

JAMES A. GRAASKAMP COLLECTION OF TEACHING MATERIALS

III. REAL ESTATE DEPARTMENT ADMINISTRATION

B. Faculty Recruitment

3. Selected Correspondence Regarding Persons Being Recruited for the Real Estate Department (1987-early 1988 just prior to JAG's death)

MEMORANDUM

TO: All Real Estate Department Faculty
All Ph.D. Students

FROM: Prof. James A. Graaskamp

DATE: April 9, 1988

SUBJECT: Recent Events

Enclosed is a resume on [REDACTED]. This is the one that he wished circulated and note the date. This possibility must not be discussed outside of the Department, in San Francisco, or anywhere else as a courtesy to [REDACTED]. If you want participation, then you also have to provide a high-level of responsibility with sensitive data.

Enclosed is a copy of a proposal, minus public relation documents, for a new Real Estate Departmental facility within the new building. Nothing has been determined as to content or layout of any of these centers other than the concepts which allowed us to break down a tentative budget into three modules that could be obtainable in the fund raising field. The modules are intentially segregated in concept so that we can attach the name of the donor to a significant spacial unit and program.

On April 7, Norman Perlmutter and Lee Rosenberg committed Heitman Financial Ltd., to the first \$150,000 and the Heitman name will be attached to the research center. In fact, the Heitman Group will pay \$30,000 for five years, but state and university funds will bridge the gap so that the monies are available for the building process over the next two years. Our first task is to find two additional sponsers and hopefully we can do that before the end of June. We will then organize a small committee for each of the three to program the content of the three conceptual resource centers.

Should you meet Jim Webb at the ARES meetings in San Francisco, take time to visit with him a bit. He is currently a visiting professor at the University of Texas where he did not apply or might not have received tenure to rebuild the department at Texas. He has applied to Wisconsin to be a full professor and both he and is wife have roots in Janesville.

JAG:mjf

Enclosures

April 5, 1988

Mr. John Kellogg
16319 East Berry Place
Aurora, CO 80015

Dear Mr. Kellogg:

Upon the recommendation of the Department of Real Estate and Urban Land Economics, I am pleased to offer you an appointment as an Adjunct Assistant Professor in the School of Business at the University of Wisconsin-Madison. The academic year begins August 29, 1988 and ends May 24, 1989. This appointment is for 100% time at a salary for the academic year of \$36,000. The appointment carries no presumption of reappointment.

Your responsibility in this position will be to teach five courses during the academic year. Every effort will be made so that you will have no more than two preparations in each semester. You should consult with Professor James Graaskamp, Chair of the Department of Real Estate and Urban Land Economics, concerning which semester the teaching load would be three courses.

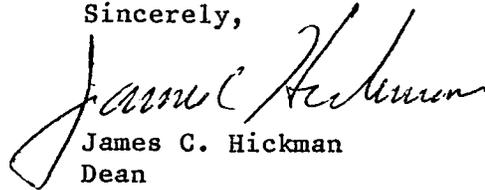
This offer is contingent upon verification of identity and work authorization as required by the Immigration Reform and Control Act of 1986. Verification must be completed within three days of beginning employment. The law prohibits the University from continuing to employ an individual who has not provided the appropriate documentation (or a receipt for ordering the appropriate documentation) for verification within the three-day period. Enclosed is a list of documents which may be presented to establish identity and work authorization, along with an I-9 form. Please complete the I-9 form and forward it to me along with copies of the original documents you intend to present upon your arrival on campus.

As a member of the instructional staff, it is necessary that you file a medical statement about tuberculosis. A copy of the statement is enclosed. Upon your arrival, you will also need to obtain, at no cost to you, a picture identification card.

Mr. John Kellogg
April 5, 1988
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I look forward to your acceptance of this offer and would appreciate a written response at your earliest convenience. We expect a response by May 1, 1988. If you have a question about this appointment, please feel free to call. We hope you will join us.

Sincerely,

A handwritten signature in cursive script, appearing to read "James C. Hickman".

James C. Hickman
Dean

rg

Enclosures

xc: ✓ J. A. Graaskamp
Ellie Fosbinder
G. H. Brieske

March 2, 1988

[REDACTED]
[REDACTED]
[REDACTED]
Dear [REDACTED]

My purpose in writing to you is to ascertain the extent of your interest in a faculty position at the University of Wisconsin-Madison. I believe you have had some preliminary conversations with Professor James A. Graaskamp about our program in Real Estate and Urban Land Economics and our faculty recruiting goals.

Jim Graaskamp has built a nationally recognized program in Real Estate and Urban Land Economics. Our goal is to maintain and enhance the reputation for excellence of the program. We are considering seeking an addition to the senior faculty in this field. The person we select must meet the high standards for teaching and research that are a tradition at the University of Wisconsin-Madison. In addition, it is likely that the person we select will assume the position of chairperson of our Real Estate Program in a year or two.

Teaching loads at UW-Madison are typically four courses each academic year plus supervising doctoral students, student advising and participating in faculty governance. Academic year salaries for School of Business full professors now range from \$70,000 to \$75,000. Real estate alumni have raised a \$600,000 endowment (one half of their goal), part of which will augment a professorship. The income from the professorship endowment would be used to support research activities including summer salary. The person who is added to our faculty would be the candidate for this professorship. In addition, the School of Business intends to build a new building to be completed by 1991 and the Real Estate alumni are raising capital funds to finish a custom-designed Learning Center, Research Center, and Faculty Office Center for the Real Estate Program in this new structure.

