

External Reviewer Comments About Graduate Programs

Masters of Human Resources and Labor Relations Program (2003)

Dr. Adrienne Eaton
Labor Program
Rutgers University
University of Minnesota

John Fossum
Industrial Relations Center
Carlson School of Management

We find the MHRLR program to be a well-run degree with a curriculum that is consistent with what is typically included in competitive programs. The program's director has a strong reputation as a labor economist. The associated faculty is well-trained and expresses a strong degree of commitment to the program. The structure and delivery of student services is excellent, and students express a high degree of satisfaction with and commitment to the program.

The reviewers were impressed with the quality of the faculty. Additional faculty would strengthen the program.

Master's Program in History (2000)

Professor Roger Daniels
University of Cincinnati

Philip Harling
University of Kentucky

The reviewers were deeply impressed with the quality of this program. Virtually all of the interviewed students felt that the faculty was doing an admirable job in teaching them. A high percentage of graduates who go on to doctoral work attest to the utility of the program. The program is run by a faculty with impressive scholarly credentials. The History Department's estimable reputation is richly deserved and an infusion of new resources into the graduate division would prove to be an excellent investment for the University.

The department is understaffed, should have lower teaching loads. The overall excellence of the faculty is clear. Several senior members have outstanding national and international reputations and many of the more junior members bear the hallmarks of persons who will someday attain that status.

Master of Library and Information Science Degree

Dr. Barbara Moran

Dr. Raymond von Dran

The reviewers recommended: increased support for an outstanding program. The SLIS faculty is of high quality and reflects a broad diversity of multi-cultural, multi-ethnic and disciplinary backgrounds. The SLIS facilities are inadequate.

Master of Arts Degree in Mass Communication (1998)

Jeremy Lipschultz
Department of Communication
University of Nebraska at Omaha

Ardyth Sohn
Professor of Journalism
Butler University

Letters and Sciences should provide funding to replace lost faculty lines. There is universal concern over resources. Faculty quality is still exceptional. A related concern is the lack of space or lab areas.

Cultural Foundations of Education (2001)

Professor Mary Anne Pitman
College of Education
University of Cincinnati

Professor Bernardo Gallegos
College of Education
University of Illinois at Chicago

This is an excellent program. The Colleges of Education from Harvard to Berkeley and many points in between including the home institutions of the external reviewers are attempting to demonstrate their relevance to the analysis of and service to urban educational organizations. This program has already done that convincingly. The need for additional faculty resources is great. Graduates of the Master's program admire and respect the faculty. The Program has more than fulfilled its mission even though it is clearly shorthanded in terms of graduate faculty.

Masters of Arts in Sociology (1995)

Dr. Margaret Andersen
University of Delaware
University of Illinois at Chicago

Sr. Anthony Orum
Dept. of Sociology

The department has strong national visibility based on the research of many of its faculty. For a relatively small department, it has a number of nationally distinguished members. This visibility extends much deeper than one or two single stars. A modest infusion of resources would significantly enhance the program.

No other school in the UW System has either the intellectual resources or is positioned to serve as the basis for studying, and solving, urban social problems. Resources are stretched very thin. What is most notable about the graduate students is their quality.

Masters and Doctoral Programs in Urban Studies Program (2004)

Todd Swanstrom, Professor
Public Policy Studies Dept.
St. Louis University

Eugenie Birch, Professor and Chair
Dept. of City and Regional Planning
University of Pennsylvania

USP has a strong, dedicated leader and a critical mass of supportive faculty; new junior faculty members are especially strong. The overall publication record of the faculty is strong. The faculty is the greatest strength of the program. The program is under-resourced.

Master of Urban Planning (1997)

Associate Professor Deborah Howe
School of Urban and Public Affairs
Portland State University

Professor Arthur Nelson
Georgia Tech University

As a whole the faculty has a significant number of publications in numerous refereed journals and is acknowledged as productive scholars by the academic community. Students indicated a high level of satisfaction with the policy analysis focus of the program but did express some concerns about practical skill development.

M.S. in Curriculum and Instruction (1997)

Lynn Rhodes
University of Colorado at Denver

Alan Tom

The quality of the faculty is high on the basis of three kinds of data: what students had to say about faculty, what the curriculum vitae demonstrate, and the observations of the faculty during the site visit. Some are very well known nationally and even internationally... the level of scholarly output is good in the face of a six course teaching load. The campus generally appears to be short on money.

