

## REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Academic Policies

### Brief History of Issue - why the issue is being considered:

During the academic year 2008-2009 the University agreed to a pilot offering of the ROTC program. Prior to the fall of 2009 students interested in joining the program had to commute to UW-Stout to complete the coursework. The program at UWEC is housed in the Department of Management and Marketing, and courses use the MGMT prefix. The program at Eau Claire has proved to be attractive, enrolling 34 students, which is almost the number that would be expected in a university of our size.

However, the MGMT prefix and course number, MGMT 494, are problems. First, the MGMT prefix makes it appear that a student must be a COB major, whereas the ROTC program is open to all students. Second, the upper level course number is a problem, causing a registration hurdle for freshmen and sophomores.

Therefore, to give students the opportunity to enroll in all 18 credits of the ROTC program and to distinguish the ROTC program from other COB programs, a new prefix, MSL, or Military Science and Leadership, is being proposed.

The ROTC program will continue to be housed in the Center for Leadership, a part of the Department of Management and Marketing. This organization has been approved by the College of Business. The faculty of the College of Business also approved the new prefix.

As the attached documents show, enrollment in the ROTC program offers students considerable benefits. The offering of the program by UWEC means that the tuition for MSL courses will remain at UWEC.

### Points Discussed by Committee:

UWEC is the last UW institution to offer the ROTC program. Without it, students would need to continue to commute to other UW System schools.

During its pilot year, the program has proven to be attractive to students.

In addition to the MSL courses, students must also enroll in one military history course; possible courses are shown in the attachment.

### Pros of Recommendation:

The ROTC program offers students opportunities for careers and graduate study after graduation as well as financial support while earning the Bachelor's degree.

The program may help attract diverse students to UWEC.

# MSL

## Cons of Recommendation:

An objection was raised to the ROTC program because of the military's "don't ask, don't tell" policy and the lack of an established peace studies program at UWEC.

## Technology/Human Resource Impact:

Approval of this program will require staff time to add the new prefix to the database, *University Catalogue*, and other documents.

## Committee Recommendation:

The Academic Policies Committee recommends approval of the proposed MSL prefix.

## MOTION FOR THE UNIVERSITY SENATE

The University Senate Committee:

by a vote of   9   for to   0   against on February 23, 2010 (Date)

Recommends that

The University Senate approve the establishment of the MSL prefix

Implementation Date: upon approval

Signed: Barbara Lozar  
Chair of the Committee

Send to: University Senate Office

## New course prefix proposed to the ROTC Program: MSL

### Rationale

- MSL – Military Science and Leadership. This is the standard prefix used by Cadet Command with this national curriculum.
- ROTC programs typically have their own prefix.
- The ROTC curriculum has eight distinct courses, four offered each semester.
- ROTC is available to all university students. Having its own prefix would give the program its own identity and appear less like a business-only class (for COB majors), and thus open to the university community.
- MGMT 494 requires junior standing for enrollment. This causes a registration hurdle for underclassmen.
- MGMT 494 has a 3-credit enrollment limit. This is fine for the freshman or sophomore who gives ROTC a one-semester try. To take all ROTC courses will require 18 credits; the minimum to complete the program requires taking 12 credits.
- ROTC section numbers currently use the Continuing Education 600-series, which indicates some differentiation from MGMT 494 Topics in Leadership sections. Once ROTC is no longer under Cont Ed, the 600-series cannot be used.
  - At least twice this past semester, COB students have contacted the ROTC office to enroll in the course thinking it is a Topic in Leadership, not understanding it is ROTC.
  - There are two sections each for the 100- and 200-level courses.
- Soldiers receiving Federal Tuition Assistance cannot be reimbursed for repeated courses.

---

Partnership Agreement between UW-Eau Claire and  
The Army Reserve Officers' Training Corps (ROTC)

Questions and Answers  
by  
Tom Dock, Dean  
College of Business

### **Topic: An Academic Addition to the College of Business -- Army ROTC**

**Question:** What is the Army ROTC program?

**Response:** Students enrolled in the UW-Eau Claire program take one ROTC course per semester during their four years at UW-Eau Claire. A typical class has two to eight cadets. (See attachment)

# MSL

The introductory ROTC classes are available to any UW-Eau Claire student regardless of major. Students can take classes without enrolling as a cadet. Students must fulfill prerequisites to enroll in junior and senior level ROTC courses.

