



STATE REPRESENTATIVE  
**Katrina Shankland**  
71<sup>st</sup> ASSEMBLY DISTRICT

November 12, 2019

Board of Regents of the University of Wisconsin System  
1860 Van Hise Hall  
1220 Linden Dr.  
Madison, WI 53706

Dear Members of the Board of Regents:

Thank you for your November 8 response to my letter dated November 5 regarding my serious concerns with the composition of the University of Wisconsin System President search committee. Unfortunately, your tepid response meant to reassure me that you have broad representation on the search committee further deepens my concerns.

In the last search for UW System President, the search committee consisted of 18 people, including two faculty, one academic staff, one university staff, and a non-regent student. However, with this current search committee, you halved the number of committee members, effectively eliminating shared governance stakeholders. It's notable that there is *no one* on your committee who serves as faculty, academic staff, or university staff. The only student on your committee is a student regent dubiously appointed during an embarrassing lame duck session of the legislature. If this is considered "broad representation," then I question the diverse experiences and voices you will seek out during the "public engagement process" you will offer.

Thank you for underscoring the immense national competition for higher education leaders. I couldn't agree with you more – that's why the process is so vital to the recruiting and hiring process. *You are limiting your pool of applicants by willfully excluding faculty, academic staff, university staff, and students from your search committee.* No rational UW System President will want to or be able to serve successfully under this process, their legitimacy being questioned prior to their being hired. To delineate the outcome more clearly, you are setting up your future leader for no confidence votes and uncomfortable questions from the very people who make our universities successful.

Again, you have the opportunity to immediately rectify this. If the viewpoints and input of our shared governance stakeholders will be paramount, then I encourage you to add faculty, university staff, academic staff, and students to your committee as soon as possible.

Thank you for your consideration.

Best,

Katrina Shankland  
State Representative  
71<sup>st</sup> Assembly District