPR positions]*. The funding would be the first part of a three biennia plan with the goal of increasing the number of Wisconsin residents with bachelor's degrees; by the end of the three biennia, UW-Oshkosh plans to increase undergraduate headcount enrollment by 1,440. UW-Oshkosh would accomplish this increase in headcount enrollment by increasing access to programs and majors and by increasing retention and graduation rates. Under the plan, UW-Oshkosh would expand existing programs, including: (a) biology and microbiology; (b) medical technology; (c) psychology; (d) nursing; (e) criminal justice; and (f) teacher education. In addition, new programs relating to business, applied science, and fire and emergency response management would be offered.

(7) *UW-Green Bay Access Plan [Agency Request -- \$1,140,400 GPR, \$614,000 PR and 24.3 GPR positions]*. Under this provision, UW-Green Bay would increase its headcount enrollment by 70 undergraduate students during the 2007-09 biennium. UW System indicates that this would represent the first stage of a three stage plan to increase the UW-Green Bay student population by 2,100 undergraduate students, to a total of 7,500 undergraduate students, by 2016-17.

(8) *UW-Parkside [Agency Request -- \$817,800 GPR, \$440,300 PR and 14.0 GPR positions]*. This initiative is intended to increase student retention and graduation rates, enhance student performance, and reduce credits to degree. In order to accomplish these goals, UW- Parkside would: (a) improve diagnostic tools for determining students' needs and deficiencies; (b) expand advising; (c) develop learning communities and first year seminars; (d) establish faculty, staff, and peer mentoring programs; (e) improve orientation programs for transfer and transitioning students; and (f) improve campus-wide communication. This program would be targeted to high risk students, which include first generation college students, students of color, students who graduated in the bottom half of their high school class, and adult students.

(9) *UW-Superior [Agency Request -- \$734,900 GPR, \$395,700 PR and 12.5 GPR positions in 2008-09]*. The components of this initiative include: (1) an emphasis on academic service learning; (2) programs aimed at integrating first-year students into the campus community; (3) the enhancement of the existing global studies program, through increasing the number of languages available for study, offering coursework in global economic development, and increasing support for study abroad programs and international students; (4) a new requirement that all students create a significant piece of scholarly or creative work prior to graduation; (5) an expanded writing center; and (6) increased institutional support in the areas of admissions, advising, and institutional research. Under this initiative, UW-Superior would attempt to increase enrollment of new freshman and transfer students from outside of its traditional service area and increase its second year retention rate.

(10) *UW-Platteville/UW Colleges [Agency Request -- \$369,500 GPR, \$199,000 PR and 4.0 GPR positions]*. This item would fund a third phase of a collaboration between UW-Platteville and UW-Fox Valley and UW-Rock County to provide electrical and mechanical engineering programs to non-traditional students throughout the state. This funding would increase access to these programs by providing increased instruction, mobile laboratory facilities, and the

ability to transmit programs through the state via distance education formats. This would expand the existing programs at UW-Fox Valley and UW-Rock County by 200 students and add up to 300 students at other UW College campuses.

(11) *Applied Research Grant Program [Agency Request -- \$250,000 GPR]*. This item would match a private sector grant of \$250,000 per year for four years. The applied research program provides additional grant funding to faculty and academic staff who are conducting research in partnership with the private sector. To be eligible for these funds, this research must be likely to promote economic growth within the state.

(12) *UW-Whitewater [Agency Request -- Request \$248,000 GPR, \$133,500 PR and 5.50 GPR positions]*. This initiative would fund efforts to recruit and increase the retention of multicultural, disadvantaged, and disabled students. This proposal includes six initiatives that would provide for: (a) the recruitment of multicultural, disadvantaged, and disabled students to the campus and to specific programs; (b) transitional support for these students during the summer before, and the course of, their freshman year; (c) a learning community program for these students during the freshman year; (d) smaller class sizes and supplemental instruction in certain courses that are required before entry into specified majors; (e) faculty mentors and resource people in education, business and science; and (f) on-campus employment and opportunities.

