

# The Advance-Titan

INDEPENDENT STUDENT NEWSPAPER OF THE UNIVERSITY OF WISCONSIN OSHKOSH CAMPUSES

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## Back-To-School Issue 2024

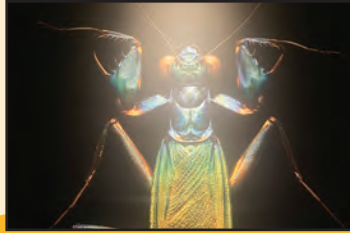
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UWO football preview



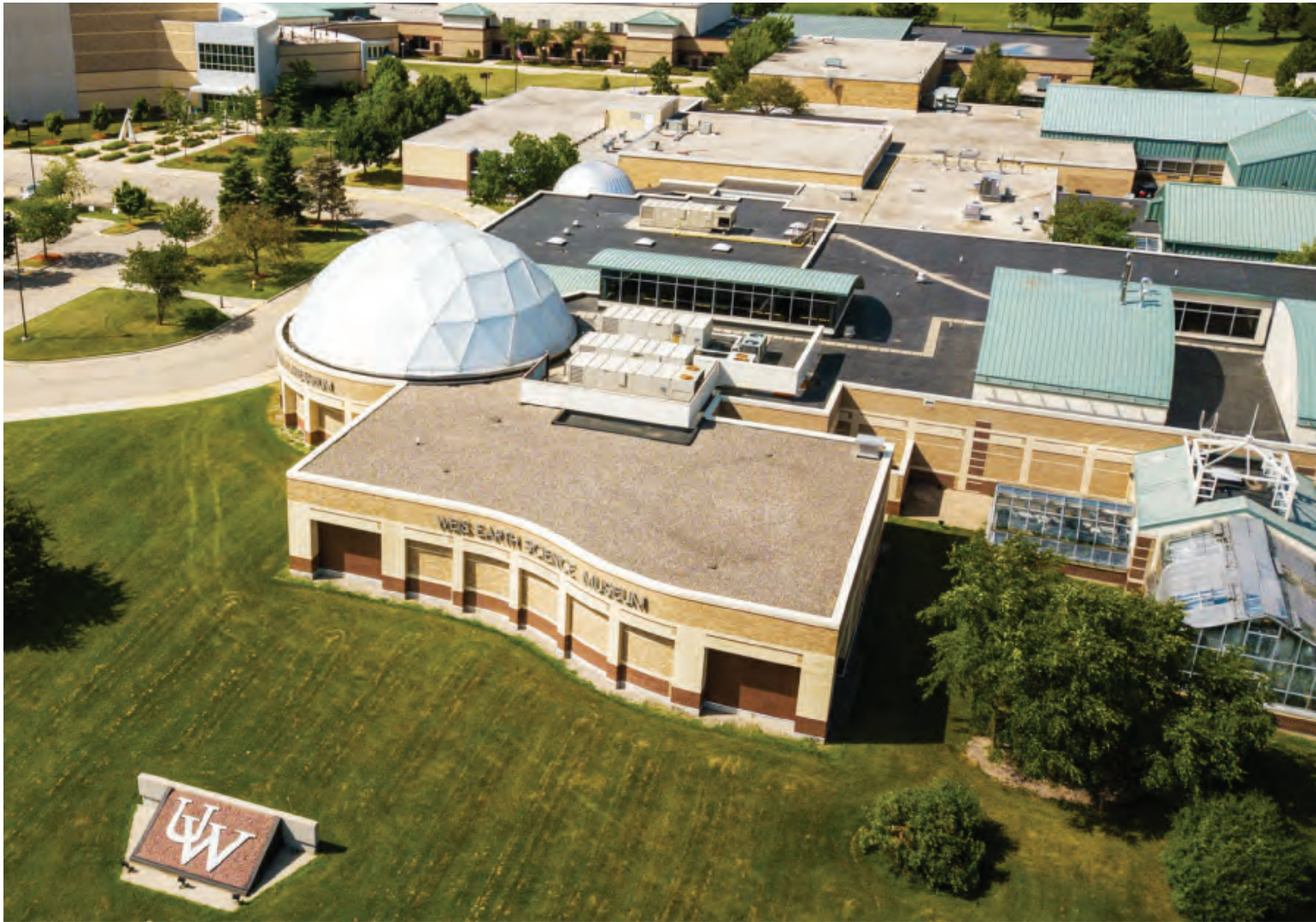
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Don't bug out!



