

Teaching and Mentoring – A Campus Priority

Great professors drive a great education. Faculty awaken a student's desire to learn through excellent instruction, mentoring and high-impact co-curricular experiences, helping attract and retain students who seek to apply classroom concepts to real-world situations. UW-Whitewater's ability to maintain high-quality instruction hinges on its ability to attract and retain top talent.



Hands-on collaboration between students and faculty has been a hallmark of the UW-Whitewater experience, leading to friendships that continue after graduation. From left are retired professor and Roseman Award recipient Charlie Olson, alumnus Brett Roberts ('11) who teaches at Waterford High School, junior Matt Straka and associate professor Jared Janovec.

Today, UW-Whitewater receives 10.5% of its funding from the state — down from 52% in 1975. Private support for faculty and programs is critical if we are to attract and retain high-quality faculty and staff. Each college at UW-Whitewater seeks to establish endowed professorships in the high-need disciplines and distinguished professorships and chair positions to retain exceptional faculty in each of our program areas. Additionally, the colleges seek to retain and develop promising junior faculty members by establishing fellowships.

Our colleges make it a priority to recruit and retain faculty whose research, teaching and service enhance student learning and, in turn, bring excellence. The purpose of the fellowship will be to recognize a faculty member in a college or department who has made, or has the potential to make, a distinguished and significant impact to their profession. Recipients will demonstrate a record of exceptional skill and sustained dedication in the classroom; outstanding commitment to student learning and growth; a wide-reaching and significant record in scholarly and creative work; and sustained exemplary service to the department, the discipline, the college and university, and the broader scholarly community. The fellowship will allow the college to recognize a distinguished faculty member with a temporary base salary adjustment and additional funding for research support, professional development or travel.

According to the 2012 national salary report from the U.S. Bureau of Labor Statistics, the average starting

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salary of a master's degree-qualified speech language pathologist is between \$86,000 and \$92,000 per year, well above the standard starting salary of a Ph.D.-qualified speech language pathologist faculty position at UW-Whitewater. This has made hiring faculty and qualified department chairs for the department of Communication Sciences and Disorders extremely difficult. In the past five years, the department has experienced multiple failed searches for faculty positions, resulting in vacancies filled by academic staff and the need to hire external leadership for department chairs. An endowed chair of this department would help recruit faculty and provide much-needed stable leadership for this department.

These stories are heard throughout campus. Long-time vacancies in departments lead to fewer sections offered and larger classroom sizes and leave faculty with less time to serve as mentors on student research. This can have a negative impact on the learning environment for students and make it challenging for students to enroll in the classes they need to stay on track to graduation. Dedicated professors and small class sizes have been a hallmark of the UW-Whitewater experience. Areas of academic distinction such as accounting and education were built through investments long ago to develop stellar faculty who established exceptional programs. Imagine if UW-Whitewater were able to successfully recruit talent to fill its academic vacancies. Chairs with exceptional leadership to direct resources to build the programs of the future. Faculty and staff with varying research interests and teaching experiences to serve as mentors to each other and to students. With the right people, UW-Whitewater will remain the treasured university it has been since day one.



In addition to inspiring current students, professors ignite the curiosity of future Warhawks as well. Associate professor of physics Steve Sahyun, top right, uses a projection and 3-D glasses to lead a discussion for children on ways of seeing at the UW-Whitewater Science Detectives camp. The camp includes chemistry, biology, geography and physics activities led by faculty.



Assistant Professor Alana Platt works with students at a technology expo in Hyland Hall. As a professor in the ITSCM department, Dr. Platt is a passionate mentor for women in technology and an accomplished tech entrepreneur.