

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

DATE: November 29, 1982

TO: Dean Robert H. Bock

FROM: James A. Graaskamp, *James A. Graaskamp*

RE: Faculty Additions to Budget

In response to your memo of November 9, 1982, the Real Estate Department would like budget consideration for the following:

1. Teaching assistants

*165 plus*

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, Spring and Fall, three sections in Business 551\* (enrollment 110) and two sections in Business 552\* (enrollment 65) plus grading assistants in Business 850 in the Spring semester (estimated enrollment 45-50).

\* *TA G*

2. Replacement for Andrews

*70,000*

The Administrative Committee has previously recommended that the Real Estate Department 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 Real Estate Alumni 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 supplemental 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.

*60*



*faculty* *man - for your information* *please return*

University of Wisconsin  Madison

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 *Go*

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.

*faculty*

*Jan - for your info.  
& return.*

University of Wisconsin  Madison

School of Business  
1155 Observatory Drive  
Madison, Wisconsin 53706

Graduate School of Business

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 draft statement:

"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 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. Yeah!!

JAG/sjw