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Freshman survival guide



Courtesy of UWO Flickr

The UW Oshkosh Fox Cities campus in Menasha will be closing its doors next year after an announcement from UWO Chancellor Andrew Leavitt June 13. The campus will continue classes until June 30, 2025.

## UWO-Fox Cities to close

*University will no longer have branch campuses after 2025*

By Jacob Link  
linkj13@uwosh.edu

The UW Oshkosh Fox Cities campus in Menasha will be closing its doors next year after an announcement from UWO Chancellor Andrew Leavitt June 13.

"We remain ready to support our UWO Fox Cities students, faculty and staff through this transition" Leavitt said. "UWO will remain a responsive provider of a high quality, accessible, affordable education and college experience with robust educational opportunities for stakeholders throughout the populous Fox Valley."

With the Menasha campus officially closing its doors June 30, 2025, UWO will no longer have any access campuses affiliated with the university after UW Fond du Lac, which administrators announced plans to close last October, will end in-person instruction June 30.

Students at the Fox Cities cam-

pus will be able to either transition to the Oshkosh campus in fall 2024, register for online classes or attend UWO Fox Cities next academic year and transition to the Oshkosh campus after the spring 2025 semester if they have not completed their two-year degree.

Those who attend the Fox Cities campus during the 2024-25 academic year and transition to the Oshkosh campus after the spring 2025 semester will continue to attend UWO at the Fox Cities campus tuition rate through 60 credits, attainment of an Associate of Arts and Sciences degree or Jan. 1, 2027, whichever comes first.

Leavitt said that UWO plans on having Fox Cities faculty members continue working at the Oshkosh campus.

"Those transition plans will take shape into the months ahead," Leavitt said. "Further financial evaluation is necessary as we develop the 2026 budget to determine Fox campus staff mem-

bers' opportunities to transition."

According to Leavitt, Universities of Wisconsin President Jay Rothman directed the university to move forward with plans to close the Menasha campus after a meeting with UWO administrators.

Leavitt said in an email to UWO students that campus administrators spent a year analyzing enrollment, the state's changing demographics, regional higher-education competition and economic trends in the Fox Valley.

"In the end, we made a difficult but responsible decision," Leavitt said. "Over the last several months, as we examined the landscape, Provost (Edwin) Martini and I briefed the UWO Fox Cities community and our county partners on the steep climb necessary to achieve fiscal sustainability at the campus. Given the trends and pressures mentioned, even the most optimistic enrollment projections indicate that the

UWO Fox Cities campus will not generate tuition revenue to cover its costs going forward."

According to the university, UWO Fox Cities total enrollment has dropped almost 67% over the past decade and in the last five years, the average decline in enrollment is 19%. UWO projected that there would be fewer than 100 UWO Fox Cities students by 2032 because of a decline in high school graduates in Wisconsin.

The decision to close the Fox Cities campus comes after WLUK Fox 11 reported Nov. 6, 2023, that UWO made it clear during a Board of Trustees meeting that the university supported the two-year campus.

Records show that UWO Provost Edwin Martini began assessing future programming at the Menasha campus Jan. 30, and delivered a final report to the Chancellor April 30 which recommended ceasing operations at UWO Fox Cities.

Turn to **Fox Cities** / Page 4

## UWO ends furlough program

By Jacob Link and Josh Lehner  
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UW Oshkosh employees will no longer be required to take furlough days during the fall 2024 semester after the university's furlough program ended May 31.

According to an email from UWO Chancellor Andrew Leavitt, the university does not plan on implementing furloughs for the 2024-25 academic year after the program generated \$2.1 million.

"Over 19 pay periods, dating back to September [2023], every UWO employee has experienced furloughs," Leavitt said in an email to staff. "Salary sacrifices haven't been in vain."

Leavitt implemented the furlough program and laid off around 200 staff members at the beginning of the 2023-24 academic year to combat projections that UWO would be \$18 million in the red if no actions were taken by fiscal year 2025.

Planned in conjunction with UWO leadership, shared governance leaders and human resources, the number of required furlough days for each employee was primarily determined by their salary.

