

MEMORANDUM

To: Jay Rothman, President, Universities of Wisconsin

From: Stacey Rolston, Associate Vice President, UW-Shared Services

Date: April 7, 2025

RE: DEI Position Changes

Since the enactment of BOR Resolution 12129, the Universities of Wisconsin (UWs) has continued to review and monitor the 144.6 positions included in the agreement. In addition, the Legislative Audit Bureau’s (LAB) 2024-5 DEI Audit Report contains references to DEI positions at different points in time, utilizing different definitions. LAB’s report included a review of the positions within the BOR Resolution 12129, and a review of UWs positions based on LAB’s audit scope. This memo is provided to summarize and clarify the recently reported numbers and to provide the most recent information based on March 2025 HR and payroll data.

DEI Positions Identified in BOR Resolution 12129 – December 2023 Legislative Agreement				
Date	DEI FTE	Source	Reference	Position Definition and Notes
Dec 2023	144.6	UWs	BOR Resolution 12129	Filled and vacant positions identified within the agreed upon job titles and functions, as of December 2023, related to diversity, equity, and inclusion. UWs agreed to realign at least 43 positions, by December 2026.
Dec 2023	140.2	UWs	BOR Resolution 12129	The original list included several duplicates or errors (omissions and inclusions) and was corrected to 140.2 FTE. However, UWs objective per the agreement is unchanged.
Dec 2023	123.3	LAB	2024-5 LAB Audit Report	Filled positions only from the original position list (140.2 total – filled and unfilled), Table 12, page 51.
May 2024	110.9*	LAB	2024-5 LAB Audit Report	Filled positions from the original list as of May 2024 HR and payroll data – Table 12, page 51.
Mar 2025	64.45	UWs	UWs internal update	Filled positions from the original list as of March 2025 HR and payroll data.

*Note: LAB also referenced 56.9 positions with “multicultural” in the job title which were not subject to BOR Resolution 12129.

A formal review of March 2025 HR and payroll data identified 64.45 FTE from the original list. The table below summarizes the 64.45 FTE by funding source and with annual salary.

Fund Type	March FTE	March Annual Salary	% of Total
GPR	45.35	\$ 4,432,964	73%
Gifts/Grants	12.60	\$ 1,172,949	19%
PR	6.50	\$ 481,315	8%
Total	64.45	\$ 6,087,228	100%

cc: Julie Gordon, Vice President, Finance & Administration
 Chris Patton, Vice President, University Relations
 Kelly Cook, Deputy CHRO, Office of Human Resources