## JAMES A. GRAASKAMP COLLECTION OF TEACHING MATERIALS

- III. REAL ESTATE DEPARTMENT ADMINISTRATION
  - B. Faculty Recruitment
    - 5. Administrative Correspondence Regarding Potential Position in 1982

## Preliminary Draft

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November 29, 1982 DATE:

TO: Dean Robert H. Bock

James A. Graaskamp FROM:

RE: Faculty Additions to Budget

In response to your memo of November 9, 1982, the real state repartment would like budget consideration for the following:

## 1. Teaching assistants

Last year we were allocated 1.5 teaching assistants and found it necessary to request supplemental help for this coming Spring semester. The department needs an allotment of 2.0 teaching assistants in order to cover seventy-five minute sections in Business 550/705 A Spring and Fall, three sections in Business 551/4 (enrollment 110) and two sections in Business 552\*(enrollment 65) plus grading assistants in Business 850 in the Spring semester (estimated enrollment 45-50).

Replacement for Andrews

The Administrative committee has previously recommended that the keal estate Pepartment have another senior faculty member with national recognition. Last year, we discovered that a salary of \$40-45,000 was not competitive and so we decided to establish a partially endowed chair. As of December 1, the Heal Estate Blumni have raised \$90,000 in cash and commitments toward that goal. approximately 60% of their minimum target of \$150,000 in hand by the summer of 1983. This fund should then be able to provide a summer supplement income and support fund for a new senior faculty member at the associate level or above. The first priority of the real estate department is permission to renew the search for this replacement in order to complete restaffing which will also permit final reorganization of the curriculum.

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Preliminary Deaft

November 29, 1982 DATE:

TO: Dean Robert H. Bock

FROM: James A. Graaskamp

Chairman, Real Estate and Urban Land Economics

RE: 1983 Goals for the Real Estate Department

Thought you would be interested in the 1983 goals of the Real Estate Department as developed with our Real Estate Alumni Club Board. enclosed is a current status report on donors and cash gifts to the real estate chair.

Complete funding of real estate chair (we're currently at \$75,000)

Establish a nationally recognized program of continuing education for development managers

Securing an established associate or full professor by January of 1984 to augment the present staff

Publish a broader variety of textbooks and monographs

Maintain Real Estate Department as separate entity with the School of Business

Establish a required course in the use and selection of micro computer for real estate analysis as part of the MS program.

Plan a 1983 alumni seminar on Madison campus that will attract further publicity in the Wall Street Journal, Appraisal Journal, and other publications.

With new faculty in place, revamp the curriculum to provide diversification of subject matter relevant to the investment market, employment market and talents of the faculty. The new catalogue should be in operation for the Fall of 1984.

Improvement of course options and coordination of Ph.D. program. 9.

Expansion of budget provided by School of Business for teaching 10. assistants to improve student contact and to improve scholarship opportunities for Ph.D. students.

To acquire large size video display equipment for Room 19, a theater 11. style lecture room.

To acquire small video cassette disk and display terminal to augment slide carrel in Room 203, the real estate student study room and computer terminal resource area.

Billings for 805 w 6 things week

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## **University of Wisconsin**

Madison Te

**School of Business** 

1155 Observatory Drive Madison, Wisconsin 53706 **Graduate School of Business** 

May 13, 1982

TO:

Dean Bock and

Department Chairmen:

E. I. Hanson, D. R. Anderson, J. L. Pappas, R. T. Aubey,

H. G. Heneman, M. J. Houston, J. G. Morris, J. A. Graaskamp,

D. J. Harmatuck

FROM:

Subcommittee of the Executive Committee

G. A. Churchill, Jr., Chairman

Current legislation requires the Subcommittee to recommend hiring priorities to the Administrative Committee. We attempted to do this last fall but found it difficult to develop recommendations in the absence of up-to-date enrollment and workload data. We also found that promotions for the year were already fixed. Finally, we found it difficult to wend our way through the normative

statement of positions contained in the current budget.

We decided at that time to defer our deliberations to this spring so that we could provide timely input to hiring priorities. We have again met on the issue and still find it difficult because we lack information on commitments already made by the Dean and Department Chairmen that will impact on recruiting for the 1983-84 new faculty hires. Further, it seems that some key decisions have already been made for the 1982-83 fiscal year, and others will be made as soon as the final operating budget for 1982-83 is received. In sum, we again feel that the timing is incorrect.

For the time being, therefore, we would like to state the following with respect to hiring priorities:

(1) We wish to affirm our position that the highest hiring priority from new funding should be a senior person in the management information systems area. This should be treated as a school-wide decision.

(2) We wish to reaffirm our position for the need for a tenured person in real estate. It is our understanding that a non-tenured person has been hired. We are concerned that this is a suboptimal decision given (1) the contributions that junior faculty members have made and (2) the historic record in the real estate department regarding the ability of nontenured people to get promoted since so many demands are placed upon them.

(3) We intend to secure next fall more detailed statements from each department chairman as to their departmental growth, programmatic plans, hiring needs, and so on. We intend to secure this input at the same time that departmental chairmen report to us regarding the progress of the assistant professors in each of the departments. We wish to provide advance notice of this process now so that all department chairmen will have ample time to prepare whatever documents they hope to bring before the Subcommittee. We hope that this revised process will allow the Subcommittee to carry out its historic role in this vital school function.

Jan - for your info.

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University of Wisconsin 

Madison

School of Business

**Graduate School of Business** 

1155 Observatory Drive Madison, Wisconsin 53706

August 27, 1982

TO: Dean Bock

G. A. Churchill, Jr., Chairman

Subcommittee of the Executive Committee

FROM: James A. Graaskamp, Chairman

Real Estate and Urban Land Economics

We would like an opportunity to meet with your Committee or Subcommittee in response to your general memo of May 13, 1982, and specifically to your droll statement:

"We wish to reaffirm our position for the need for a tenured person in real estate. It is our understanding that a non-two-two-red person has been hired. We are concerned that this is a suboptimal decision given (1) the contributions that junior faculty members have made and (2) the historic record in the real estate department regarding the ability of non-tenured people to get promoted since so many demands are placed upon them.

Hopefully you will find the timing appropriate and auspicious since Gemini's are currently on a roll. |eah!!

JAG/s Iw