(13) *UW-River Falls [Agency Request -- \$211,300 GPR, \$113,700 PR and 3.0 GPR positions]*. This funding would support a transitioning student workshop series, the development and implementation of a first-year curriculum, an emerging leaders program, and a parent communication tools program. These programs would help first year and transitioning students, the majority of whom are low-income or first generation college students, acquire the skills necessary to become successful college students.

(14) *Transfer Information System [Agency Request -- \$173,700 GPR and 1.0 GPR position]*. This funding would implement the fourth phase of the technology information system (TIS). TIS phase four would establish a system to generate unofficial degree audits for UW System and WTCS students considering transfer into or between UW System institutions using a web-based interface.

(15) *UW-Stevens Point [Agency Request -- \$173,400 GPR, \$93,300 PR and 4.0 GPR positions]*. This initiative would fully implement a health science major which is currently being offered on a preliminary, limited basis. One-time funding for the major for 2006-07 has been secured through a campus grant and institutional reallocation. This program would be targeted to students who: (a) wish to pursue a baccalaureate degree in the field of health sciences; (b) are practicing professionals who have only an associate degree or a certificate; (c) are adult students who are seeking to complete a second or interrupted baccalaureate degree; and (d) other students interested in working in health care. If fully implemented, UW-Stevens Point estimates that 50 students per year would graduate from the major.

(16) *Early Math Placement Test [Agency Request -- \$130,000 GPR and 1.5 GPR positions].* This item would fund an early math placement testing program. The early math placement testing program is designed to measure the math skills of college-bound high school juniors and encourage them to take additional math courses with the goal of reducing the number of incoming UW System students who must take remedial math courses.

**3. UW-LA CROSSE**

PR	\$4,363,400
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**Governor:** Provide \$4,363,400 PR in 2008-09 for UW-La Crosse to support its growth and access initiative. The goals of this initiative are to: (a) increase access, particularly to students from the lower two economic quintiles, by providing tuition-funded financial aid; (b) increase the number of degrees awarded; (c) increase student diversity; (d) increase academic excellence; and (e) maintain or improve retention and graduation rates. The request would be funded by increased tuition revenue resulting from increases in enrollment and tuition. Under this provision, full-time equivalent enrollment would increase by 1,000 to 1,100 over the next six to eight years. UW-La Crosse estimates that 750 of these new students would be Wisconsin residents or Minnesota reciprocity students. In addition, undergraduate resident tuition would increase by \$440 annually in 2008-09, 2009-10, and 2010-11, for a total increase of \$1,320 per academic year. Students enrolled in UW-La Crosse prior to the fall of 2008 would not be subject to these tuition increases. The UW System requested 28.0 PR positions to support this initiative, but no positions are provided in the Governor's recommendation. UW System staff has indicated that the necessary positions will be created using the UW System's PR position creation authority under current law.

**4. REESTIMATE DEBT SERVICE**

GPR	\$32,964,900
PR	<u>22,320,200</u>
Total	\$55,285,100

**Governor:** Provide \$14,900,500 GPR and \$7,301,300 PR in 2007-08 and \$18,064,400 GPR and \$15,018,900 PR in 2008-09 to reflect a reestimate of debt service. Annual base level funding for these appropriations is \$119,506,500 GPR and \$63,829,100 PR.

**5. FUEL AND UTILITY EXPENSES**

GPR	\$23,464,900
PR	<u>12,101,000</u>
Total	\$35,565,900

**Governor:** Provide \$7,768,200 GPR and \$4,058,900 PR in 2007-08 and \$15,696,700 GPR and \$8,042,100 PR in 2008-09 for increases in fuel and utility costs. The funding provided reflects increased fuel and utility costs related to new space; operational costs related to the UW-Madison co-generation electric power and steam and chilled water facility; and expected changes in commodity prices.

