

Proposed Hours Change Regular Semester Schedule

Approved by Facilities Advisory Board on November 3, 2021

Proposal: Move Regular Semester closing time at Memorial Union and Union South back one hour from the current schedule.

Proposed Schedule

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Memorial Union	8A - 11P	7A - 11P	7A - 11P	7A - 11P	7A - 11P	7A - Midnight	8A - Midnight
Union South	7A - 11P	7A - 11P	7A - 11P	7A - 11P	7A - 11P	7A - Midnight	7A - Midnight

Current Schedule

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Memorial Union	8A - Midnight	7A - Midnight	7A - Midnight	7A - Midnight	7A - Midnight	7A - 1A	8A - 1A
Union South	7A - Midnight	7A - Midnight	7A - Midnight	7A - Midnight	7A - Midnight	7A - 1A	7A - 1A

Note: All reductions to hours must be approved by Union Council. Leadership Executive Team can approve expanded hours for periods such as Exam Week and for special events.

Attachments:

- Talking Points
- Standard Building Hours Table (Current)
- Current Unit Hours
- Memorial Union Entry Traffic Data
- Memorial Union Exit Traffic Data
- Union South Entry Traffic Data
- Union South Exit Traffic Data
- Safe Walk Schedule
- Campus Late Night Bus Schedules

Talking Points

Reasons to Consider Reducing Late Night Hours

- The number of students using the Building is very low late at night
- Most everything in the Buildings closes close 2 hours before the Buildings close
 - Exceptions are the Badger Markets which are only open late because they are required to be open until Building Close and Sett Recreation at Union South.
- Very few events go until Building Close
- The Buildings start to get creepy when they are so empty
- Safe ways for students to get home are very limited at current closing times
- It is getting very hard to find people willing to work until Building close

Memorial Union Fall Semester Hours
Monday, October 25, 2021 through Sunday, October 31, 2021

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Carte	CLOSED	CLOSED	11:00A - 3:00P	11:00A - 3:00P	11:00A - 3:00P	CLOSED	CLOSED
Rathskeller	10:30A - 10:00P	10:30A - 10:00P	10:30A - 10:00P	10:30A - 10:00P	10:30A - 10:00P	10:30A - 10:00P	10:30A - 10:00P
Stiftskeller	CLOSED	CLOSED	CLOSED	CLOSED	3:00P - 10:30P	Noon - 10:30P	Noon - 8:00P
Strada	11:00A - 9:00P	11:00A - 9:00P	11:00A - 9:00P	11:00A - 9:00P	11:00A - 9:00P	11:00A - 9:00P	11:00A - 9:00P
MU Daily Scoop	2:00P - 9:00P	2:00P - 9:00P	2:00P - 9:00P	2:00P - 9:00P	2:00P - 9:00P	11:00A - 9:00P	11:00A - 9:00P
Pee'ts Coffeeshouse	7:00A - 5:00P	7:00A - 5:00P	7:00A - 5:00P	7:00A - 5:00P	7:00A - 5:00P	8:00A - 5:00P	8:00A - 5:00P
Badger Market	7:00A - Midnight	7:00A - Midnight	7:00A - Midnight	7:00A - Midnight	7:00A - 1:00A	8:00A - 1:00A	8:00A - Midnight

Notes: Badger Market hours would change under the new proposal. However, the store is only open until Midnight/1A because one dining unit is required to be open until Building Close.

The latest any other unit is open Sunday through Thursday is 10P

The latest any other unit is currently open Friday and Saturday is 10:30PM

Union South Fall Semester Hours
Monday, October 25, 2021 through Sunday, October 31, 2021

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
The Sett - Pub	11:00A - 9:00P	11:00A - 7:00P	11:00A - 7:00P	11:00A - 7:00P	11:00A - 7:00P	11:00A - 7:00P	11:00A - 7:00P
The Sett - Recreation	Noon - Midnight	Noon - Midnight	Noon - Midnight	Noon - Midnight	Noon - 1:00A	Noon - 1:00A	Noon - 9:00P
The Sett Climbing Wall (Early)	Noon - 1:30P	Noon - 1:30P	Noon - 1:30P	Noon - 1:30P	Noon - 1:30P	2:00P - 7:00P	2:00P - 7:00P
The Sett Climbing Wall (Later)	5:00P - 9:00P	5:00P - 9:00P	5:00P - 9:00P	5:00P - 9:00P	5:00P - 9:00P	-	-
South Cantina	11:00A - 7:00P	11:00A - 7:00P	11:00A - 7:00P	11:00A - 7:00P	11:00A - 7:00P	CLOSED	CLOSED
Ginger Root	11:00A - 7:00P	11:00A - 7:00P	11:00A - 7:00P	11:00A - 7:00P	11:00A - 6:00P	CLOSED	CLOSED
Harvest Grains	CLOSED	CLOSED	CLOSED	CLOSED	CLOSED	CLOSED	CLOSED
Badger Market	7:00A - Midnight	7:00A - Midnight	7:00A - Midnight	7:00A - Midnight	7:00A - Midnight	8:00A - Midnight	8:00A - Midnight
Daily Scoop @ US	11:00A - 9:00P	11:00A - 9:00P	11:00A - 9:00P	11:00A - 9:00P	11:00A - 9:00P	11:00A - 9:00P	11:00A - 9:00P
Prairie Fire	7:00A - 10:00P	7:00A - 10:00P	7:00A - 10:00P	7:00A - 10:00P	7:00A - 10:00P	7:00A - 10:00P	7:00A - 10:00P

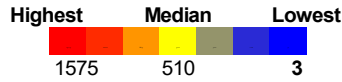
Notes: Badger Market hours would change under the new proposal. However, the store is only open until Midnight/1A because one dining unit is required to be open until Building Close.

Sett Recreation is open until Building Close but does not experience much business in the last

The latest any other unit is open any day of the week is 10P

Memorial Union Entries Heat Map

Wednesday, September 8, 2021 Through Sunday, October 31, 2021

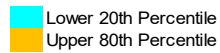


Hour Ending	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
7:00 AM	15	18	22	16	20	4	3
8:00 AM	59	74	68	55	53	17	14
9:00 AM	158	162	176	168	194	152	106
10:00 AM	366	320	407	335	356	282	222
11:00 AM	533	603	573	548	587	420	427
12:00 PM	734	740	803	710	792	722	664
1:00 PM	896	1278	1060	1285	1169	1159	1002
2:00 PM	809	749	989	729	1226	1340	1099
3:00 PM	848	895	878	918	1297	1575	1020
4:00 PM	858	782	838	838	1137	1501	999
5:00 PM	676	699	824	750	1091	1248	829
6:00 PM	834	964	1019	913	1128	1085	788
7:00 PM	850	942	1080	978	1287	908	815
8:00 PM	671	741	833	762	1061	752	722
9:00 PM	402	472	458	479	774	563	395
10:00 PM	165	209	221	243	487	431	162
11:00 PM	57	78	71	94	234	221	63
12:00 AM	31	32	33	37	66	80	43
1:00 AM	7	7	7	8	32	41	5
2:00 AM	7	8	8	5	10	16	6
Open Hrs. Total	8,978	9,773	10,366	9,871	13,002	12,513	9,385

(The 10 busiest hours are framed in white)

(The 10 slowest open hours are framed in neon green)

Memorial Union Hourly % of Total Entries

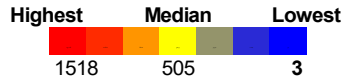


Hour Ending	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
7:00 AM							
8:00 AM	0.080%	0.100%	0.092%	0.074%	0.072%		
9:00 AM	0.215%	0.219%	0.238%	0.228%	0.263%	0.206%	0.144%
10:00 AM	0.497%	0.435%	0.553%	0.455%	0.483%	0.382%	0.301%
11:00 AM	0.723%	0.818%	0.778%	0.744%	0.797%	0.570%	0.579%
12:00 PM	0.996%	1.004%	1.090%	0.963%	1.076%	0.980%	0.901%
1:00 PM	1.216%	1.735%	1.439%	1.744%	1.587%	1.573%	1.361%
2:00 PM	1.098%	1.016%	1.343%	0.990%	1.664%	1.818%	1.492%
3:00 PM	1.151%	1.215%	1.191%	1.246%	1.760%	2.138%	1.385%
4:00 PM	1.165%	1.061%	1.138%	1.138%	1.543%	2.037%	1.356%
5:00 PM	0.918%	0.949%	1.119%	1.018%	1.481%	1.694%	1.126%
6:00 PM	1.132%	1.309%	1.383%	1.240%	1.532%	1.473%	1.069%
7:00 PM	1.154%	1.279%	1.466%	1.328%	1.747%	1.232%	1.106%
8:00 PM	0.911%	1.006%	1.130%	1.035%	1.440%	1.021%	0.981%
9:00 PM	0.546%	0.641%	0.622%	0.651%	1.051%	0.764%	0.536%
10:00 PM	0.224%	0.284%	0.300%	0.330%	0.661%	0.584%	0.220%
11:00 PM	0.078%	0.106%	0.096%	0.128%	0.317%	0.300%	0.086%
12:00 AM	0.042%	0.043%	0.044%	0.050%	0.090%	0.108%	0.058%
1:00 AM					0.044%	0.055%	
2:00 AM							
Total	12.1%	13.2%	14.0%	13.4%	17.6%	16.9%	12.7%

Reduced Hours are framed in Red and account for 0.3% of weekly Entries

Memorial Union Departures Heat Map

Wednesday, September 8, 2021 Through Sunday, October 31, 2021

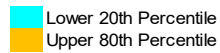


Hour Ending	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
7:00 AM	10	13	14	11	13	4	3
8:00 AM	33	31	42	28	30	10	10
9:00 AM	80	77	89	72	88	90	51
10:00 AM	192	196	223	212	220	220	126
11:00 AM	380	359	436	361	428	307	273
12:00 PM	546	616	643	576	653	589	550
1:00 PM	901	1253	1015	1229	1077	1003	826
2:00 PM	807	734	982	754	1170	1281	988
3:00 PM	865	895	898	897	1242	1472	977
4:00 PM	802	758	819	816	1179	1518	936
5:00 PM	751	707	787	777	1072	1268	850
6:00 PM	770	844	958	838	1049	1115	808
7:00 PM	829	917	1004	940	1225	943	839
8:00 PM	709	811	861	817	1106	783	760
9:00 PM	514	584	673	635	986	625	496
10:00 PM	361	382	364	370	627	478	268
11:00 PM	182	176	208	161	323	289	169
12:00 AM	87	106	94	86	132	170	114
1:00 AM	15	14	12	10	42	56	10
2:00 AM	3	5	5	3	7	9	3
Open Hrs. Total	8,837	9,479	10,125	9,591	12,668	12,231	9,055

(The 10 busiest hours are framed in white)

(The 10 slowest open hours are framed in neon green)

Memorial Union Hourly % of Total Exits

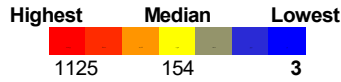


Hour Ending	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
7:00 AM							
8:00 AM	0.046%	0.043%	0.058%	0.038%	0.042%		
9:00 AM	0.111%	0.107%	0.124%	0.101%	0.123%	0.126%	0.070%
10:00 AM	0.267%	0.273%	0.310%	0.295%	0.306%	0.306%	0.175%
11:00 AM	0.530%	0.500%	0.607%	0.502%	0.596%	0.427%	0.380%
12:00 PM	0.761%	0.858%	0.896%	0.802%	0.909%	0.820%	0.766%
1:00 PM	1.255%	1.746%	1.414%	1.711%	1.500%	1.397%	1.150%
2:00 PM	1.124%	1.022%	1.368%	1.050%	1.629%	1.785%	1.375%
3:00 PM	1.205%	1.247%	1.250%	1.249%	1.729%	2.050%	1.361%
4:00 PM	1.117%	1.055%	1.140%	1.136%	1.641%	2.113%	1.304%
5:00 PM	1.046%	0.984%	1.095%	1.082%	1.493%	1.766%	1.184%
6:00 PM	1.072%	1.175%	1.334%	1.167%	1.461%	1.552%	1.125%
7:00 PM	1.154%	1.277%	1.398%	1.308%	1.705%	1.314%	1.169%
8:00 PM	0.987%	1.130%	1.198%	1.138%	1.540%	1.090%	1.059%
9:00 PM	0.715%	0.814%	0.937%	0.885%	1.374%	0.870%	0.691%
10:00 PM	0.502%	0.533%	0.506%	0.515%	0.874%	0.666%	0.373%
11:00 PM	0.253%	0.246%	0.290%	0.225%	0.450%	0.403%	0.235%
12:00 AM	0.121%	0.147%	0.131%	0.120%	0.184%	0.237%	0.158%
1:00 AM					0.058%	0.079%	
2:00 AM							
Total	12.3%	13.2%	14.1%	13.3%	17.6%	17.0%	12.6%