ROTC class credits count toward the University's 120 credit graduation requirement but will not count toward any specific degree requirement.

**Question: Why do students join the ROTC program?**

**Response:** All students join the ROTC program voluntarily, with motivations such as serving their country, developing leadership skills, paying for their advanced education, and progressing from the Army's enlisted ranks to the officer corps. The ROTC program offers enrolled students substantial scholarships that cover tuition, housing and other expenses, including tuition and airfare for international study. In turn, contracted students commit to serving a set number of years in the U.S. Army on active duty or as part of the National Guard or Army Reserve.

**Question: How many other UW System campuses offer an ROTC program?**

**Response:** UW-Eau Claire is the last UW campus to offer an ROTC program – the 12 other UW campuses already offer an ROTC program.

**Question: Can UW-Eau Claire refuse to allow an ROTC program on its campus?**

**Response:** The ROTC faculty requested the University and the College of Business to consider offering an ROTC program. The University and the College voluntarily agreed to do so.

(Federal law states that if a University were to refuse an ROTC presence on its campus, federal grants to the University could be stopped. However, as the ROTC program and the University and College Partnership voluntarily entered into by all parties, the Federal law was never an issue.)

**Question: Where will the ROTC program be academically housed?**

**Response:** The ROTC program is currently participating in a one-year pilot program offered through UW-Eau Claire Continuing Education. The eight MSL courses have been approved by the College of Business. The courses will be located within the Center for Leadership, which is located within the Department of Management and Marketing.

**Question: How many UW-Eau Claire students are currently enrolled in the ROTC program?**

**Response:** ROTC currently has programs in Western Wisconsin at UW-Stout (established in 2005) and UW-River Falls (established in 2007). Eighty students are enrolled in the ROTC program at those two campuses.

Currently, 34 UW-Eau Claire students are enrolled in ROTC (see attachment). The UW-Eau Claire students in the program are majoring in a wide range of fields: biology, history, music, environmental public health, advertising, criminal justice, political science, Spanish education, math, business administration, accounting, communications, psychology and kinesiology.

# MSL

Students must fulfill prerequisites to enroll in the junior and senior ROTC courses. Students who take a ROTC class do not incur a military obligation until they choose to sign a contract with the Army. To formally be accepted into the ROTC program, students must meet the criteria of eligibility for joining the U.S. Army.

**Question:** Who teaches the ROTC courses?

**Response:** ROTC classes are taught by military faculty members, not university faculty. While military faculty salaries are paid for by the U.S. Army, the College of Business Management faculty will be consulted prior to hiring a new faculty member. ROTC faculty members must abide by all university standards of conduct.

**Question:** What financial benefits does a cadet receive from the Army?

**Response:** See attachment.

---

## ROTC CADET BENEFITS

### Financial Benefits

- All contracted cadets receive a monthly, tax-free stipend while they are in school, which is typically 10 months. Most cadets can start receiving the stipend in their sophomore year because the only freshmen eligible to contract are those who have a four-year ROTC scholarship.

Freshmen	\$300/month
Sophomores	\$350/month
Juniors	\$450/month
Seniors	\$500/month

- For contracted ROTC scholarship students, their full tuition plus most fees are paid directly to the University by the Army. The scholarship benefit does not include room and board. Additionally, students receive a \$600/semester book (taxable) allowance. Given the University's rental book system, cadets at UW-Eau Claire can typically pocket this allowance. Lastly, they receive the monthly stipend. Scholarship benefits are applicable for fall, winter, and spring sessions, but not summer sessions.
- When the cadets attend the Leaders Training Course or the Leadership Development and Assessment Course during the summer, they are paid \$961 per month, which is taxable. The courses are approximately 30 days in length.

### Other Cadet Benefits

- Uniforms and ROTC textbooks are provided for the cadets at no charge. ROTC provides transportation, lodging, and food for cadets during their training. There is one expense cadets

# MSL

may incur, and that is if they attend the annual military ball, they pay for their dinner, typically about \$25 per person; cadet fundraisers will subsidize or zero out this expense.

- For weekly off-site training at leadership labs, ROTC uses a government van that cadets can ride in to attend this training; however, several cadets opt to drive their own vehicles.
- During the contracting process, the Army pays for the cadet's medical exam, eye exam, and any follow-on appointments. This is a direct payment to the clinic, not a reimbursement to the cadet.

