



Office of the President
1720 Van Hise Hall, 1220 Linden Drive
Madison, Wisconsin 53706-1559
608-262-2321
jrothman@uwsa.edu
www.wisconsin.edu

December 27, 2023

Sent Electronically Via Email

Dr. Joseph Gow
jgow@uwlax.edu

Dr. Gow:

I write to inform you that, upon my recommendation, the Board of Regents (Board) has terminated your appointment as Chancellor of the University of Wisconsin-La Crosse (UW-La Crosse) effective immediately. I have appointed Dr. Betsy Morgan to serve as Interim Chancellor of the university. The Board's basis for termination includes, but is not limited to, your failure to obtain consent before engaging in any other occupation which requires your personal attention as required under paragraph 13 of your employment agreement, your failure to demonstrate appropriate judgment, decision-making, and leadership as Chancellor, and your lack of consideration of the significant likelihood that your poor judgment and decision-making will compromise and disrupt harmony on UW-La Crosse's campus and work environment, impede your ability to perform your responsibilities as Chancellor, and cause reputational harm to UW-La Crosse and the Universities of Wisconsin.

While you had previously submitted your notice of resignation as Chancellor to be effective on June 29, 2024, your termination by the Board supersedes the process by which your transition into the faculty post-June 29 would have occurred.

Your transition into the faculty is now governed by the terms of your original appointment and tenure appointment to the UW-La Crosse faculty. Pursuant to those arrangements and in consultation with Interim Chancellor Morgan, you are hereby appointed to a 1.0 FTE Professor academic year appointment (C-basis) at a nine-month salary of \$91,915. With your transition to a C-basis appointment, any accumulated vacation or paid leave bank will be paid out at your Chancellor's salary, per the terms of UW Administrative Policy 1210.

Assuming that you remain a member of the faculty, you will be provided transition time on paid administrative leave pursuant to Board of Regents Resolution 9058 to prepare for your future responsibilities from your initial appointment date through May 26, 2024, the end of the current academic contract year. Consistent with the requirements of Resolution 9058, you must submit (by February 1, 2024) your transition work proposal (equivalent to a sabbatical proposal) to Interim Chancellor Morgan for review.

Following your transition period, you will commence your teaching or other responsibilities as directed by the Department of Communication Studies on a full-load as a faculty member of that department at the start of the fall 2024 semester at a 1.0 FTE Professor academic year appointment (C-basis) at the salary (C-basis) noted above.

You should be aware, however, that, in light of the circumstances, I have submitted to Interim Chancellor Morgan a complaint requesting that your status as a tenured faculty member be reviewed. I trust that my complaint will be considered in the normal course as dictated by Wis. Admin. Code ch. UWS 4.

I am advised that the location of your office as a faculty member will be determined prior to the start of the second semester. The Office of the Chancellor has been secured. You can make arrangements to retrieve your personal belongings from that office by contacting Allen Hill, Chief of Police, University Police Department. Chief Hill can be reached at (608) 789-9000 or you can email him at ahill@uwlax.edu. Please plan to have your personal belongings removed from the Chancellor's Office by January 5, 2024. Given the situation, and while an office will be available to you on campus, we request that you work remotely for the time being.

If you have any questions regarding the foregoing, you may contact Dan Chanen, Associate Vice President for Human Resources, at the Universities of Wisconsin Office of Human Resources. Mr. Chanen's telephone number is (608) 890-0291 and his email address is: dchanen@uwsa.edu.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Jay Rothman', with a long horizontal line extending to the right.

Jay Rothman