Reduced Hours are framed in Red and account for 0.8% of weekly Exits

Union South Entries Heat Map

Wednesday, September 8, 2021 Through Sunday, October 31, 2021

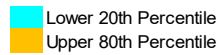


Hour Ending	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
7:00 AM	13	16	14	12	8	16	5
8:00 AM	44	80	51	86	52	45	15
9:00 AM	168	174	201	181	169	196	24
10:00 AM	441	357	411	358	337	577	51
11:00 AM	620	605	590	627	584	554	80
12:00 PM	639	488	694	563	571	362	135
1:00 PM	727	1066	740	1125	669	356	119
2:00 PM	622	480	624	488	581	340	167
3:00 PM	579	709	649	692	587	589	132
4:00 PM	572	613	647	577	442	484	120
5:00 PM	357	338	395	347	334	587	112
6:00 PM	392	489	379	421	231	511	107
7:00 PM	275	341	269	279	202	289	93
8:00 PM	175	198	165	143	138	100	59
9:00 PM	79	100	71	77	73	91	45
10:00 PM	43	50	42	48	62	137	26
11:00 PM	21	19	18	25	51	91	14
12:00 AM	17	12	14	19	24	37	12
1:00 AM	4	3	5	9	18	19	3
2:00 AM	6	5	5	6	11	15	10
Open Hrs. Total	5,793	6,142	5,984	6,081	5,141	5,395	1,329

(The 10 busiest hours are framed in white)

(The 10 slowest open hours are framed in neon green)

Union South Hourly % of Total Entries

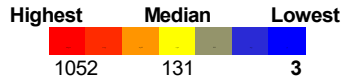


Hour Ending	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
7:00 AM							
8:00 AM	0.123%	0.224%	0.144%	0.241%	0.147%	0.125%	0.042%
9:00 AM	0.470%	0.486%	0.562%	0.507%	0.472%	0.550%	0.066%
10:00 AM	1.235%	0.999%	1.150%	1.004%	0.943%	1.616%	0.142%
11:00 AM	1.737%	1.695%	1.653%	1.755%	1.635%	1.553%	0.225%
12:00 PM	1.791%	1.367%	1.945%	1.576%	1.600%	1.015%	0.379%
1:00 PM	2.036%	2.985%	2.074%	3.152%	1.875%	0.997%	0.333%
2:00 PM	1.743%	1.345%	1.747%	1.368%	1.626%	0.952%	0.469%
3:00 PM	1.623%	1.985%	1.817%	1.938%	1.645%	1.650%	0.371%
4:00 PM	1.603%	1.717%	1.813%	1.616%	1.237%	1.356%	0.335%
5:00 PM	0.999%	0.948%	1.107%	0.972%	0.935%	1.643%	0.313%
6:00 PM	1.098%	1.371%	1.062%	1.179%	0.648%	1.431%	0.301%
7:00 PM	0.770%	0.956%	0.754%	0.780%	0.566%	0.810%	0.260%
8:00 PM	0.489%	0.554%	0.461%	0.401%	0.385%	0.280%	0.166%
9:00 PM	0.220%	0.279%	0.197%	0.216%	0.204%	0.254%	0.126%
10:00 PM	0.121%	0.141%	0.116%	0.133%	0.173%	0.385%	0.073%
11:00 PM	0.058%	0.054%	0.051%	0.069%	0.142%	0.254%	0.038%
12:00 AM	0.047%	0.033%	0.039%	0.052%	0.068%	0.102%	0.034%
1:00 AM					0.049%	0.052%	
2:00 AM							
Total	16.2%	17.1%	16.7%	17.0%	14.3%	15.0%	3.7%

Reduced Hours are framed in Red and account for 0.3% of weekly Entries

Union South Departures Heat Map

Wednesday, September 8, 2021 Through Sunday, October 31, 2021

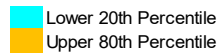


Hour Ending	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
7:00 AM	7	10	9	8	5	17	5
8:00 AM	25	64	38	68	40	31	11
9:00 AM	127	105	125	95	106	127	15
10:00 AM	290	290	261	275	219	484	28
11:00 AM	412	422	440	450	372	659	43
12:00 PM	605	392	576	453	566	314	78
1:00 PM	675	1047	717	1052	571	315	126
2:00 PM	708	571	736	647	713	327	132
3:00 PM	646	702	663	678	528	460	115
4:00 PM	558	629	643	616	500	416	127
5:00 PM	386	407	438	381	334	601	114
6:00 PM	356	417	421	392	313	629	118
7:00 PM	313	402	309	327	210	398	123
8:00 PM	272	306	252	212	152	130	99
9:00 PM	141	187	129	135	125	77	59
10:00 PM	137	87	95	90	111	100	41
11:00 PM	55	82	55	63	67	80	33
12:00 AM	53	48	44	45	54	49	34
1:00 AM	11	9	10	11	25	38	9
2:00 AM	4	3	4	4	10	10	5
Open Hrs. Total	5,782	6,181	5,964	5,998	5,019	5,259	1,316

(The 10 busiest hours are framed in white)

(The 10 slowest open hours are framed in neon green)

Union South Hourly % of Total Exits



Hour Ending	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
7:00 AM							
8:00 AM	0.071%	0.182%	0.106%	0.191%	0.113%	0.087%	0.032%
9:00 AM	0.359%	0.296%	0.354%	0.268%	0.298%	0.358%	0.042%
10:00 AM	0.821%	0.820%	0.737%	0.777%	0.619%	1.370%	0.078%
11:00 AM	1.164%	1.193%	1.244%	1.271%	1.051%	1.864%	0.122%
12:00 PM	1.711%	1.109%	1.628%	1.281%	1.600%	0.887%	0.222%
1:00 PM	1.907%	2.960%	2.027%	2.974%	1.613%	0.891%	0.357%
2:00 PM	2.001%	1.616%	2.081%	1.829%	2.016%	0.924%	0.374%
3:00 PM	1.827%	1.985%	1.874%	1.916%	1.492%	1.300%	0.326%
4:00 PM	1.577%	1.778%	1.818%	1.740%	1.412%	1.175%	0.360%
5:00 PM	1.091%	1.150%	1.238%	1.077%	0.943%	1.700%	0.322%
6:00 PM	1.007%	1.180%	1.191%	1.109%	0.884%	1.777%	0.335%
7:00 PM	0.884%	1.138%	0.874%	0.925%	0.594%	1.124%	0.347%
8:00 PM	0.770%	0.866%	0.711%	0.598%	0.429%	0.368%	0.279%
9:00 PM	0.398%	0.530%	0.365%	0.381%	0.354%	0.217%	0.167%
10:00 PM	0.387%	0.246%	0.269%	0.254%	0.312%	0.281%	0.115%
11:00 PM	0.157%	0.232%	0.154%	0.178%	0.190%	0.227%	0.092%
12:00 AM	0.149%	0.135%	0.125%	0.127%	0.153%	0.139%	0.097%
1:00 AM					0.072%	0.107%	
2:00 AM							
Total	16.3%	17.4%	16.8%	16.9%	14.1%	14.8%	3.7%

Reduced Hours are framed in Red and account for 0.8% of weekly Exits

SAFEwalk Hours

We're open all year — even between semesters!

7 p.m. to 1 a.m. (October 1 – March 31)

8 p.m. to 1 a.m. (April 1 – September 30)

Holidays

SAFEwalk services are not available on legal holidays when Transportation Services is closed. These days include New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve. Please note: if a legal holiday falls on a Sunday, the state observes it on the following Monday.

Building Managers, Sett Rec staff, and Badger Market staff are unable to utilize SAFEwalk during weekend shifts because SAFEwalk services are only offered until 1am—most staff working until building close do not leave the building until 15-30 minutes after

ROUTE 80

ROUTE 80

Weekday Standard Service

UW Campus Loop // UW Campus Loop via Eagle Heights

From Route	Langdon at Memorial Union (#0010)	Observatory & Elm (#2778)	University Bay at Lot 60 (#2027)	Eagle Heights at Brown Shelter (#2082)	Marsh at Lot 76 (#2076)	Observatory & Elm (#2195)	Randall & Engineering (#0336)	Langdon at Memorial Union (#0010)	To Route
	1	3	4	5	6	3	2	1	
-	-	-	-	-	-	-	6:08	6:15	80
80	6:15	6:20	6:24	6:12	6:18	6:22	6:28	6:35	80
-	6:30	6:35	6:39	6:27	6:33	6:37	6:43	6:50	80
80	6:37	6:42	6:46	6:42	6:48	6:52	6:58	7:05	80
-	6:44	6:49	6:53	6:49	6:55	6:59	7:05	7:14	80
-	6:50	6:55	6:59	6:56	7:02	7:07	7:14	7:23	80
80	6:56	7:01	7:06	7:02	7:09	7:14	7:21	7:30	80
-	7:01	7:08	7:13	7:09	7:16	7:21	7:28	7:37	80
80	7:08	7:15	7:20	7:16	7:23	7:28	7:35	7:44	80
-	7:15	7:22	7:27	7:23	7:30	7:35	7:42	7:51	80
80	7:22	7:29	7:34	7:30	7:37	7:42	7:49	7:58	80
80	7:29	7:36	7:41	7:37	7:44	7:49	7:56	8:05	80
80	7:36	7:43	7:48	7:44	7:51	7:56	8:03	8:12	80
80	7:43	7:50	7:55	7:51	7:58	8:03	8:10	8:19	80
80	7:50	7:57	8:02	7:58	8:05	8:10	8:17	8:26	80
80	7:57	8:04	8:09	8:05	8:12	8:17	8:24	8:33	80
80	8:04	8:11	8:16	8:12	8:19	8:24	8:31	8:40	80
80	8:11	8:18	-	8:19	8:26	8:31	8:38	8:47	80
-	-	-	-	-	8:22	8:27	8:34	8:43	80
-	-	-	-	-	8:29	8:34	8:41	8:50	80
80	8:18	8:25	8:30	8:26	8:33	8:38	8:45	8:54	80
80	8:25	8:32	-	8:33	8:40	8:45	8:52	9:01	80
80	8:30	8:37	8:42	-	8:36	8:41	8:48	8:57	80
80	8:36	8:43	-	8:45	8:52	8:57	9:04	9:13	80
80	8:42	8:49	8:54	8:47	8:54	8:59	9:06	9:15	80
80	8:48	8:55	-	8:57	-	-	-	-	84
80	8:54	9:01	-	-	8:59	9:04	9:11	9:20	80
80	8:57	9:04	9:09	-	9:05	9:10	9:17	9:26	80
80	9:00	9:07	-	9:12	-	-	-	-	84
80	9:05	9:12	-	-	9:11	9:16	9:22	9:31	80
80	9:10	9:17	-	-	9:16	9:21	9:27	9:36	80
80	9:15	9:22	-	-	9:21	9:26	9:32	9:41	80
80	9:20	9:27	-	-	9:26	9:31	9:37	9:46	80
80	9:25	9:32	-	-	9:31	9:36	9:42	9:51	80
80	9:30	9:37	-	-	9:36	9:41	9:47	9:56	80
80	9:35	9:42	-	-	9:41	9:46	9:52	10:01	80
80	9:40	9:47	-	-	9:46	9:51	9:57	10:06	80
80	9:45	9:52	-	-	9:51	9:56	10:02	10:11	80
80	9:50	9:57	-	-	9:56	10:01	10:07	10:16	80
80	9:55	10:02	-	-	10:01	10:06	10:12	10:21	80
80	10:00	10:07	-	-	10:06	10:11	10:17	10:26	80
80	10:05	10:12	-	-	10:11	10:16	10:22	10:31	80
80	10:10	10:17	-	-	10:16	10:21	10:27	10:36	80
80	10:15	10:22	-	-	10:21	10:26	10:32	10:41	80
80	10:20	10:27	-	-	10:26	10:31	10:37	10:46	80
80	10:25	10:32	-	-	10:31	10:36	10:42	10:51	80
80	10:30	10:37	-	-	10:36	10:41	10:47	10:56	80
80	10:35	10:42	-	-	10:41	10:46	10:52	11:01	80
80	10:40	10:47	-	-	10:46	10:51	10:57	11:06	80
80	10:45	10:52	-	-	10:51	10:56	11:02	11:11	80
80	10:50	10:57	-	-	10:56	11:01	11:07	11:16	80
80	10:55	11:02	-	-	11:01	11:06	11:12	11:21	80
80	11:00	11:07	-	-	11:06	11:11	11:17	11:26	80
80	11:05	11:12	-	-	11:11	11:16	11:22	11:31	80
80	11:10	11:17	-	-	11:16	11:21	11:27	11:36	80
80	11:15	11:22	-	-	11:21	11:26	11:32	11:41	80
80	11:20	11:27	-	-	11:26	11:31	11:37	11:46	80
80	11:25	11:32	-	-	11:31	11:36	11:42	11:51	80
80	11:30	11:37	-	-	11:36	11:41	11:47	11:56	80
80	11:35	11:42	-	-	11:41	11:46	11:52	12:01	80
80	11:40	11:47	-	-	11:46	11:51	11:57	12:06	80
80	11:45	11:52	-	-	11:51	11:56	12:02	12:11	80
80	-	-	-	-	11:56	12:01	12:07	12:16	80