Now that the current projected budget deficit has dropped to \$7.6 million, according to the Universities of Wisconsin Board of Regents, the university felt no need to continue with the furlough program.

UWO is projected to save as much as \$1.75 million when the chosen academic restructuring model, which will rearrange how the university is structured, is implemented.

Throughout the past year, the furloughs forced university departments and instructors to reconsider how they operate, and one such person was UWO public administration professor Michael Ford, who was not anticipating the furloughs when they first took effect in September.

Turn to **Furlough** / Page 7

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The Advance-Titan is an independent student newspaper published on campus since 1894. The paper is written and edited by students at UW Oshkosh who are solely responsible for content and editorial policy. Any UW Oshkosh student from all three campuses is welcome to work on the newspaper staff. The paper is published on Thursdays during the academic year.

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# UWO deficit higher than expected

By Anya Kelley  
kelleyan55@uwosh.edu

The University of Wisconsin Oshkosh was in an \$18 million deficit at the start of fiscal year 2024, leading the administration to release the Institutional Realignment Plan (IRP).

After 140 layoffs, 76 retirements and the closure of 35 open but unfilled positions, UWO expected the deficit to remain between \$3 and \$4 million.

On Thursday, July 6, UWO's Chancellor Andrew Leavitt released a statement to the university that said the Universities of Wisconsin Board of Regents had received its annual budget updates, and UWO's deficit was at \$7.6 million.

In the statement, Leavitt called this number a "snapshot" of the budget's actual standing.

"It was something that we were expecting, and as a matter of fact, it has already changed," Leavitt said regarding the higher-than-anticipated deficit number.

The number is related to what Leavitt and Provost Edwin Martini call a timing issue.

"Last year, with the IRP, we did some very difficult work in the size of our overall number of employees, along with cutting other kinds of expenses," Leavitt said. "Along with cutting other kinds of expenses, when an employee leaves, there are a number of payouts that have to occur, whether they're laid off, or they go as part of an incentivized retirement, or they just simply leave."

With the elimination of 250 positions, the administration was expecting a higher deficit to be reflected in the budget report – and \$7.6 million was right in that range.

Leavitt's July 6 statement said by the end of fiscal year 2026, UWO will have eliminated its structural deficit.

"The goal was always to have it done by 2026," Leavitt said.

The administration is working on what they call "UWO 2.0," a sustainable model for the university that includes building demolition, a new academic model and continued position control.

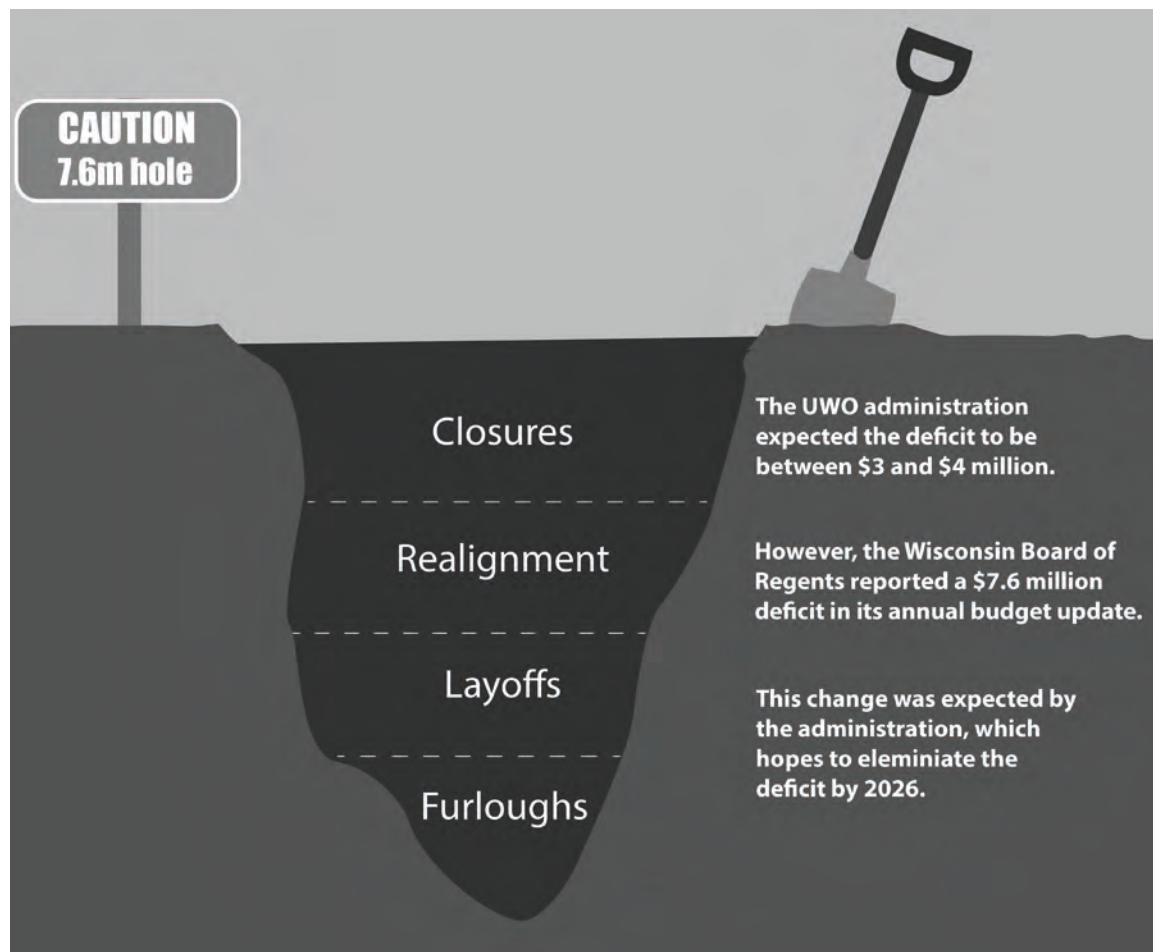
Some buildings on campus, like Gruenhagen Conference Center and Webster residence hall, are considerably older than others and costly to renovate. As of right now, some buildings are empty and unusable.