---

## Cadet Obligation to the Army

- Only contracted cadets have a commitment to the Army following graduation and upon commissioning as a second lieutenant. All scholarship students must be contracted. Cadets must be contracted to enter the advanced course. Students may attend the basic course classes on campus or the Leaders Training Course summer camp or both with no further obligation.
- All commissionees incur an 8-year obligation, but the method of fulfilling this varies.

	Scholarship cadet	Non-scholarship cadet
Active Duty	4 years active service 4 years Individual Ready Reserve	3 years active service 5 years Individual Ready Reserve
National Guard Army Reserve	8 years of active drilling status	6 years of active drilling status 2 years of ready reserve / inactive guard

- Pay rates for active duty second lieutenants in 2010 are \$2745 monthly base pay. Additionally they receive a basic allowance for housing commensurate with the housing market of their duty station. They also receive a monthly subsistence allowance.
- Pay rates for reserve lieutenants is \$366 per typical drill weekend.

## Other Information

- GPA fall 2009
  - The contracted cadets' semester GPA average was 3.11.
  - High GPA was 3.82.
  - One cadet raised his semester GPA from 1.94 to 2.93.
- UWEC scholarship cadets
  - One cadet has a four-year scholarship.
  - Four cadets have Guaranteed Reserve Forces Duty scholarships.

# MSL

- One cadet has a two-year Green-to-Gold scholarship, meaning he was discharged from active duty specifically to complete his bachelor's degree and participate in ROTC.

## **UW-Eau Claire ROTC Course Descriptions**

### **MSL 101 Leadership and Personal Development**

*1 cr. F*

*P: Consent of instructor*

Introduction to the Army profession and military leadership. Exploration of the seven Army values and 16 Army leadership dimensions, as well as some core competencies critical to effective leadership (i.e. management, problem-solving, decision-making). Off campus weekend leadership orientation in a military environment with outdoor physical activities, including pugil stick, obstacle course, land navigation/orienteering, basic rifle marksmanship, and confidence course training.

### **MSL 102 Introduction to Tactical Leadership**

*1 cr. S*

*P: Consent of instructor*

Establishes foundation of basic leadership fundamentals such as problem solving, communication, goal setting, and techniques for improving listening and speaking skills. Life skills are reinforced as well as an introduction to counseling and operations orders. Lab provides instruction on squad movement techniques, map reading, physical fitness and marching techniques.

### **MSL 201 Innovative Team Leadership**

*2 crs. F*

*P: MSL 102, or consent of instructor*

Identification of successful leadership characteristics through the observation of others and self through experiential learning exercises. Students record observed traits (both good and bad) in a dimensional leadership journal and discuss observations in small group settings. The lab applies basic leadership theory and decision making during practical exercises in a field environment. Instructor's consent required.

### **MSL 202 Foundations of Tactical Leadership**

*2 crs. S*

*P: MSL 201, or consent of instructor*

Examines building successful teams, methods for influencing action, effective communication in setting and achieving goals, the importance of timing the decision, creativity in the problem-solving process, and obtaining team cohesion through immediate feedback. The lab applies basic leadership theory and decision making during practical exercises in a field environment.

### **MSL 301 Adaptive Team Leadership**

*3 crs. F*

*P: MSL 101, 102, 201 and 202, or consent of instructor*

Students conduct self-assessment of leadership style, develop personal fitness regimen, and learn to plan and conduct individual/small-unit tactical training while testing reasoning and problem-solving

# MSL

techniques. Students receive direct feedback on leadership abilities. The lab reinforces small-unit tactical training while employing the troop-leading procedure to accomplish planning and decision making. Instructor's consent required.

## **MSL 302 Applied Team Leadership**

*3 crs. S*

*P: MSL 301*

The role of communication, value, and ethics in effective leadership. Ethical decision making, diversity, spirituality, and survey of Army leadership doctrine. Emphasis on improving oral and written communication abilities. Lab reinforces small-unit tactical training while employing troop-leading procedure to accomplish complex planning and decision making. Instructor's consent required.