ROUTE 80

Weekday Standard Service (continued) UW Campus Loop // UW Campus Loop via Eagle Heights

From Route	Langdon at Memorial Union (#0010)	Observatory & Elm (#2978)	University Bay at Lot 60 (#2027)	Eagle Heights at Brown Shelter (#2082)	Marsh at Lot 76 (#2076)	Observatory & Elm (#2195)	Randall & Engineering (#0336)	Langdon at Memorial Union (#0010)	To Route
	1	3	4	5	6	3	2	1	
80	11:50	11:57	-	-	12:01	12:06	12:12	12:21	80
80	11:55	12:02	-	-	12:06	12:11	12:17	12:26	80
80	12:00	12:07	-	-	12:11	12:16	12:22	12:31	80
80	12:05	12:12	-	-	12:16	12:21	12:27	12:36	80
80	12:10	12:17	-	-	12:21	12:26	12:32	12:41	80
80	12:15	12:22	-	-	12:26	12:31	12:37	12:46	80
80	12:20	12:27	-	-	12:31	12:36	12:42	12:51	80
80	12:25	12:32	-	-	12:36	12:41	12:47	12:56	80
80	12:30	12:37	-	-	12:41	12:46	12:52	1:01	80
80	12:35	12:42	-	-	12:46	12:51	12:57	1:06	80
80	12:40	12:47	-	-	12:51	12:56	1:02	1:11	80
80	12:45	12:52	-	-	12:56	1:01	1:07	1:16	80
80	12:50	12:57	-	-	1:01	1:06	1:12	1:21	80
80	12:55	1:02	-	-	1:06	1:11	1:17	1:26	80
80	1:00	1:07	-	-	1:11	1:16	1:22	1:31	80
80	1:05	1:12	-	-	1:16	1:21	1:27	1:36	80
80	1:10	1:17	-	-	1:21	1:26	1:32	1:41	80
80	1:15	1:22	-	-	1:26	1:31	1:37	1:46	80
80	1:20	1:27	-	-	1:31	1:36	1:42	1:51	80
80	1:25	1:32	-	-	1:36	1:41	1:47	1:56	80
80	1:30	1:37	-	-	1:41	1:46	1:52	2:01	80
80	1:35	1:42	-	-	1:46	1:51	1:57	2:06	80
80	1:40	1:47	-	-	1:51	1:56	2:02	2:11	80
80	1:45	1:52	-	-	1:56	2:01	2:07	2:16	80
80	1:50	1:57	-	-	2:01	2:06	2:12	2:21	80
80	1:55	2:02	-	-	2:06	2:11	2:17	2:26	80
80	2:00	2:07	-	-	2:11	2:16	2:22	2:31	80
80	2:05	2:12	-	-	2:16	2:21	2:27	2:36	80
80	2:10	2:17	-	-	2:21	2:26	2:32	2:41	80
80	2:15	2:22	-	-	2:26	2:31	2:37	2:46	80
80	2:20	2:27	-	-	2:31	2:36	2:42	2:51	80
80	2:25	2:32	-	-	2:36	2:41	2:47	2:56	80
80	2:30	2:37	-	-	2:41	2:46	2:52	3:01	80
80	2:35	2:42	-	-	2:46	2:51	2:57	3:06	80
80	2:40	2:47	-	-	2:51	2:56	3:02	3:11	80
80	2:45	2:52	-	-	2:56	3:01	3:07	3:16	80
80	2:50	2:57	-	-	3:01	3:06	3:12	3:21	80
80	2:55	3:02	-	-	3:06	3:11	3:17	3:26	80
80	3:00	3:07	-	-	3:11	3:16	3:22	3:31	80
80	3:05	3:12	-	-	3:16	3:21	3:27	3:36	80
80	3:10	3:17	-	-	3:21	3:26	3:32	3:41	80
80	3:15	3:22	-	-	3:26	3:31	3:37	3:46	80
80	3:20	3:27	-	-	3:31	3:36	3:42	3:51	80
80	3:25	3:32	-	-	3:36	3:41	3:47	3:56	80
80	3:30	3:37	-	-	3:41	3:46	3:52	4:01	80
80	3:35	3:42	-	-	3:46	3:51	3:57	4:06	80
80	3:40	3:47	-	-	3:51	3:56	4:02	4:11	80
80	3:45	3:52	-	-	3:56	4:01	4:07	4:16	80
80	3:50	3:57	-	-	4:01	4:06	4:12	4:21	80
80	3:55	4:02	-	-	4:06	4:11	4:17	4:26	-
80	4:00	4:07	-	-	4:11	4:16	4:22	4:31	80
80	4:05	4:12	-	-	4:16	4:21	4:27	4:36	80
80	4:10	4:17	-	-	4:21	4:26	4:32	4:41	80
80	4:15	4:22	-	-	4:26	4:31	4:37	4:46	80
84	-	-	-	4:33	4:40	4:45	4:52	5:01	80
80	4:22	4:29	-	-	4:33	4:38	4:44	4:53	80
80	4:29	4:36	4:41	4:44	4:51	4:56	5:03	5:12	80
80	4:36	4:43	4:48	4:51	4:58	5:03	5:10	5:19	80
80	4:43	4:50	4:55	4:58	5:05	5:10	5:17	5:26	80
80	4:50	4:57	5:02	5:05	5:12	5:17	5:24	5:33	80
80	4:57	5:04	5:09	5:12	5:19	5:24	5:31	5:40	80
80	5:04	5:11	5:16	5:19	5:26	5:31	5:38	5:47	80
80	5:11	5:18	5:23	5:26	5:33	5:38	5:45	5:54	80

ROUTE 80

ROUTE 80

ROUTE 80

Weekday Standard Service (continued) UW Campus Loop // UW Campus Loop via Eagle Heights

From Route	Langdon at Memorial Union (#0010)	Observatory & Elm (#2978)	University Bay at Lot 60 (#2027)	Eagle Heights at Brown Shelter (#2082)	Marsh at Lot 76 (#2076)	Observatory & Elm (#2195)	Randall & Engineering (#0336)	Langdon at Memorial Union (#0010)	To Route
	1	3	4	5	6	3	2	1	
80	5:18	5:25	5:30	5:33	5:40	-	-	-	-
80	5:26	5:33	5:38	5:41	5:48	5:53	6:00	6:09	80
80	5:33	5:40	5:45	5:48	5:55	-	-	-	-
80	5:41	5:48	5:53	5:56	6:03	6:08	6:15	6:24	80
80	5:48	5:55	6:00	6:03	6:10	-	-	-	-
80	5:56	6:03	6:08	6:11	6:18	6:23	6:30	6:39	80
80	6:03	6:10	6:15	6:18	6:25	-	-	-	-
-	6:11	6:18	6:23	6:26	6:33	6:38	6:44	6:51	80
80	6:23	6:30	6:35	6:38	6:45	6:50	6:56	7:03	80
80	6:35	6:41	6:45	6:49	6:55	7:00	7:06	7:13	80
80	6:46	6:52	6:56	7:00	7:06	7:11	7:17	7:24	80
80	6:57	7:03	7:07	7:11	7:17	7:22	7:28	7:35	80
80	7:08	7:14	7:18	7:22	7:28	7:33	7:39	7:46	80
80	7:19	7:25	7:29	7:33	7:39	7:44	7:50	7:57	80
80	7:30	7:36	7:40	7:44	7:50	7:55	8:01	8:08	80
80	7:41	7:47	7:51	7:55	8:01	8:06	8:12	8:19	80
80	7:52	7:58	8:02	8:06	8:12	-	-	-	-
80	8:03	8:09	8:13	8:17	8:23	8:28	8:34	8:41	80
80	8:14	8:20	8:24	8:28	8:34	-	-	-	-
80	8:25	8:31	8:35	8:39	8:45	8:50	8:56	9:03	80
80	8:45	8:51	8:56	8:59	9:04	-	-	-	-
80	9:15	9:20	9:24	9:28	9:33	9:37	9:43	9:49	80
80	9:55	10:00	10:04	10:08	10:13	10:17	10:23	10:29	80
80	10:35	10:40	10:44	10:48	10:53	10:57	11:03	11:09	80
80	11:15	11:20	11:24	11:28	11:33	11:37	11:43	11:49	80
80	11:55	12:00	12:04	12:08	12:13	12:17	12:23	12:29	80
80	12:35	12:40	12:44	12:48	12:53	12:57	1:03	1:09	80
80	1:15	1:20	1:24	1:28	1:33	1:37	1:43	1:49	80
80	1:55	2:00	2:04	2:08	2:13	2:17	2:23	2:29	80
80	2:35	2:40	2:44	2:48	2:53	-	-	-	-

Trips operate late Friday night ONLY.