**6. RESTORE POWER PLANT POSITIONS**

	<b>Positions</b>
GPR	146.42

**Governor:** Restore 146.42 power plant and wastewater

treatment facility positions at UW-Eau Claire, UW-Green Bay, UW-La Crosse, UW-Madison, UW-Milwaukee, UW-Oshkosh, UW-Parkside (Kenosha), UW-Platteville, UW-River Falls, UW-Stevens Point, UW-Stout (Menomonie), UW-Superior, and UW-Whitewater. [See "Administration -- General Agency Provisions."]

**7. RETENTION OF HIGH DEMAND FACULTY**

GPR	\$6,922,900
PR	3,077,100
Total	\$10,000,000

**Governor:** Provide \$2,307,600 GPR and \$1,025,700 PR in 2007-08 and \$4,615,300 GPR and \$2,051,400 PR in 2008-09 to support competitive compensation of faculty in high-demand academic disciplines. In 2005 Act 25, the UW System was provided \$1,667,000 GPR in 2005-06 and \$3,333,000 GPR in 2006-07 for this purpose.

Specify that the Board of Regents could not expend moneys in any fiscal year from the UW System's largest GPR general program operations appropriation or the PR tuition appropriation for certain purposes. This restriction would apply to expenditures to support supplemental salary increases for faculty whose services are in high demand by other higher educational institutions in an amount that exceeds the amount expended for that purpose in the previous fiscal year. This restriction would not apply if the Board of Regents submits a plan for expending that excessive amount to the Secretary of the Department of Administration (DOA) and the Secretary of DOA approves the expenditure of that excessive amount.

[Bill Sections: 728 and 732]

**8. BIOMEDICAL TECHNOLOGY ALLIANCE**

GPR	\$2,500,000
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**Governor:** Provide \$2,500,000 in 2007-08 in a new, biennial appropriation for a biomedical technology alliance in southeastern Wisconsin. According to DOA staff, the biomedical technology alliance promotes collaborative research involving UW-Milwaukee, UW-Parkside, the Medical College of Wisconsin, Marquette University, and the Milwaukee School of Engineering. The funds provided would be used to leverage additional non-state research grant dollars. Under 2005 Act 25, the biomedical technology alliance was allocated \$500,000 GPR from the Wisconsin Development Fund under the Department of Commerce.

[Bill Section: 251]

**9. ISLET TRANSPLANTATION PROGRAM**

GPR	\$400,000
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**Governor:** Provide \$200,000 annually to support research related to islet transplantation at the UW School of Medicine and Public Health. Islet transplantation is an experimental treatment for type 1 (juvenile) diabetes. According to DOA staff, this funding is for rent on additional space (\$150,000) and general operating costs (\$50,000). This funding would complement ongoing federal grant funds.

## 10. UW-MILWAUKEE SCHOOL OF PUBLIC HEALTH

**Governor:** Require the Board of Regents to allocate \$200,000 from its largest GPR appropriation for the establishment of a School of Public Health at the UW-Milwaukee, but only if the Board approves the School.

[Bill Section: 9152(1)]

## 11. LAWTON AND ADVANCED OPPORTUNITY PROGRAMS

GPR	\$2,091,500
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**Governor:** Provide \$376,100 in 2007-08 and \$644,400 in 2008-09 to increase funding for the Lawton minority undergraduate need-based grant program. Annual base GPR funding for the Lawton program is \$5,531,400. Funding for Lawton would increase by 6.80% in 2007-08, which is equal to the resident undergraduate tuition increase at four-year campuses in 2006-07, and by an additional 4.54% in 2008-09. Under 2005 Act 25, Lawton funding increases are linked to the average percentage increase in undergraduate tuition at UW System institutions.