The majority of the faculty members are productive scholars. However, some of the faculty are less involved. The faculty is overextended and this has persisted for many years. This has not been effectively addressed by the campus administration.

Master of Public Administration Program

Charles Washington
College of Urban and Public Affairs
Florida Atlantic University

Carol Kohfeld
Public Policy Administration, Political Science
University of Missouri-St. Louis

The M.P.A. program is an at-risk, high quality, professional degree program. On virtually every indicator of scholarly performance, faculty members rank high, including strong to excellent research and publication records in refereed journals. Since the inception of the M.P.A. program, financial resources have not been adequate to support it as a free-standing unit.

Master of Science in Educational Psychology (1998)

Joseph DuCette, Professor
Temple University

Edwin Willems, Professor
University of Houston

Financial support for students is simply too limited. Earlier reviewers noted this as a problem. Laboratory space is seriously inadequate. It will be difficult to maintain research momentum in the face of teaching requirements. The student-faculty ratio on a national standard is extremely high. In the 34 year experience of the reviewer, very seldom have programs been reviewed that achieve their missions and goals to the extent that this one does. The values of the department permeate and affect the educational enterprise of Milwaukee and the state of Wisconsin to a remarkable extent. Lack of financial assistance to students is one of the biggest holes in the soundness of the program. Scholarly productivity ranges from very high to very low. A number of publications are published in more casual outlets. Current standing in attracting extramural support is not good.

Master of Science in Administrative Leadership (1998)

John Dirks, Professor
Michigan State University
University of Utah

Diana Pounder, Professor
Department of Educational Administration

This department compares favorably with departments of its type and size in research and doctoral-training institutions. The faculty is over-extended and teaching workloads need to be reduced. Despite this, most faculty members are very active in scholarly presentations at national conferences and regularly publish in peer reviewed professional journals and respected books.

Master of Science in Criminal Justice (1995)

Vincent Webb
University of Nebraska at Omaha

John Hepburn
Arizona State University

The program provides an outstanding comprehensive education for graduate students. It enjoys a reputation for excellence as one of the top regional programs in the country. The faculty is stretched to the limit. Senior faculty members have acquired national reputations for their distinguished records of scholarly research and publications. Resources are limited for TAs and faculty development.

Master's program in Speech-Language Pathology (2002)

Alex Johnson
Professor and Chair
Department of Audiology and
Speech-Language Pathology
Wayne State University

M. Barbara Laufer
Professor and Chair
Department of Communication Sciences Disorders
Towson State University

The University can be proud of the nationally accredited graduate Speech-Language Pathology program. There is an incredible dedication to teaching, research, and service which goes above and beyond faculty workloads consistent with other programs. Students are extremely satisfied with the department.

Master of Science in Kinesiology (2003)

The M.S. provides students with excellent, research-based master's level preparation. Existing research facilities will need to be expanded. Some members of the faculty have national and international research reputations.

Occupational Therapy Master's program

Thomas Fisher
Associate Professor and
Director of the OT program
Indiana University
School of Health and Rehabilitation Sciences

Cynthia Hughes-Harris
Dean, School of Allied Health Sciences
Florida A&M University

The program faculty is to be commended for the level of active research that is a part of their ongoing realm of responsibility. This contributes to the stellar reputation of the program within the world of occupational therapy graduate education. A concern is the loss of graduate TA positions. There is no space for expansion.

Ph.D. in Biological Sciences (1998)

John Edwards
University of Washington, Seattle

Edward Leadbetter,
University of Connecticut

David Turpin
Queen's University
Kingston, Ontario

Commitment to improve research productivity is clear, yet we see a number of challenges which must be overcome in order for this goal to be met. Despite resource constraints, accomplishments are high and should be recognized as such by the University. There is a need to increase the level of TA funding at UWM so that the Department of Biological Sciences can compete with other institutions in attracting outstanding graduate students. The apparent conflict between the University's goal to enhance Research II status and the low level of both graduate student support and start-up grants for new faculty must be addressed. Departments with strong research profiles should be informed of the flexibility they have to restructure their curriculum in order to modify teaching loads.