ROUTE 80

Weekday Standard Recess

UW Campus Loop via Eagle Heights

ROUTE 80

From Route	Langdon at Memorial Union (#0010)	Observatory & Elm (#2978)	University Bay at Lot 60 (#2027)	Eagle Heights at Brown Shelter (#2082)	Marsh at Lot 76 (#2076)	Observatory & Elm (#2195)	Randall & Engineering (#0336)	Langdon at Memorial Union (#0010)	To Route
	1	3	4	5	6	3	2	1	
-	-	-	-	-	-	-	6:08	6:15	80
80	6:15	6:20	6:24	6:12	6:18	6:22	6:28	6:35	80
80	6:37	6:42	6:46	6:27	6:33	6:37	6:43	6:50	80
80	7:00	7:07	7:12	7:15	7:22	7:27	7:34	7:43	80
-	7:12	7:19	7:24	7:27	7:34	7:39	7:46	7:55	80
80	7:24	7:31	7:36	7:39	7:46	7:51	7:58	8:07	80
-	7:36	7:43	7:48	7:51	7:58	8:03	8:10	8:19	80
80	7:48	7:55	8:00	8:03	8:10	8:15	8:22	8:31	80
80	8:00	8:07	8:12	8:15	8:22	8:27	8:34	8:43	80
80	8:12	8:19	8:24	8:27	8:34	8:39	8:46	8:55	80
80	8:24	8:31	8:36	8:39	8:46	8:51	8:58	9:07	80
80	8:36	8:43	8:48	8:51	8:58	9:03	9:10	9:19	80
80	8:48	8:55	9:00	9:03	9:10	9:15	9:22	9:31	80
80	9:00	9:07	9:12	9:15	9:22	9:27	9:34	9:43	80
80	9:12	9:19	9:24	9:27	9:34	9:39	9:46	9:55	80
80	9:24	9:31	9:36	9:39	9:46	9:51	9:58	10:07	80
80	9:36	9:43	9:48	9:51	9:58	10:03	10:10	10:19	80
80	9:48	9:55	10:00	10:03	10:10	10:15	10:22	10:31	80
80	10:00	10:07	10:12	10:15	10:22	10:27	10:34	10:43	80
80	10:12	10:19	10:24	10:27	10:34	10:39	10:46	10:55	80
80	10:24	10:31	10:36	10:39	10:46	10:51	10:58	11:07	80
80	10:36	10:43	10:48	10:51	10:58	11:03	11:10	11:19	80
80	10:48	10:55	11:00	11:03	11:10	11:15	11:22	11:31	80
80	11:00	11:07	11:12	11:15	11:22	11:27	11:34	11:43	80
80	11:12	11:19	11:24	11:27	11:34	11:39	11:46	11:55	80
80	11:24	11:31	11:36	11:39	11:46	11:51	11:58	12:07	80
80	11:36	11:43	11:48	11:51	11:58	12:03	12:10	12:19	80
80	11:48	11:55	12:00	12:03	12:10	12:15	12:22	12:31	80
80	12:00	12:07	12:12	12:15	12:22	12:27	12:34	12:43	80
80	12:12	12:19	12:24	12:27	12:34	12:39	12:46	12:55	80
80	12:24	12:31	12:36	12:39	12:46	12:51	12:58	1:07	80
80	12:36	12:43	12:48	12:51	12:58	1:03	1:10	1:19	80
80	12:48	12:55	1:00	1:03	1:10	1:15	1:22	1:31	80
80	1:00	1:07	1:12	1:15	1:22	1:27	1:34	1:43	80
80	1:12	1:19	1:24	1:27	1:34	1:39	1:46	1:55	80
80	1:24	1:31	1:36	1:39	1:46	1:51	1:58	2:07	80
80	1:36	1:43	1:48	1:51	1:58	2:03	2:10	2:19	80
80	1:48	1:55	2:00	2:03	2:10	2:15	2:22	2:31	80
80	2:00	2:07	2:12	2:15	2:22	2:27	2:34	2:43	80
80	2:12	2:19	2:24	2:27	2:34	2:39	2:46	2:55	80
80	2:24	2:31	2:36	2:39	2:46	2:51	2:58	3:07	80
80	2:36	2:43	2:48	2:51	2:58	3:03	3:10	3:19	80
80	2:48	2:55	3:00	3:03	3:10	3:15	3:22	3:31	80
80	3:00	3:07	3:12	3:15	3:22	3:27	3:34	3:43	80
80	3:12	3:19	3:24	3:27	3:34	3:39	3:46	3:55	80
80	3:24	3:31	3:36	3:39	3:46	3:51	3:58	4:07	80
80	3:36	3:43	3:48	3:51	3:58	4:03	4:10	4:19	80
80	3:48	3:55	4:00	4:03	4:10	4:15	4:22	4:31	80
80	4:00	4:07	4:12	4:15	4:22	4:27	4:34	4:43	80
80	4:12	4:19	4:24	4:27	4:34	4:39	4:46	4:55	80
80	4:24	4:31	4:36	4:39	4:46	4:51	4:58	5:07	80
80	4:36	4:43	4:48	4:51	4:58	5:03	5:10	5:19	80
80	4:48	4:55	5:00	5:03	5:10	-	-	-	-
80	5:00	5:07	5:12	5:15	5:22	5:27	5:34	5:43	80
80	5:12	5:19	5:24	5:27	5:34	-	-	-	-
80	5:24	5:31	5:36	5:39	5:46	5:51	5:58	6:07	80
80	5:48	5:55	6:00	6:03	6:10	-	-	-	-
80	6:12	6:19	6:24	6:27	6:34	6:39	6:46	6:55	80
80	6:57	7:03	7:07	7:11	7:17	7:22	7:28	7:35	80
80	7:41	7:47	7:51	7:55	8:01	8:06	8:12	8:19	80
80	8:25	8:31	8:35	8:39	8:45	8:50	8:56	9:03	80
80	9:15	9:20	9:24	9:28	9:33	9:37	9:43	9:49	80
80	9:55	10:00	10:04	10:08	10:13	10:17	10:23	10:29	80
80	10:35	10:40	10:44	10:48	10:53	10:57	11:03	11:09	80
80	11:15	11:20	11:24	11:28	11:33	11:37	11:43	11:49	80
80	11:55	12:00	12:04	12:08	12:13	12:17	12:23	12:29	80
80	12:35	12:40	12:44	12:48	12:53	-	-	-	-

ROUTE 80

ROUTE 80

Weekend Standard & Recess Service

UW Campus Loop via Eagle Heights

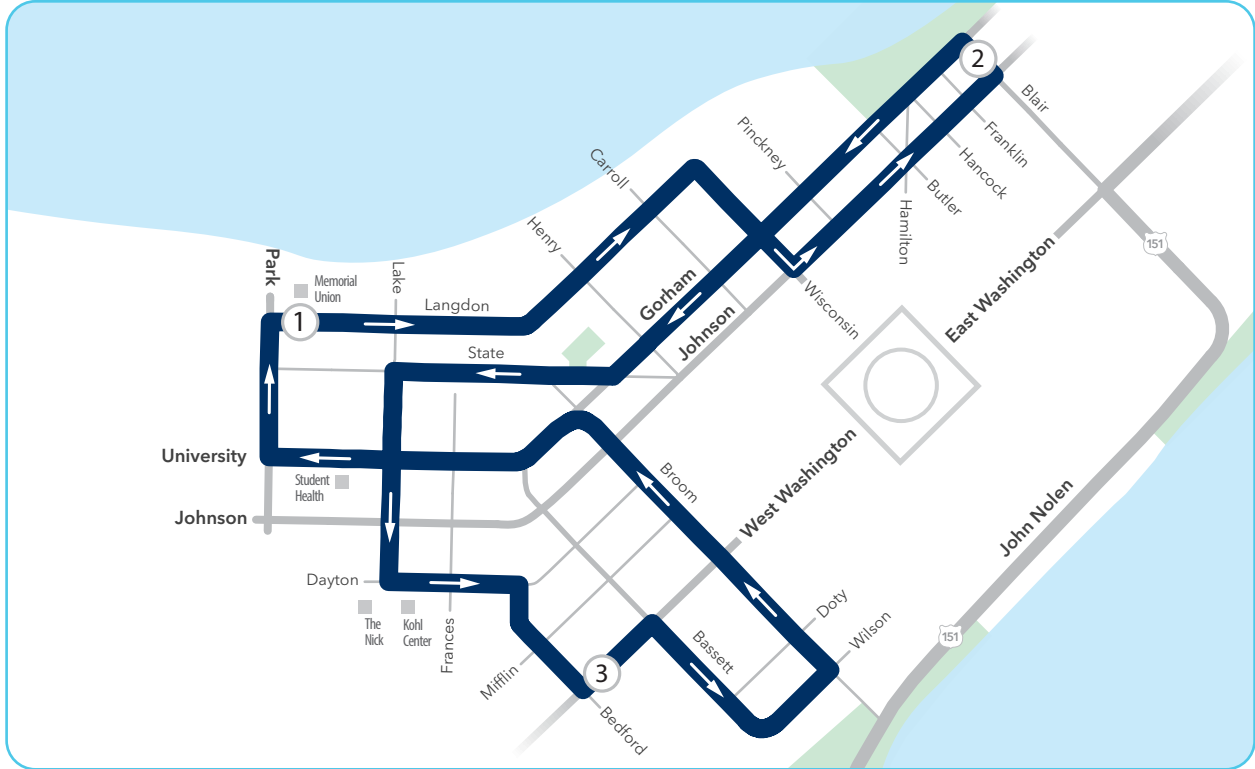
From Route	Langdon at Memorial Union (#0010)	Observatory & Elm (#2978)	University Bay at Lot 60 (#2027)	Eagle Heights at Brown Shelter (#2082)	Marsh at Lot 76 (#2076)	Observatory & Elm (#2195)	Randall & Engineering (#0336)	Langdon at Memorial Union (#0010)	To Route
-	1	3	4	5	6	3	2	1	-
80	7:48	7:55	8:00	8:03	8:10	8:15	8:22	8:31	80
80	8:36	8:43	8:48	8:51	8:58	9:03	9:10	9:19	80
80	9:24	9:31	9:36	9:39	9:46	9:51	9:58	10:07	80
80	10:12	10:19	10:24	10:27	10:34	10:39	10:46	10:55	80
80	11:00	11:07	11:12	11:15	11:22	11:27	11:34	11:43	80
80	11:48	11:55	12:00	12:03	12:10	12:15	12:22	12:31	80
-	12:12	12:19	12:24	12:27	12:34	12:39	12:46	12:55	80
80	12:36	12:43	12:48	12:51	12:58	1:03	1:10	1:19	80
80	1:00	1:07	1:12	1:15	1:22	1:27	1:34	1:43	80
80	1:24	1:31	1:36	1:39	1:46	1:51	1:58	2:07	80
80	1:48	1:55	2:00	2:03	2:10	2:15	2:22	2:31	80
80	2:12	2:19	2:24	2:27	2:34	2:39	2:46	2:55	80
80	2:36	2:43	2:48	2:51	2:58	3:03	3:10	3:19	80
80	3:00	3:07	3:12	3:15	3:22	3:27	3:34	3:43	80
80	3:24	3:31	3:36	3:39	3:46	3:51	3:58	4:07	80
80	3:48	3:55	4:00	4:03	4:10	4:15	4:22	4:31	80
80	4:12	4:19	4:24	4:27	4:34	4:39	4:46	4:55	80
80	4:36	4:43	4:48	4:51	4:58	5:03	5:10	5:19	80
80	5:00	5:07	5:12	5:15	5:22	5:27	5:34	5:43	80
80	5:24	5:31	5:36	5:39	5:46	5:51	5:58	6:07	80
80	5:48	5:55	6:00	6:03	6:10	6:15	6:22	6:31	80
80	6:12	6:19	6:24	6:27	6:34	6:39	6:46	6:55	80
80	6:36	6:42	6:46	6:50	6:56	7:01	7:07	7:14	-
80	6:57	7:03	7:07	7:11	7:17	7:22	7:28	7:35	80
80	7:41	7:47	7:51	7:55	8:01	8:06	8:12	8:19	80
80	8:25	8:31	8:35	8:39	8:45	8:50	8:56	9:03	80
80	9:15	9:20	9:24	9:28	9:33	9:37	9:43	9:49	80
80	9:55	10:00	10:04	10:08	10:13	10:17	10:23	10:29	80
80	10:35	10:40	10:44	10:48	10:53	10:57	11:03	11:09	80
80	11:15	11:20	11:24	11:28	11:33	11:37	11:43	11:49	80
80	11:55	12:00	12:04	12:08	12:13	12:17	12:23	12:29	80
80	12:35	12:40	12:44	12:48	12:53	12:57	1:03	1:09	80
80	1:15	1:20	1:24	1:28	1:33	1:37	1:43	1:49	80
80	1:55	2:00	2:04	2:08	2:13	2:17	2:23	2:29	80
80	2:35	2:40	2:44	2:48	2:53	-	-	-	-

Trips operate on Standard Weekend days ONLY.

Trips operate Standard late Saturday nights ONLY.

ROUTE 81 MAP

ROUTE 81



ROUTE 81

Weekday/Weekend Standard Service – Johnson // West Washington Loop

From Route	Langdon at Memorial Union (#0070)	Blair & Johnson (#1791)	W Washington & Bedford (#0967)	Langdon at Memorial Union (#0010)	To Route
	1	2	3	1	
-	6:35	6:42	6:52	7:02	81
81	7:05	7:12	7:22	7:32	81
81	7:35	7:42	7:52	8:02	81
81	8:05	8:12	8:22	8:32	81
81	8:35	8:42	8:52	9:02	81
81	9:05	9:12	9:22	9:32	81
81	9:35	9:42	9:52	10:02	81
81	10:05	10:12	10:22	10:32	81
81	10:35	10:42	10:52	11:02	81
81	11:05	11:12	11:22	11:32	81
81	11:35	11:42	11:52	12:02	81
81	12:05	12:12	12:22	12:32	81
81	12:35	12:42	12:52	1:02	81
81	1:05	1:12	1:22	1:32	81
81	1:35	1:42	1:52	2:02	81
81	2:05	2:12	2:22	2:32	81
81	2:35	2:42	2:52	3:02	-

Trips operate late Friday & Saturday nights ONLY.