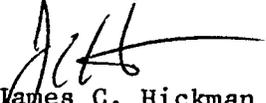
Tenure at UW-Madison is granted by the Board of Regents. In the School of Business tenure recommendations originate with the departments and are acted on by the Executive Committee in the School of Business and the Executive Committee of the Social Studies Division. It is anticipated that the faculty addition in Real Estate would be a tenured position, and tenure would be granted prior to a contract and arrival on campus. In your case, schedules for all of these matters could be sensitive to your calendar and to your relationship with [REDACTED]

████████████████████
March 2, 1988

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You have been recommended by your colleagues as a leading scholar in the economics and finance of real estate and we would very much like to match your strengths with the traditions, talents, and opportunities of our present Real Estate Program. Madison provides one of the most stimulating intellectual environments in the United States. If you have a serious interest in joining us, please contact Professor Graaskamp or me at your earliest convenience.

Sincerely yours,


James C. Hickman
Dean

rg

bxc: Professor James Graaskamp ✓

Austin Jaffe

Dear Austin:

Delighted to have your note from Sweden and your ~~ex~~pression of interest in our program here in Wis.

Our first choice is to find an assoc. level prof. who is sufficiently recognized nationally to take over my role in a year or so. I'm not planning to go anywhere but we have sufficient momentum that we want to provide for a natural and timely succession and some fresh thinking as well. Your credentials are excellent for that purpose.

However, the Legislature in funding some new positions wants immediate resolution while at the same time an associate position requires tenure before arriving on campus at that level. Tenure requires an intensive set of interviews on campus and a 3 month procedure. During November we hope to interview David Hartzell, David Shulman, and Terry Grissom. Each has some reservations because of winter, doubts as to the duration of the program at Salomon Bros, the preference of wives, etc.

Failing ~~making~~ ^{with one of these,} a connection ~~there,~~ ^{seriously} we would then consider the option of a visiting professorship for fall 1988 in order to have time to process tenure for someone like yourself. You would be a very good match for the program because you would represent an excellent counterpoint to each of the faculty we have now. You have an outstanding publication and research record which would probably sail through the tenure process. I find your sending a vita really exciting.

Austin: Lots of things are exciting in Madison at the moment. Our endowment fund will reach \$600,000 at the end of this year, and the Legislature has promised the Sch. of Bus. a new \$25 million facility to open by 1990. The Dean has asked the R.E. Dept. if it would like to lay out its own departmental setup in exchange for \$150,000 toward tenant improvements. Our alumni are working on that right now. Last weekend 350 alumni from approximately 900 in the organization showed up for a 2 day seminar in Madison which featured Charlie Wurtzbech, Blake Eagle, City Planner, David McGregor, and developer Charles Shaw (the Conrad Hilton, Lake Point Tower, and the tower over the Museum of Modern Art). The ~~final blow~~ ^{surprise} was the surprise arrival of the UW marching band which knocked the walls off the main ballroom of the Concourse Hotel. We're networking pretty well.

Nothing much came from the Institute panel we were on last summer and the r.e. lobbies have so far discouraged Congressman Barnard from introducing legislation at the federal level to create a standards board and a certification board. You missed the first major "correction" of the stock market which simply wiped out all the water created since last year. Events are overtaking Reagan and Congress so the public finally realizes none of them had any realistic or honest economic policies or positions so that we are in a crisis of self serving economic gridlock.

Will report on our first round of interviews and decisions toward Christmas time and will pick up the discussion there. I'm running about a month behind on everything since I broke a hip on Aug. 12 but made it to my first class on Aug. 28. Nevertheless, have been confined to Madison while it heals.

Our best to your and your wife in the land of the Swedes (which I always thought was Minnesota).

Jay. ca...

THE REFINE GROUP INC
FACILITY MANAGEMENT CONSULTANTS
post office box 194
blacksburg, virginia 24060
(703) 552-3000

August 10, 1987

Professor James Graaskamp
202-A Breeze Terrace
Madison, Wisconsin 53706

Dear Jim:

Enclosed is Nancy's response to Bob Bartholemew's request for our concerns about accepting positions at the University of Wisconsin. Bob replied last week and asked that we send on our Melbourne address so that he could contact us when more information on their vacant position becomes available. For my part, I am very interested in the position which you briefly described during our recent telephone conversation. As you can see from the Bartholemew letter, I am interested in an adjunct position, giving me the time to pursue my consulting and complete my dissertation (a stronger possibility if I were in Madison).

I perceive my real strengths to the real estate, interior design, and agricultural engineering departments in the areas of commercial and residential development and building construction and project cost benefit analysis. In addition, I am beginning to develop a strong expertise, with Nancy's help, in the area of facility and asset management. I especially feel a need to develop professional continuing education programs and short courses.

My understanding of the political situation in the School of Business makes me very wary of undertaking any tenure track position at this time. However, if I could find a tenure track position in another college which was more aligned with my interests and still teach courses to real estate students, I would jump at the chance.

Thank you for thinking of me. If you have any need to correspond with us before December, we can be reached in care of Maurice Squirrell:

Royal Melbourne Institute of Technology
Department of Applied Economics
GPO Box 2476V
Melbourne, Victoria 30001
AUSTRALIA

Sincerely,



James C. Canestaro, AIA

JCC:ncc

FACILITY MANAGEMENT PROGRAMMING • PROJECT FEASIBILITY ANALYSIS • PROFESSIONAL EDUCATION PROGRAMS

Enclosure: 1