Ph.D. in Chemistry (2002)

Robert Doedens
UC-Irvine

Michael Trenary
University of Illinois, Chicago

There is a need to increase the number of adequately prepared students who enroll in the University. Despite its good quality and effective operation, the Ph.D. program at UWM is currently in a state of crisis due to severe problems in its ability to attract graduate students. The fact that the stipend offered by UWM is substantially below national norms is, predictably, having a devastating effect. Teaching loads are high. The standard teaching load... is at least 50 percent higher than is typical for Ph.D. granting chemistry departments. The department and administration should work together to construct a competitive stipend package for Teaching Assistants. Graduate student recruiting, particularly of domestic students, should be reenergized. Efforts should be initiated to develop sources of funding for undergraduate research.

Ph.D. in Engineering: Computer Science (2002)

Oscar Garcia
Wright State University

Alan Tharp
North Carolina State University

Secure start-up funds for new faculty, including GTA/GRAs, and laboratory space as well as technical support staff in order to compete in attracting high quality new faculty.

MAFL (Master of Arts in Foreign Language and Literature)

Dick Gerdes
University of Nevada, Las Vegas

Donald C. Spinelli
Wayne State University

A shortage of faculty members makes it quite challenging to carry out the mission and goals of this program. Faculty workloads are somewhat high and onerous especially for junior faculty. One young faculty member mentioned he was teaching a three to four course load in order to build his program. Another young faculty involved with helping high school teachers is also doing more than expected. If service of this nature is to be a part of the junior faculty's load then there should be a reduction in teaching load to allow time for research and writing.

On the whole, the senior faculty has a fine record of research and publication.

A somewhat elevated teaching load and the undergraduate teaching demands could prevent the recruitment and retention of good faculty.

M.A. Communications

The faculty is excellent in terms of research, teaching, and service, and is well respected in the field.

The lack of a doctoral program is a major factor in the faculty retention problem.

The lack of financial resources is problematic. While the department has grown almost 50 percent in the past five years, the classified and S&E budget have remained static. Funds are needed to update teaching and research lab facilities.

M.F.A. in Visual Art

Professor Jed Jackson
Chair, Department of Art
University of Memphis

Professor Ed Epping
School of Art and Design
University of Illinois at Chicago

It may be appropriate to institute a merit based salary incentive program which rewards nationally recognized creative and scholarly activity. New faculty should be well established in nationally visible urban centers with a strong potential for this recognition where senior status is lacking.

Resources are not adequate. The program requires additional funding to secure ongoing projects, funding to establish capital program development (equipment, lecture series, fellowships and scholarships) and resources that will secure additional faculty appointments.

This is a faculty under pressure to sustain its undergraduate program while attempting to sustain its graduate students.

M.M. in Music

Robert W. Thayer
Trustee Professor and Dean Emeritus
College of Musical Arts
Bowling Green State University
Bowling Green, Ohio 43402

Robert E. Bays
Director Emeritus
School of Music
University of Illinois at Urbana-Champaign

Most are very active as performers, composers, and/or scholars. Many are engaged in independent research and creative activity.

The current departmental budget must be considered absolutely minimal to support graduate offerings at a high quality level. There is no doubt that an improved financial underpinning could result in significant programmatic improvements.

M.F.A. in Performing Arts

Earl Gister, Professor
New York University

No problems there! All about the PTPP, which has disappeared.

M.A. in Anthropology

Dr. Anthony Ranere
Temple University

Dr. Jonathan Hill
Southern Illinois University Carbondale

The department must have better space and facilities to maintain educational coherence and outstanding faculty research.

The overloading of 7.5 graduate students per faculty is even worse for the two senior cultural faculties.

More funds need to be allocated for faculty travel to professional meetings, since these gatherings are the primary focus for sharing research results, making and renewing contacts with collaborators, meeting with prospective graduate students, and other vital business. Additional travel funds should be available for graduate students to help encourage them to present papers in professional meetings.

Stipend levels on assistantships should be raised to at least \$15,000 per year, tuition remission should be included with every assistantship.

The department continues to limp along on an inadequate S&E budget.

Faculty members are all active as scholars with the publication record quite good.

Ph.D. in English

Professor Barbara Cambridge
Associate Dean of the Faculties
Purdue University

Professor Dana Polan
Department of English
University of Pittsburgh

The UWM English faculty enjoys an enviable reputation in the academic community. Their reputation is based not only on its superstars, but also on the scholarship of newer faculty, whose visibility has been enhanced through publishing books and articles with prestigious presses and journals and its association with the Center for 21st Century Studies.