ROUTE 82 MAP



ROUTE 82

Weekday/Weekend Standard Service

Observatory // Breese Loop

From Route	Langdon at Memorial Union (#0010)	Walnut & Observatory (#2094)	Regent & Breese (#0533)	Langdon at Memorial Union (#0010)	To Route
-	6:50	6:58	7:06	7:16	82
82	7:20	7:28	7:36	7:46	82
82	7:50	7:58	8:06	8:16	82
82	8:20	8:28	8:36	8:46	82
82	8:50	8:58	9:06	9:16	82
82	9:20	9:28	9:36	9:46	82
82	9:50	9:58	10:06	10:16	82
82	10:20	10:28	10:36	10:46	82
82	10:50	10:58	11:06	11:16	82
82	11:20	11:28	11:36	11:46	82
82	11:50	11:58	12:06	12:16	82
82	12:20	12:28	12:36	12:46	82
82	12:50	12:58	1:06	1:16	82
82	1:20	1:28	1:36	1:46	82
82	1:50	1:58	2:06	2:16	82
82	2:20	2:28	2:36	2:46	82
82	2:50	2:58	3:06	3:16	-

Trips operate late Friday & Saturday nights ONLY.

Associate Director Compensation Study Recommendation 2021-2022

Introduction

The Associate Director (AD) Compensation Study Team explored the current value proposition of the AD role within the Wisconsin Union Directorate (WUD). The questions and previous studies presented in the 20-21 Proposal gave our team more insight into what needed to be discussed. Over several meetings, team discussions, and from a survey we conducted with the current team of ADs, we decided that several initiatives should be considered.

Our conversations began about compensation, but evolved into larger discussions about indirect and direct benefits. For instance, why are students in a volunteer leadership role leaning more strongly into the employment or internship language? How can our recommendation depict a framework that fits ADs in a balance of 75% indirect benefits of networking, access to development, individual coaching, and 25% direct benefits of Wiscard stipends?

The following are the initiatives we recommend that Union Council 21-22 approves. From the survey we conducted, it was evident that several facets of the WUD experience and resources at the Wisconsin Union could be better communicated and fit into the leader development pipeline.

INITIATIVE ONE

Assessment of Associate Director Experience Language, Position Descriptions, and Recruitment/Selection Process

Rationale:

Many students participate in Wisconsin Union Directorate and Hooper Council to experience a leadership role with reasonably high levels of autonomy supported by advising partnerships. However, there has been confusion for some students, who perceived their AD volunteer leadership position as more of an employment or internship opportunity. For this reason, we propose an assessment of the AD experience language, position descriptions, and the recruitment/selection process.

Components:

A. Review the language and nomenclature used to describe the AD experience within Directorate. If that experience is described with employment /hiring language, students are more likely to see and treat the experience as a job rather than a volunteer experience. The AD experience often then gets categorized as an obligation rather than an opportunity. We need to anchor back into the experience being the opportunity to learn and practice leadership skills within a programming framework.

- B. Explore a new AD Position Description template/format that adequately articulates:
- the value prospect of the leadership experience
 - expectations for the experience
 - direct and indirect compensation provided
 - high level of resourcing provided (funding, space, advising staff, etc)
 - impact and importance of the role (to self and campus community)
 - opportunities for independent study credit and/or Leadership Certificate

Position Descriptions need to be exceedingly transparent about this being a volunteer leadership development opportunity. We also need to ensure that the volunteer workload is reasonable in scale to the expected time commitment for an AD and that not every functional task within the committee is rolled up to an AD level—be mindful of substantive learning and leadership opportunities for every committee member. Consider instituting a review process for AD position descriptions prior to selection process to ensure accuracy, consistency, and reasonable time expectations.

C. Evaluate and revise the AD recruitment selection process to move away from employment-style language and practices. Assess what training is needed for incoming directors to interview/select volunteer candidates for their available leadership roles.

Timeline, Process, Questions

- Complete initial language assessment and PD template prior to March 2022 in time for AD 2022-2023 Recruitment
- Work with outgoing & incoming Directorate leaders to develop revised recruitment/selection process and revised and reviewed AD position descriptions late March--early April 2022
- Deploy new PD style and recruitment/selection process late April-early May 2022
- Evaluate the process by October 2022 to incorporate reflections into 2023-2024 recruitment and selection processes & materials.

INITIATIVE TWO

Student Leader Development Program Established

Program geared towards Associate Directors, Editors in Chief (EICs), and Hooper Vice Presidents (VPs)

Rationale:

The possibility of skill development and networking were ranked highly as perceived benefits of the Associate Director role and deemed to be highly important to ADs in the recent survey. However, the same survey revealed that guided support and networking were not currently perceived to always be a part of the AD experience.

The Wisconsin Union Directorate allows access to a special group of trustees, on-campus advisors and peers that have unique insights as to how students in Associate Directors, EICs, and Hooper Vice President positions could develop their leadership skills. Allowing for more open access to trustees and advisors would greatly benefit students in these positions and help establish guided support and networking to be a part of the AD experience. In addition, informal peer advising services is another avenue that could be considered. This has been implemented and proven effective in RSOs, where upperclassmen can help advise underclassmen on matters such as career exploration, academic pathways, and professional development.

Components:

- A. Students would establish individualized leadership and learning goals with their advisor at the beginning of fall semester and engage in progress check-in meetings throughout the academic year.
- B. Student Leader Training Day (established event at the end of August)
- C. Focused leadership development content delivered monthly throughout the fall via in-person/virtual meetings or shared resources
 - a. Content focused on building relationships and working on a team, time management strategies, program management, and flexibility in problem solving
- D. Networking and Career Exploration during the spring
 - a. Easier and more frequent access to network with trustees, advisors, and potential peers for advice on career exploration, leadership development, etc.
 - b. Establishment of informal peer advising groups
- E. Leadership Certificate exposure and application advising

INITIATIVE THREE

Increase the monthly wiscard deposit for Associate Directors, EICs and Hooper VPs

Rationale:

The current monthly wiscard deposit is deemed an inadequate expression of gratitude for the efforts these student leaders make to support the Wisconsin Union Directorate program. Raising the amount would allow the narrative around the deposit to evolve from “getting a cup of coffee a couple of times a week” to purchasing a meal each week during their office hours.”

Components:

- A. Increase the wiscard deposit for Associate Directors, EICs and Hooper Vice Presidents from \$30/month (September - April) to \$75/month in the FY23 budget
 - a. Total cost of \$36,000
 - b. \$21,600 increase over FY22 budget

- B. Increase the wiscard deposit for Associate Directors, EICs and Hooper Vice Presidents from \$30/month to \$60/month during the second semester of FY22
 - a. Added cost of \$5300
 - b. Cost to be absorbed by the current FY22 WUD Budget

INITIATIVE FOUR

Need-Based Tuition Scholarship established for Associate Directors, EICs and Hooper VPs

The tentative plan being proposed is to set a goal for awarding 4-8 scholars and disperse the scholarships on a set schedule for the year, e.g. at the beginning of each semester. Current tuition is \$10,725; award amounts would be based on the in-state tuition rate the year before the appointment begins.

We recommend that a report is provided to the Union Council board a year after the scholarships are launched to evaluate the initiative and the involvement experiences of the ADs awarded the scholarships. Additionally, we recommend that parameters are identified by the Financial Aid office to make criterion for need-based scholarships and find ways for how international students could fit into these parameters. See appendix E for additional questions to explore in the development of the scholarships.

AD Compensation Team Initiatives WUD Budget Impact

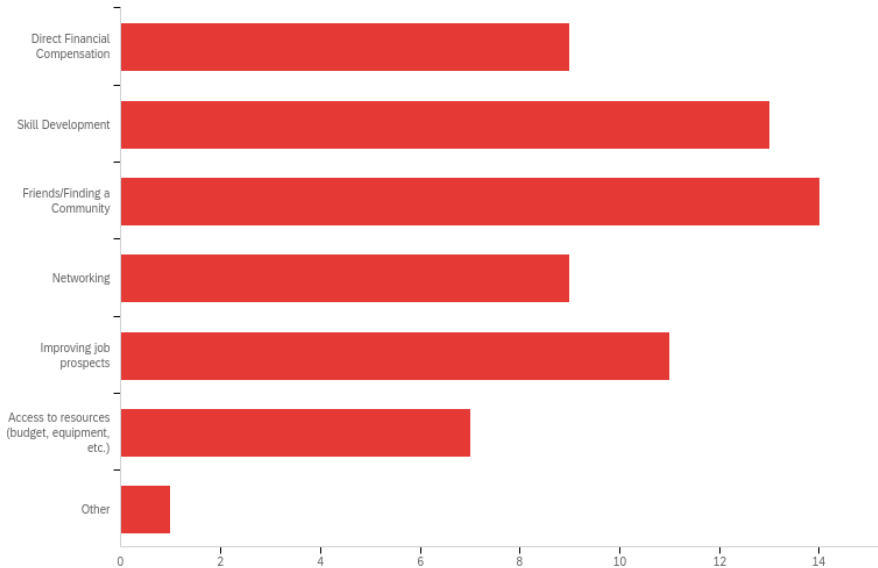
FY22	Wiscard Deposit Increase	\$5,300
FY23	Wiscard Deposit Total	\$36,000
	Funding for Leadership Development Program	\$4,000
	Reinstatement of 4th Officer Role	\$8,600
FY24	Need Based Scholarships (4 - 8 partial)	\$30,000

Recommendation Appendices

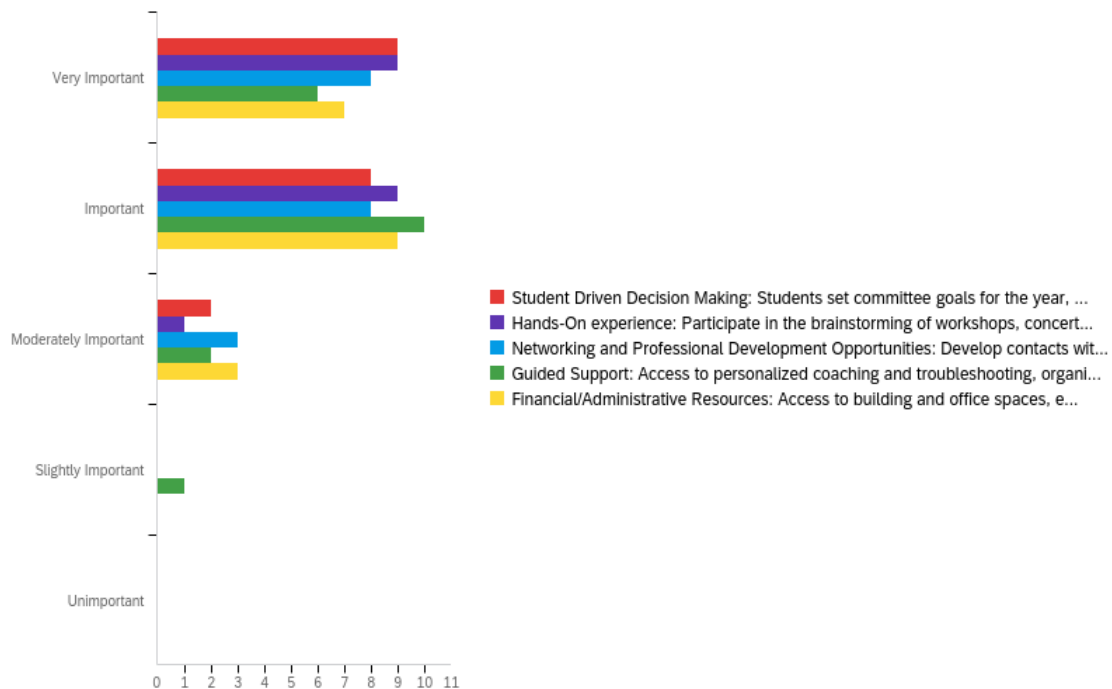
Appendix A: AD Survey Responses	6
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Appendix G: 21-22 WUD Associate Directors, Editors in Chief, and Vice Presidents	23