## **MSL 401 Developing Adaptive Leaders**

*3 crs. F*

*P: MSL 302*

Develop student proficiency in planning and executing complex operations, functioning as a member of a staff, and mentoring subordinates. Students explore training management, methods of effective staff collaboration, and developmental counseling techniques. The lab hones the students' leadership skills, attributes and abilities as they operate as cadet officers. Instructor's consent required.

## **MSL 402 Leadership in A Complex World**

*3 crs. S*

*P: MSL 401, or consent of instructor*

Study includes a case study analysis of military law and practical exercises on establishing an ethical command climate. Students must complete a semester-long Senior Leadership Project that requires them to plan, organize, collaborate, analyze, and demonstrate their leadership skills. The lab continues to sharpen the students' leadership skills. Instructor's consent required.

## **ROTC MILITARY HISTORY REQUIREMENT**

Reference. Cadet Command Regulation 145-3. 20 Sep 06. *Reserve Officer Training Corps Pre-commissioning Training and Leadership Development*. Paragraph 2-4d.

d. Military History. Prior to commissioning, cadets will complete a one-semester or equivalent college-level course in American military history offered by the college history department or the ROTC Military History Course. Additionally, cadets will participate in a staff ride or battlefield tour.

(1) The college-level course in American military history should develop the students' awareness of the relationship of the military establishment to society, particularly in the United States. Further, the course should develop their interest in the evolution of war and the progression of military professionalism, give them an awareness of the history and purpose of joint operations, discuss the role of history in



understanding their profession, and encourage the viewing of American military history from a joint perspective.

The history course must be at the 300 level or above. Three courses offered at the University of Wisconsin–Eau Claire satisfy this requirement. Dr. Ducksworth has always been willing to overload an ROTC student in order to take one of these classes.

## HIST 384 – *The Vietnam War*

- Examination of the conflicts in Vietnam, 1945-1975. Topics include: Vietnam in history, French colonial rule, nationalism and communism in Vietnam, U.S. policies, the debates of the war, and the legacy of the war.
- GE-IVC and FC
- Prerequisites: six credits of history, junior standing, or consent of instructor

## HIST 476 – *World War I and II Military*

- Explores World Wars I and II from the perspective of professional military history. Emphasizes strategy, tactics, decision-making, and battle history. The role of culture's influence on strategy is discussed.
- GE-IVC and FC
- Prerequisites: six credits of history, junior standing, or consent of instructor

## HIST 477 – *American War in the Post 1945 World*

- American involvement in the Korean and Vietnam conflicts, military policy in between wars, Desert Shield/Desert Storm, and the home front impact of war. Emphasizes the daily lives of combatants.
- GE-IVC and CD1
- Prerequisites: six credits of history, junior standing, or consent of instructor

## CURRENTLY ENROLLED CADETS

Bergman	Angela	Social work
Binder	Jeremy	Criminal justice
Boldon	Zachary	Political Science - World Politics
Boltz	Logan	Undecided
Chihak	Jacob	Criminal justice
Combs	Randall	Advertising
Conde	Erica	Spanish education
Dalziel	Erica	Undecided - leaning towards bus admin
Denno	Louisa	Nursing
Dillow	Jack	Music
Durand	Chase	Criminal justice
Dykstra	Bryan	Kinesiology
Eaton	Isaiah	Chemistry
Edwards	Matt	Criminal justice
Finco	Kimberly	Undecided
Herther	Robert	Environmental Public Health
Jerue	Marc	Spanish education

Marcellino	Andrew	Biology
Messmer	Travis	Business administration
Muska	Shaley	Accounting
Nord	Bob	Criminal justice
Panek	Benjamin	Nursing
Patenaude	Gustin	History
Ponkratz	Ben	Math
Reid	Colleen	Nursing
Roper	Nicole	Nursing
Rose	Chynna	Pre-engineering (architecture)
Schleicher	Brandon	Biology
Scott	Brandon	History
Seichter	Rebecca	Math Education
Smith	Christopher	Business
Stump	Christopher	Criminal justice
Teigen	Joseph	Criminal justice
Winkler	Sara	Undecided

## **FORMER CADETS**

Bergstrom	Kristopher	Communications
Jongewaard	Tyler	Criminal justice
Lueloff	Samantha	Psychology; Criminal Justice minor
Phillips	Joseph	Criminal justice
Rindal	Megan	Biology; French minor
Rudebusch	Nathan	Psychology
Zenner	Michael	Chemistry