Provide \$362,300 in 2007-08 and \$708,700 in 2008-09 to increase funding for the Advanced Opportunity Program (AOP). Annual base GPR funding for AOP is \$7,090,800. Funding for AOP would increase by 5.11% in 2007-08, which is equal to the average graduate student tuition increase in 2006-07, and by an additional 4.65% in 2008-09.

## 12. APPLICATION FEE INCREASE

PR	\$3,628,200
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**Governor:** Increase statutorily set application fees from \$45 to \$60 for graduate, law, professional students and from \$35 to \$50 for new freshman and out-of-system transfers. This increase would first apply to applications received on the effective date of the bill. Provide \$1,814,100 annually to reflect the estimated increase in revenues from this increase in application fees. The additional funding obtained through an application fee increase would be used to defray the costs of application publications; brochures; IT enhancements or updates to electronic applications and other student services sites; reimbursement of campuses for e-commerce costs related to credit card payment processes; to support campus admissions operations related to assessment and evaluation of candidates; and to support institutional activities related to the Wisconsin covenant. [See "Higher Educational Aids Board" for more information about the Wisconsin covenant.]

[Bill Sections: 730, 731, and 9352(3)]

## 13. STUDENT TECHNOLOGY FEE REVENUES

PR	\$1,536,100
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**Governor:** Provide \$123,800 in 2007-08 and \$1,412,300 in 2008-09 for instructional technology funds to reflect projected higher fee revenues attributable to general tuition revenue growth, since the fee is set as a percentage (2.5% at Madison, 2.0% at all other campuses) of

overall tuition. This would provide expenditure authority for student technology fee revenues from fees established in previous biennia.

**14. UW-MADISON INTERCOLLEGIATE ATHLETICS**

PR	\$23,350,400
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**Governor:** Provide \$9,873,200 in 2007-08 and \$13,477,200 in 2008-09 for: (a) general program operations (\$5,050,400 in 2007-08 and \$8,544,600 in 2008-09); (b) National Collegiate Athletic Association legislative changes allowing additional home games (\$2,197,800 in 2007-08 and \$2,307,600 in 2008-09); and (c) University Ridge Golf Course (\$2,625,000 annually). This program revenue includes receipts from athletic events, camps, clinics, the University Ridge golf course, and gifts. Annual base level funding is \$63,689,500. In November, 2006, the Joint Finance Committee approved a one-time increase in expenditure authority of \$5,861,900 for UW-Madison intercollegiate athletics in 2006-07. This additional expenditure authority is being used to support the expansion of the University Ridge golf course, additional football and men's basketball home games, increased guarantees paid to visiting teams, and operating expenses associated with Camp Randall stadium and the Porter boathouse above those estimated during the previous budget cycle.

**15. REESTIMATE AUXILIARY OPERATIONS AND GENERAL OPERATING RECEIPTS**

PR	\$76,115,700
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**Governor:** Provide \$25,021,600 in 2007-08 and \$51,094,100 in 2008-09 to reestimate revenues for auxiliary operations and general operating receipts to reflect projected growth and cost increases. The programs provided by auxiliary enterprises and general operating receipts are self-supporting through the collection of student segregated fees and the sale of goods and services. Auxiliary enterprises include student housing, parking, bookstores, student health services, student unions, intercollegiate athletics, and a variety of other services. General operating receipt activities include such activities as conferences, camps, workshops, clinics, outreach programs in business, education, and engineering, and sales from products or services resulting from instructional endeavors. Annual base level funding is \$684,124,600.

**16. REESTIMATE GIFT FUNDS**

PR	\$36,954,000
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**Governor:** Provide \$12,308,700 in 2007-08 and \$24,645,300 in 2008-09 for gifts donated to the University of Wisconsin System. These increases reflect projected growth in private gifts and bequests and corporate donations as well as related expenditures. Annual base level funding is \$451,479,300.