Appendix A AD Survey Responses

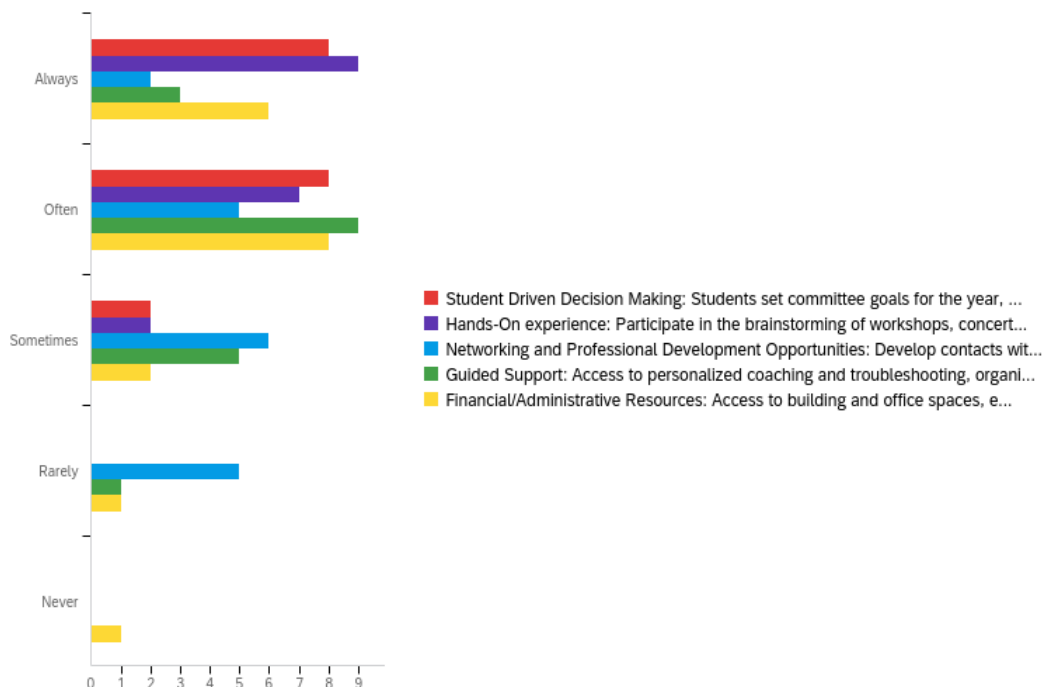
Q1. What are the current benefits you receive for your volunteer leadership role as a Wisconsin Union Directorate (WUD) Associate Director (AD)? (Please include anything you perceive as a benefit, eg. direct compensation, skill development, friends, networking, etc.)



Q2. The Wisconsin Union views WUD leadership roles (Directors, ADs, Presidents, etc.) as learning opp... - How important is this characteristic of the AD experience to you?



Q3. The Wisconsin Union views WUD leadership roles (Directors, ADs, Presidents, etc.) as learning opp... - Do you believe this characteristic is currently part of your experience as an AD?



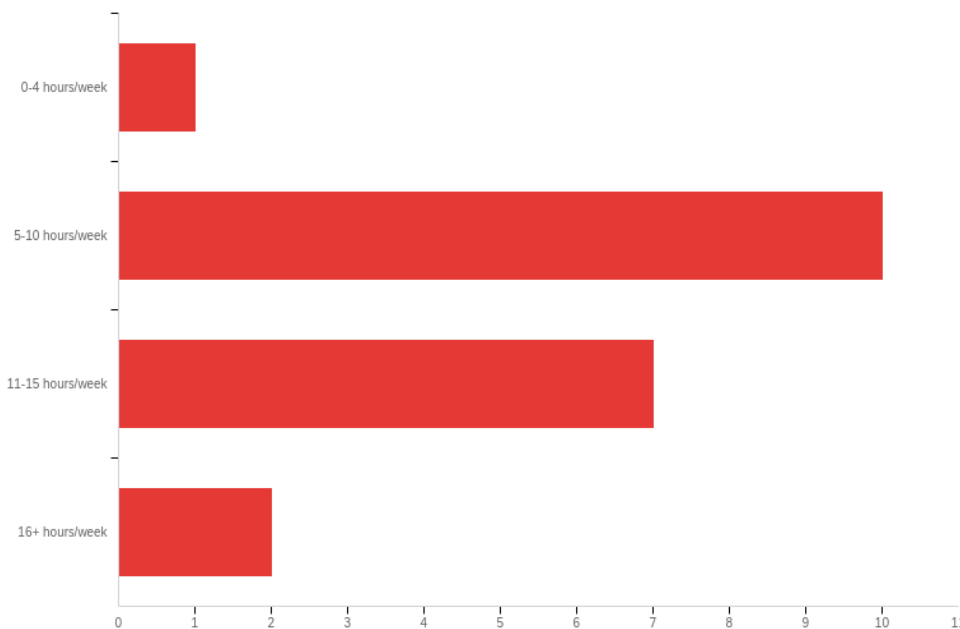
Q4. What additional resources or programming would help strengthen your WUD leadership experience as a resume/portfolio-building opportunity?

- If I was able to not work as much at other jobs and get compensated for the large amount of work ADs have to help run the union. Having my key card actually let me into the spaces I need to get in for my work.
- More hands on experience with the administrative aspects of the organization
- Access to committee/interest area based travel grants (SXSW, etc)
- Resume workshops, knowing how to market a "volunteer" experience on a resume.
- Some extra training in design or social media, as well as a more comprehensive run through of my resources and people who I now have connections to through WUD
- **PAY THE ADS. WE DO SO MUCH WORK AND RECEIVE SO LITTLE COMPENSATION OR RECOGNITION.** Honestly, if I had the decision to participate in WUD this year over again, I wouldn't and I have no intention of encouraging other students to join WUD leadership while the program remains in it's current state. It's 100% too much work and time needed to do a good job for no compensation. In addition, by not paying people to participate in these roles, you are actively limiting your applicant pool to only students who can financially afford to participate in these unpaid roles. This creates hiring bias and even, one could argue, discrimination on the basis of financial means. 2) The WUD SoPo budget is **TOO SMALL** to create exciting and engaging programming that lives up to the name of the committee. We are extremely limited by what we can accomplish with our less than \$4,000 annual budget. I feel more diverse programming could be offered to the students with a larger budget. 3) WUD ADs are extremely disconnected from the rest of WUD leadership. Even at the "social", all the WUD Directors were in a corner bowling on a lane together, no one knew that they didn't have to pay for their food/drinks/games, and everyone else that attended was huddled in groups of 2-3 made up of other ADs from their own committees. One of the goals for WUD is to allow students to make connections and network among other Union leaders. I have not seen this done at all. There are no opportunities to engage with others committees. Consider retreats or paid trainings. A social is great for getting everyone together in one room,

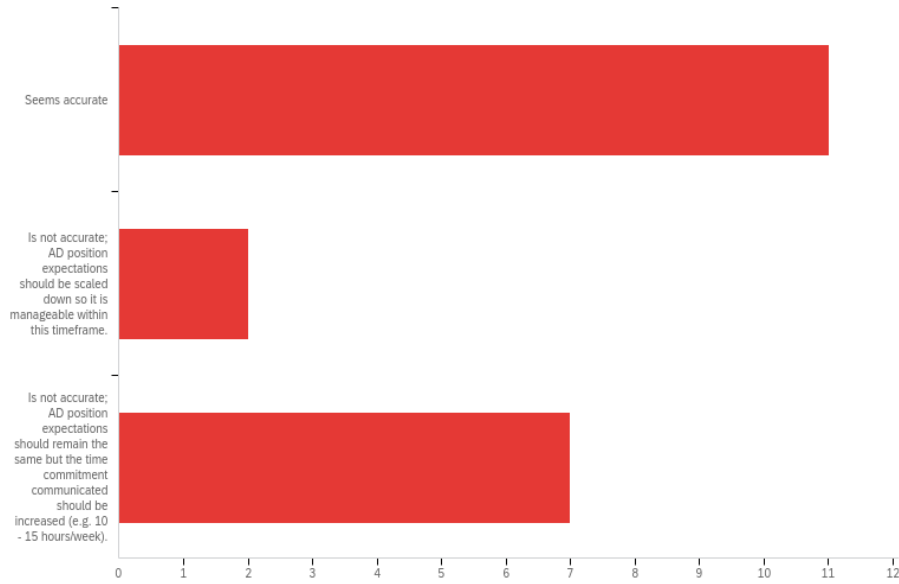
but without creating activities or programming that encourages people across committees and roles to mingle, it doesn't do for networking what one might think. Have various members of the WUD Directorate leadership team schedule individual 1:1 meetings with ADs from all the committees. This is a great way to get connections going and help the ADs to feel comfortable talking to the Directors/President/VP, etc. 4) Calling the "committees" "committees" makes them sound like a group that students can't join. Consider renaming them by finding a more inclusive and inviting word to use that would makes the committees sound joinable. (*These are just a few of my ideas to improve WUD leadership. But there are many other flaws within this program. I suggest finding a way to interface with ADs in small settings or 1:1 - maybe send a WUD Director leadership member to one of each of the individual committee leadership meetings to ask about feedback and improving the experience. Trust me, we have things to say but no convenient means of communicating our concerns to the decision makers.) THE RANKING CHART BELOW IS TERRIBLE AND IS A DIRECT EXAMPLE OF HOW DISCONNECTED WUD LEADERSHIP IS FROM THE AD POSITIONS, RESPONSIBILITIES, EXPECTATIONS AND EXECUTION OF THE ROLES. YOU WOULDN'T NEED SCHOLARSHIPS IF YOU PAID US. YOU SHOULD ALREADY BE RECOGNIZING US FOR ALL THE WORK WE DO - AND YOU DON'T. YOU SHOULD ALREADY BE PROVIDING PROFESSIONAL DEVELOPMENT AND TRAINING IN OUR ROLES, AND YOU DON'T. YOU SHOULD ALREADY BE ENCOURAGING US TO ATTEND CONFERENCES AND COMMITTEE SPECIFIC ACTIVITIES TO ENHANCE OUR POSITIONS AND YOU DON'T. THE WORDS "APPRECIATION DEPOSIT" ARE LAUGHABLE AND HONESLY, INFURIATING TO READ. DON'T GIVE US WIS-CARD MONEY. PAY US A LIVABLE WAGE. ALL AD ROLES SHOULD BE PAID; LEAVING EVEN 1 ON EACH COMMITTEE IS DISCRIMINATORY AND WILL 100% ENCOURAGE STUDENTS NOT TO APPLY FOR THAT ROLE. I SUGGEST THIS DECISION MAKING BODY CHECK OUT THE RESOURCES ON <https://payourinterns.org/>.

- Artistic Development, and Skills booking ourselves as professional artists

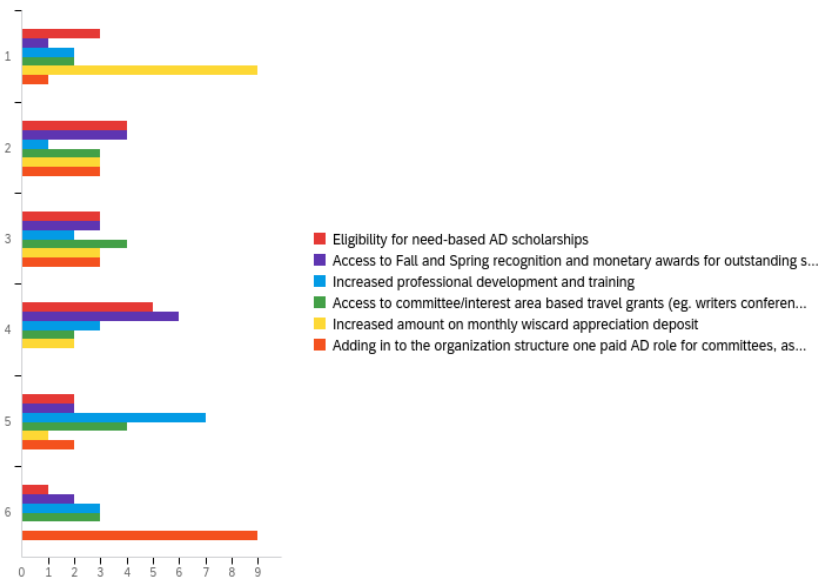
Q5. On average, how many hours did you spend working on AD responsibilities over the past month?



Q6. ADs are intended to be experiences that can be managed in 5 - 10 hours/week. Indicate which best describes your thoughts on that expectation.