High-quality, innovative graduate education.

Faculty need to have greater access to technology for curriculum and research.

Increase funding of graduate students with competitive funding packages which are necessary to attract highly qualified and diverse graduate students.

Art History M.A. (2001)

Robert Munman
University of Illinois (Chicago)

Betsy Fahlman
Arizona State

“Faculty members are productive scholars. There is no dead wood here.”

The faculty has achieved a strong reputation in the field. All members of the department publish regularly, in respected refereed journals and/or with academic publishers, and all are extremely active presenting their research at professional conferences.

The department has no funds for special lectures by visiting scholars.

Economics Ph.D. (1999)

Wallace Hendricks
University of Illinois

Jorge Salazar-Carillo
Florida International University

Recently there appears to be a decline in the number of articles placed in top level journals and an increase in the number of members of the department who are active in university service. Given the scarce resources in the department, more emphasis on maintenance of the research mission may be appropriate.

Geography Ph.D. (2004)

Bernard Bauer
Okanagan University College

Sara McLafferty
University of Illinois, Urbana-Champaign

The reviewers were impressed with the faculty’s energy, enthusiasm and dedication, as well as the quality of teaching and research. Over half are untenured assistant professors; only two are full professors. This is an unusually diverse faculty. In a very short time, the department has built an extraordinary faculty foundation for creating a well-ranked graduate program.

Political Science Ph.D. and M.A. (1994)

Richard G. Niemi
University of Rochester

The faculty is generally of high quality. In reviewing faculty vitas, it was noted that almost all of the older faculty remain active in research. It is also clear that in recent years the department has made good hires at both the junior and senior levels.

If there is one problem that seemed to pop out in reviewing faculty vitas, it was an over-reliance on what was regarded as lower-level professional journals.

A problem that the department is fully aware of is the number of outside jobs taken on by faculty members (usually administrative positions within the University).

Urban Education Ph.D. (1996)

Louis A Castenell, Jr.
University of Cincinnati

Rosemary E. Sutton
Cleveland State University

The reviewers noted that as a group, [the faculty] produce high quality scholarship.

There is general agreement that the doctoral program is stronger than it was at the time of the last review when it was concluded that the specializations were not strong enough.

Architecture Ph.D. (2004)

W. Mike Martin
University of California at Berkeley

Robin Fran Abrams
Texas A&M University

The program has had a very strong reputation, both inside the University and on an international level. However, key members of the faculty have left in recent years, due to retirement and transfers.

Philosophy M.A. (1996)

Robert B. Brandom
University of Pittsburgh

Warren Goldfarb
Harvard University

This program is a gem—one that will bring UWM national attention within the core discipline of philosophy.

The Philosophy Department is good enough, broad enough and deep enough that it could, under other circumstances (both nationally and within UWM) fund a top quality doctoral program.

In this niche [terminal M.A. programs], the program is of national rank, with only one other such program, at Tufts University, that could be considered superior to it.

Department facilities are minimal. The Library holdings are only just passable.

Mathematics Ph.D. (1996)

Professor E. P. Armendariz
Department of Mathematics
University Texas-Austin

Professor D. Waterman
Department of Mathematics
Syracuse University

Many faculty members maintain active research programs. There is a need for representation from additional mathematical areas to bridge to other components and disciplines.

Library holdings need to be improved with the department primarily responsible for decisions about journal holdings.

Computer facilities and software need to be updated.

Need to have more competitive salary at junior ranks. (Not specified although there is mention that the number of faculty is barely adequate to maintain the present research efforts and that instructional programs should be the function of a department and not just one or two specialists.)

Nursing Ph.D. (1995)

Dr. E. Lenz
Penn State

Dr. N. Bergstrom
University of Nebraska-Omaha

Faculty engaged in funded and unfunded research. Majority of faculty are productive scholars—25 percent have strong national reputations. Generally publication records are good with publications tipped toward practice rather than research journals.

Faculty does not seem to be overburdened by teaching—teaching loads reasonable. There is concern that departing faculty may not be replaced in adequate numbers.

Resources well managed with research infrastructure continually being strengthened.

Considerable resources committed to enhancing research capability. The Center for Nursing Research and Evaluation is a wonderful resource to be maintained.

Library holdings may be inadequate.