**17. REESTIMATE TRUST FUND INCOME**

SEG	\$2,648,800
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**Governor:** Provide \$872,500 in 2007-08 and \$1,776,300 in 2008-09 for projected growth in trust fund income. Trust funds are donated by individuals, corporations, and non-profit

organizations and can be used for specific purposes or as discretionary funds. Trust fund interest income is used for such items as scholarships, loans, books, and medical equipment. Annual base level funding is \$24,302,400.

**18. SLH -- IMPLIED CONSENT DRUG TESTING**

	Funding	Positions
PR	\$400,000	2.00

**Governor:** Provide \$200,000 annually and 2.0 senior chemist positions beginning in 2007-08 to fund drug testing under the implied consent laws by the State Lab of Hygiene (SLH). Under those laws, any person who drives or operates a motor vehicle on public highways is deemed to have consented to the testing of his or her breath, urine, or blood for alcohol, controlled substances, and other drugs. Most of this testing is performed by the SLH. Implied consent testing is funded by a driver improvement surcharge that is imposed on all individuals who have been convicted of operating while intoxicated (OWI).

**19. VETERINARY DIAGNOSTIC LAB -- AVIAN INFLUENZA TESTING**

	Funding	Positions
PR	\$400,000	2.00

**Governor:** Provide \$200,000 annually and 2.0 positions beginning in 2007-08 to participate in the United States Department of Agriculture's avian influenza surveillance program. Program participation would require the Veterinary Diagnostic Lab (VDL) to test samples received from the federal government and other state agencies for the avian flu. The VDL estimates that this program would generate revenues sufficient to cover costs.

**20. TUITION AND FEE REMISSIONS FOR THE CHILDREN OF CERTAIN VETERANS**

**Governor:** Delete the requirement that the children of certain veterans be enrolled as full-time students to receive tuition and fee remissions. In addition, modify current law such that the children of certain veterans are eligible for tuition remissions provided they are at least 17 years old. These changes would first apply to students enrolled in the 2007-08 academic year. Under current law, UW System institutions and Wisconsin technical colleges must remit 100% of tuition, for up to 128 credits or 8 semesters, whichever is longer, to a student who is the child of any veteran who entered service from Wisconsin and either incurred at least a 30% service-connected disability or, while a resident of this state, died on active duty, died as the result of a service-connected disability, or died in the line of duty, provided that the students is at least 18 years old but not yet 26 years old and enrolled full-time.

[Bill Sections: 734 and 9352(1)]

## **21. NONRESIDENT TUITION REMISSION FOR CERTAIN UNDOCUMENTED PERSONS**

**Governor:** Require the UW System to provide a nonresident tuition remission for a person who is a citizen of another country, if that person meets all of the following requirements: (a) the person graduated from a Wisconsin high school or received a high-school graduation equivalency from this state; (b) the person was continuously present in this state for at least one year following the first day of attending a high school in this state; and (c) the person enrolls in a UW System institution and provides the institution with an affidavit that the person has filed or will file an application for a permanent resident visa with the U.S. Citizenship and Immigration Services as soon as the person is eligible to do so. Specify that this provision would first apply to persons who enroll for the semester or session following the bill's effective date.

[Bill Sections: 733 and 9352(2)]

## **22. COLLECTIVE BARGAINING RIGHTS FOR UW FACULTY AND ACADEMIC STAFF**

**Governor:** Provide collective bargaining rights for University of Wisconsin faculty and academic staff. Create 16 different bargaining units including: 13 units, one for the faculty of each four-year campus; one unit for the faculty of the UW Colleges; one unit for the faculty of UW-Extension; and one unit for all academic staff employed by the UW System. Specify subjects of bargaining and prohibit bargaining on a number of items, including: (1) the mission and goals of the Board of Regents as set forth in the statutes; (2) the diminution of the right of tenure provided to faculty; (3) rights related to governance granted to faculty and academic staff in the statutes; (4) rights of appointment provided to academic staff; and (5) academic freedom. [See "Office of State Employment Relations."]