Q7. Union Council is reviewing how to right size AD expectations and how to increase both the direct and indirect benefits of this role. Please rank the following (1-most interested/impactful/helpful...6 least interested/impactful/helpful):



Q8. When you applied for your current AD position, were you aware that it was a volunteer leadership position or did it seem more like a job? If you can recall, how was the AD position described to you? What was the language used? (i.e., hire, recruit, work, volunteer, etc.)

- I was aware it was an unpaid role within the Wisconsin Union Directorate
- Yes
- I knew what the position was. The time commitment was unclear and the amount of responsibility was unclear. ADs are an important job within the union and could not run its programming without us. Where we are building experiences we should still be compensated for the work we do for the university
- It was clear to me it would be a volunteer position.
- It seemed like a volunteer experience but turned out to be more work than should be expected for volunteers and has turned into a job.
- Hired, work
- Described as volunteer! However in the past we've had AD teams for music closer to 10-11, this year we have 4. It's been somewhat challenging and a little overwhelming doing so many things within one position.
- I had originally been under the impression that it was a volunteer position, but later felt that it was a lot of work to be doing without compensation. (Then I realized that there was the wiscard deposit, which feels mostly sufficient)
- When applying, the entire process (numerous interviews, applications and activities) feels much more serious than it should for a volunteer experience. I had to submit an application and then do 2 interviews which I thought was silly. It is established and set to a very professional standard, emphasizing the professional qualities of the work we do, the professional responsibility, the professional timelines and deadlines, the professional quotas, all of it is professional except the fact that the roles are uncompensated. To me, the AD position is described equally to any other job on campus that pays 12-15\$ an hour. During the application and interview process, I had to ask (almost after the fact) what this position paid. It was not marketed as unpaid, in fact, I'd say that it was never mentioned to me directly (unprompted by when I asked it) that this position was unpaid. I think since these are unpaid opportunities, there is space to think critically about the ethics of WUD, as students (myself included) have to work 2-4 other jobs on campus to pay for things (you know, not be evicted and starve). Because of the campus 25 hour maximum of hours per week, I'd assume that a lot of people involved in WUD go far beyond that limit with their other jobs on campus already fulfilling that quota, and then the union work going over/ontop of it. I love WUD and wish I could be compensated for the real, exciting, change-making work we do here, but instead, I have to spread myself thin across campus. Compensating students for the work that makes the Union brand image so good (the people who actually plan, brainstorm and execute the inclusive policies, programs and events that support the union) should not have to be earned. I understand that each student has different commitments, so I like the compensation "award" idea for outstanding members, but I think it makes real questions about fairness, corruption and the choosing of the members. What if a committee has a bunch of really dedicated members? What happens when someone gets recognized and feelings get hurt? Who is choosing the member that gets it? I think something the union can work on is the odd decentralization of things (how the supervisors of the committees seem to have no say in who becomes director or AD, but rather it is always some external hierarchical power that realistically has no direct connection with the committee, its events, its plans, its personal needs, or what the dynamic in the committee actually is. The AD positions feel like very real jobs that are doing work to support the union with very little return on the work (yes, experience is cool, but experience doesn't pay the bills especially those to attend this university). I think one of the main problems is not the compensation, but the inequality of it. IMO Directors do not do that much more than dedicated AD's, so the difference from \$30 - \$6000 seems a bit sharp, especially since they are peers. PAY EVERYONE A LIVABLE WAGE INSTEAD OF EXPLOITING THEM. UNPAID WORK IS PURE EXTORTION.
- I was under the impression it was volunteer, despite the use of "hiring" language.
- I was aware it was a volunteer position until the application process and then it was confusing about whether the position would be compensated
- I was aware it was a volunteer position
- I knew it would be a volunteer position with a small stipend on our wiscard.
- I was not completely aware it was a volunteer leadership position as it was described as a job but I am glad to be a part of WUD either way

- The hiring process was more like a job because had an interview and had to submit an application. I did know that it was a volunteer position because it is more like a club than a job.
- I was already familiar with WUD before applying however, I didn't apply for the work. I applied because I am a super-senior and all my friends graduated. I wanted to be working in a role where I was meeting people that maintained similar interests. I feel like if the AD positions were reshaped to be more of a paid-internship or paid-work opportunity, more students would want to participate and your hires would actually enjoy their jobs.
- I was already familiar with the responsibilities and roles of ADs from club experience before applying, so I was aware it was volunteer leadership
- The level of professionalism required, the scale of our projects and budget, and the application process all led me to believe this was a job which would be met with financial compensation. Especially considering the level of responsibility required when compared to lower skilled jobs I've worked and been compensated for within the University

Appendix B

Advisor Survey Results

Per Union Policy:

Associate Directors are expected to be UW-Madison students and make a time commitment of approximately 10 hours per week with a flexible schedule. Associate Directors are selected by the committee director after going through an application process. They are a part of the leadership team of the committee and should be prepared to represent the committee in a leadership capacity (i.e.: running subcommittee meetings, representing the committee at recruitment events, etc.)

Associate Directors are expected to recruit and coordinate the efforts of committee members when appropriate, while having the dual role of being a leader within the committee and participating as a committee member. All Associate Directors' primary goal is to involve as many committee members as possible. Associate Directors are expected to meet with the committee director and advisor on a regular basis.

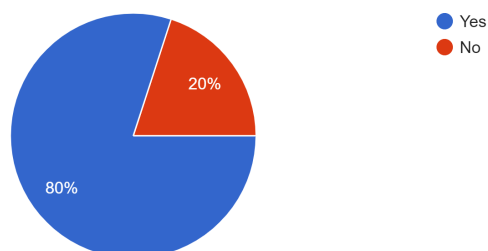
Associate Directors should be given a clear idea of their spring time commitment, and be aware of their responsibility in the transition to the next directorate.

Directors have the discretion to determine other coordinator-level leadership positions and titles as necessary within their committees.

Q1.

In general, are you in favor of offering payment, stipends, and/or other forms of financial support for students who volunteer for an associate director role?

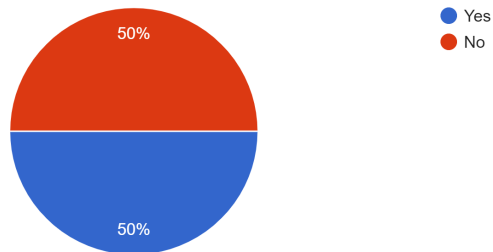
10 responses



Q2.

If paying students in associate director roles an hourly rate would change the essence of the position from a volunteer role to a student employee role, would you be in favor of doing so?

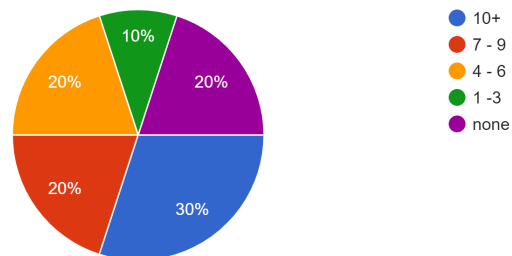
10 responses



Q3.

How many students in associate director roles, or the equivalent, do you typically work with each year?

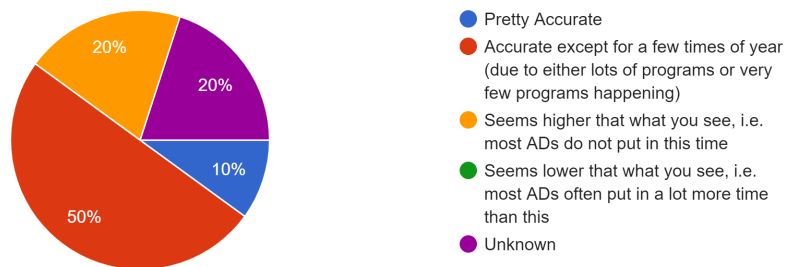
10 responses



Q4.

As noted in the above policy, ADs are expected to commit approximately 10 hours/week to this role. This might include 3 hours of meetings (com...on compared to what you see typically happening?)

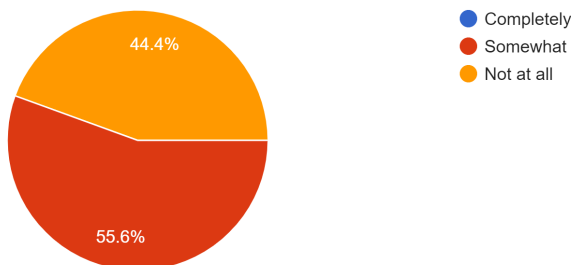
10 responses



Q5.

Indicate the degree to which you agree with the following statement: Associate Directors frequently do the work expected from full-time, m...ndependently, thoroughly, and in a timely manner.

9 responses



Q6.

What do you recommend the organization does to acknowledge and express appreciation for the work of Associate Directors in addition to what is currently provided? Associate Director current benefits are listed below:

WUD Associate Director current benefits:

- \$30/month Wiscard allowance (8 months)
- Officer initiated recognition plan which typically includes social events, yearly sweatshirt/gear, thank you cards, small gifts, end of the year banquet
- Officer initiated professional development opportunities which typically includes: AD training retreats twice a year, panels and career workshops facilitated by WI Union Alumni members
- Possible participation in national conferences and travel experiences, typically up to 80% of costs covered for one professional development trip each year (examples include: South by Southwest, Association of Performing Arts Professionals, Sundance, New York Art Tour, etc.)
- Eligibility to be nominated for annual student leadership awards which includes approximately 20 awards in 9 categories that come with recognition, WI Union lifetime membership card, and monetary awards that range from \$500 - \$1500.

- Staff Initiated professional development opportunities
- We use the term time-commitment vs. work. If we have expectations that there are specific tasks that need to be done, there is a timeline for doing them, and that a specific person is accountable for them I think there is a need to discuss potentially changing that term to "work". If it is considered work, the compensation by my math and our current starting payrate at the Union is roughly \$3300. Compared to \$240 that is only spendable back to the University, I understand the concerns. I would be in favor of offering a larger stipend or scholarship for the year.
- At a minimum I think the WisCard allowance should be increased. The rate has not increased in a meaningful way tied to the price of food and drink available at the Union over the last ten years.
- I think there could be more development opportunities, but I also think that if those are to be offered they need to be well-thought out and tailored to the function of the roles for them to have an impact and feel useful to the ADs.
- If you look at all but the first bullet point, none of the other items are a guaranteed thing, just possibilities depending on the year. I believe students are looking for tangible, confirmed, consistent means of

recognition. I, however, do not want to see us moved to an hourly employee model. It would be impossible to manage and would fundamentally change the nature of the committees.

- I might suggest that committees continue to have fewer ADs, that they are written as critical leadership roles for the committee with clear accountability lines (and perhaps an expectation of involving committee members in the fundamental work under their purview) in exchange for a semesterly financial stipend in addition to the WisCard allowance.
- Pay them either through wages or a stipend.
- Partial tuition reimbursement?
- I think the current benefits are very generous. I could see increasing the Wiscard allowance amount to \$50.00 or more.
- This all seems pretty reasonable to me.
- I recommend that we look at some sort of tuition stipend payment per semester.
- More financial benefits: higher Wiscard allowance, tuition waiver, or hourly compensation.

Appendix C

Campus Partner Survey

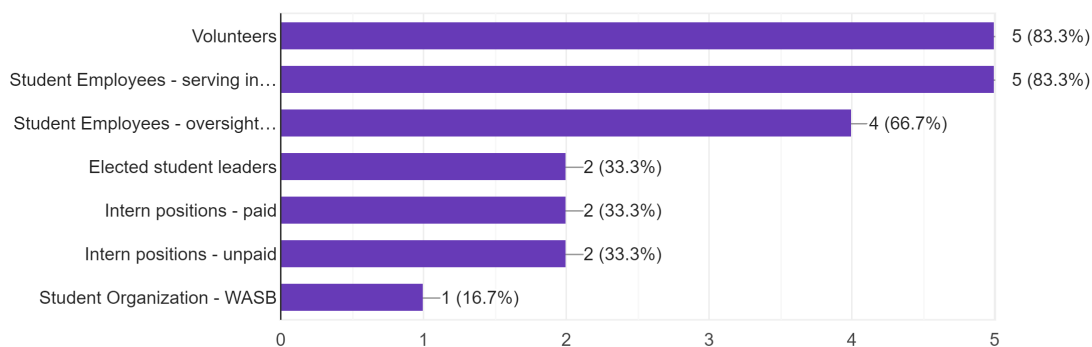
Q1. Your Department/Unit/Organization: 6 responses

Gender & Sexuality Campus Center / Identity & Inclusion / Student Affairs
 WAA- Student and Recent Grad Engagement
 SA Advancement
 Residence Life
 ASM
 StudentPrint / Student Affairs

Q2.

Please indicate the nature of the student roles within your unit, office and/or organization (check all that apply).

6 responses



Q3.

Please briefly describe the roles you've noted above (i.e. titles, average hours/week, hourly pay or stipend, additional benefits provided to the student)

- 1) AmeriCorps VISTA position, not paid by GSCC, called VISTA; administrative and programming planning.
- 2) Undergrad student staff positions: \$12.50/hour, various job titles like: _____ Specialist, e.g. Operations Specialist, Events Specialist, and others _____ Intern, e.g. Crossroads Intern like the MSC.
- 3) Graduate student staff positions: \$14/hour, various job titles: _____ Specialist
- 4) MSW practicum interns: Leadership Intern & Data/Evaluation Intern, unpaid

SRG Intern works approximately 10-15 hours per week, compensation is generally between \$13-\$15 per hour. Additional benefits: after hours access to space, work laptop, designated student work space in office.

Senior Class Officers - 8-10 hours/week, unpaid volunteers. Student Employees - 10-20 hours/week, paid \$11+/hour

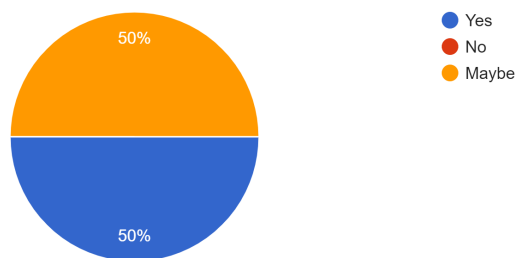
Too many to name all. House Fellow = 20hrs/week with stipend and room/board. Many hourly student staff positions, including those who supervise peers. Desk staff, desk supervisors, various "Assistants", peer mentors. Those positions are 8-15 hrs/week. Pay rate is around \$10.50/hr for most, more for the desk supervisors or other supervisory roles. We have both paid and unpaid peer mentors throughout the residential learning communities. We have also started to pay students to serve on advisory boards within Housing.

All students are paid \$10.50 an hour, with the exception for Student Activity Center staff who are paid \$13. Some students are in leadership roles that are compensated with hourly pay, i.e. Chair of a Committee. Some are traditional student hourlies, i.e. front desk staff. Some serve on a committee and are paid for their time on the committee Student Managers, Graphic Designers, Project Team leads, and general team members. \$11-12.02 / hr) - Student-driven team and collaborative environment.

Q4.

In general, are you in favor of offering payment, stipends, and/or other forms of financial support for student organization volunteers?

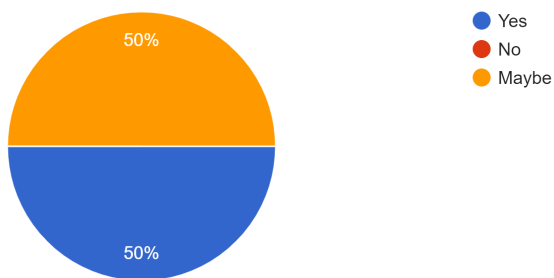
6 responses



Q5.

If paying students who currently hold volunteer roles an hourly rate would change the essence of the position from a volunteer role to a student employee role, would you be in favor of doing so?

6 responses



Q6.

Please share any additional comments on the topic of financially compensating student volunteers for their involvement and work within student organizations.

- Students who volunteer to facilitate our discussion groups are not paid hourly, we work to ensure they are compensated. We aim not ask folks to engage in free labor.
- Any type of paid compensation (hourly pay, stipends, other financial perks) opens up access to a much more diverse student body, and, recognizes the work that they do for our organizations as critical and necessary. That being said, I also value volunteer time and students maintaining a healthy commitment to both paid and unpaid opportunities.
- It can easily get to be too much- students are getting paid to attend a weekly meeting that only lasts 20 minutes. Some things are voluntary and there is value in being in service to the campus. There is a difference between a 1-3 hour a week commitment with no preparation happening outside of meeting, and a leadership role where a student is working 20 hours a week and has enough responsibility that it would preclude them from having another job
- The roles listed above are not volunteer positions they are student employee hourly positions.

Appendix D

Consultation w/ Heidi Lang and Tim Borchert, WI Union Human Resources Director 8/12/21

If students are paid hourly/lump sum, they must:

- Report to a permanent employee
 - Staff members (likely advisors) would
 - Approve work hours
 - Manage hours/limit hours
 - Need to know what work is being done and assign tasks
 - Need to be in control of delegating tasks and managing time on task to avoid time theft
- Report any payment as income (on taxes)
- Not engage in any work for WUD off the clock
- “Punch In” whenever they are doing work
 - This includes all meetings and work done over the summer
- Be hired through a more formal hired process and adhere to all legal standards
- Have an employee status through HR
 - HR more involved in the entire process including
 - Hiring, training, disciplining, investigating behavior
 - Before any WUD work could start
 - I9 required
 - Onboarding w/ HR
 - WI Union Training modules would need completion
 - May have some impact on international students pending visa reqs
- Limit their total possible work time to 30 hours/week which includes any hours worked on campus for another unit (due to the Affordable Care Act)

Appendix E
Needs Based Scholarship Questions to Explore

Needs Based Areas	Is there a range?	Is the number set or does it vary year-to-year?
Demographic	For different positions	Credits
Experience-based	Based on goals and alignment	Conference attendance
Income	Is this scored on a rubric	PD --connected to leadership goal
DEI	Essay scored by outside group of volunteers	Monetary only
First generation	How does this align with AD goals?	Is there more than one type --based on donors or goals?
		Consider courses or non credit certificates to align with goals --earn a badge or certificate

Appendix F**AD Compensation Study Recommendation Appointed Committee and Meeting Dates**

Role	Name	Email
Union Officer/Social Education Advisory Board Chair	Evanka Annyapu	directorate@union.wisc.edu
Associate Director Representative	Justin Zhao	qzhao82@wisc.edu
Assistant Director of Social Education	Heidi Lang	heidi.lang@wisc.edu
Program Advisor Representative	Robin Schmoldt	robin.schmoldt@wisc.edu
Hooper Advisor Representative	Dave Elsmo	david.elsmo@wisc.edu
Non-WUD Student Union Council Representative	Jacklyn John	jacklyn.j.fischer@lawrence.edu
Student Hooper Representative	Sydney Klemz	sklemz@wisc.edu

Meeting Dates

- Wednesday, October 13th, 2021
- Tuesday, October 19th, 2021
- Wednesday, October 27th, 2021
- Wednesday, November 3rd, 2021
- Wednesday, November 10th, 2021

Appendix G

Current 2021-2022 WUD Associate Directors, Editors in Chief, and Vice Presidents

39 ADs (currently receiving Wiscard deposits)

4 EICs (currently NOT receiving Wiscard deposits)

4 VPs (currently receiving Wiscard deposits)

Committee/Club	Name	Position
Alternative Breaks 3 ADs	Marie Jensen Ivy Marruffo Lily Chavez	Member & Program Development Marketing & Event Promotions Community & Outreach
Art 4 ADs	Sophia McGaff Larryn Smerling Keeley Flynn Sheila Drefahl	Install Install Programming Marketing
Cuisine 4 ADs	Zoe Lan Guderyon Olivia Vesperat Olivia Rosserman Maya Pardanani	External Relations Internal Relations Community Education Culinary Education
Distinguished Lecture Series 3 ADs	Genna Alexander Shashwot Tripathy Autumn Morrow	Events Marketing Member Recruitment & Development
Film 5 ADs	Cheunghsuan Wu Zachary Bonick Morgan Langer Bulat Schamiloglu Ben Donahue	Alternative Series Facilities Marketing Mainstream Events
Games 3 ADs	Declan Kelly Justin Zhao Nick Canham	Online Programming Marketing Events
Global Connections 3 ADs	Nathan Baker Monica Perez-Ortiz Eric Akpan	Special Events Outreach and Collaboration Daily Programming
Music 4 ADs	Morgan Dooley April Bredael Amber Solheim Jasper Nelson	Graphic Design Marketing Internal Venue Lead
Performing Arts 5 ADs	Abigail Arkley Kaden Buck Jax Neil Hannah Bruder Gunnar Schmitz	General Programming General Programming General Programming Committee Management Marketing

Publications 3 ADs 4 EICs	Charlie Hildebrand Karla Ponce Shailaja Singh Sam Wood Izzi Bavis Sofia Rodriguez Lili Sarajian	Creative Operations Marketing & Advertisements Programming Illumination EIC Emmie EIC The Dish EIC Souvenirs EIC
Society & Politics 2 ADs	Kevin Jacobson Micah Orange	Marketing Programming
Hoofers 4 VPs	Alice Farr Grace Thomas Mary Ann Tuchscherer Alex Hering	Marketing Finance Administration Information Systems

Wisconsin Union
Income Statement Snapshot
Year to Date
As of September 30, 2021

FINAL
11/01/21

	CURRENT BUDGET	CURRENT ACTUAL	BUDGET VARIANCE	PRIOR ACTUAL	
REVENUE					
OPERATIONS & PROGRAMS					
RETAIL DINING	\$5,328,014	\$4,494,053	(\$833,961)	\$915,881	Restaurants and Markets & Cafes
CATERING	1,054,631	510,088	(544,543)	14,749	MU/US and Grainger Catering, plus Conference Centers
FACILITY RENTALS & FEES	647,784	436,605	(211,179)	39,290	US Hotel/MU Guestrooms, AV rentals, campus vending, Facility fees,...
PROGRAMS	478,016	340,493	(137,523)	8,859	Theater Operations/Season, Wheelhouse, Hoofers...
SUBTOTAL OPS&PROG	7,508,445	5,781,239	(1,727,206)	978,779	
SEG FEES - WU	3,011,272	3,011,271	(1)	2,981,457	
PARTNERSHIP/WISCARD REV	250,925	161,858	(89,067)	103,863	Wiscard partnership fees, Housing Wiscard web transaction fee reimbursement,...
CAMPUS/OTHER REIMBURSEMENTS	238,364	211,965	(26,399)	108,899	Campus Photo ID Office/CESO support, offsetting cost reimbursements, ...
MEMBERSHIP & MISC	38,699	71,816	33,117	25,292	Membership, Student Print, interest income, miscellaneous gifts/contributions, ...
TOTAL REVENUE	11,047,705	9,238,149	(1,809,556)	4,198,290	
EXPENSES					
COST OF GOODS SOLD	2,771,788	2,258,657	(513,131)	794,908	Food costs, products and costs associated with generating revenue by the units
DIRECT OP EXPENSES	3,305,110	2,680,421	(624,689)	2,057,389	Salaries/wages/fringes, general expenses for the revenue units, Hoofers, Wheelhouse, Student Print...
SUPPORT SERVICES	1,556,040	1,393,823	(162,217)	1,298,075	
FACILITIES	1,999,669	1,765,527	(234,142)	1,752,569	
PROGRAMS & LEADERSHIP	425,181	421,410	(3,771)	353,271	Includes cost of WUD no fee or admission cost programming expenses
DEPRECIATION/EQUIPMENT	9,039	9,929	890	8,602	
MAJOR REPRS/BLDGS & EQUIP	100,000	32,351	(67,649)	10,687	
UTILITIES/TAXES/INS/TELEPHONE	248,339	268,982	20,643	374,305	
STATE/UW ASSESSMENTS	591,095	639,762	48,667	663,879	
INTEREST EXPENSE/BONDS	159,406	134,404	(25,002)	250,923	
OTHER & OFFSETTING EXPENSE	357,056	75,401	(281,655)	54,628	Wiscard credit card fees, cashier testing services...
TOTAL EXPENSE	11,522,723	9,680,667	(1,842,056)	7,619,236	
NET INCOME(LOSS)	(475,018)	(442,518)	32,500	(3,420,946)	