With demolition being more cost-effective than renovation, the state has agreed to cover those costs.

"The actual cost of demolition is going to be covered by the state itself and not by UWO, so that's good news," Leavitt said. "What we're going to save on more than anything is the cost of utilities and the maintenance and the personnel it takes to maintain a facility."

Last spring, the faculty at UWO voted on one of two new academic models for the university, and Provost Martini headed that project.

"Since the faculty voted to approve the model going forward, we spent all summer working on transitions and implementations, including preparing for the Board of Regents meeting," Martini



Graphic by Josh Lehner

said.

Martini and Leavitt presented the academic restructuring plan in front of the Board of Regents and the Education Committee for formal approval Aug. 22-23.

"That will be the final piece we need to move ahead with the actual implementation over the course of the upcoming academic year," Martini said at the time of print.

Martini is confident that the Board of Regents and the Education Committee will be on board with the new academic model.

"As with all of these pieces, we've been coordinating very closely with the system," Martini said. "They know what we're up to, we've been keeping them informed. We've been keeping our shared governance partners and all of our faculty informed, and we expect this to go very smoothly next week."

As part of the original IRP, faculty were not at risk of layoffs, and programs were not at risk of being cut. With the remaining deficit, Leavitt and Martini made it clear that there is still no plan of laying off faculty, and there is no plan of cutting programs.

Leavitt also said that after the announcement of both the Fox Cities and Fond du Lac access campuses closing, all of the faculty from both campuses have been assimilated to faculty positions at UWO.

"Our entire academic restructuring process has been premised on our ability to do things differently and not lead with program cuts, not lead with faculty cuts," Martini said. "And the model that we've proposed allows for enhanced interdisciplinary collaboration and curricular efficiencies within the schools that we're creating."

Martini said the new model will allow for new program configurations at the area level, department level and all the way up through the school level.

"It's effectively now largely in the hands of the deans, the associate deans and the faculty to figure out where they can achieve some additional efficiencies," Marti-

ni said. "Our biggest challenge in that area is that we have been too inefficient in the delivery of programs, so if we can figure out some of those pieces, we believe we will be in good shape to protect and preserve those areas of study."

Martini and Leavitt said the university is "committed to strategically reallocating positions in areas where we are positioned for growth."

Leavitt said he is "unequivocally" confident that UWO is moving in the right direction.

"We have a difficult year ahead of us," Leavitt said. "No question this year is about maintaining a pretty rigid fiscal discipline. We've got to stay in budget."

Leavitt said the administration is committed to managing financial surprises that happen with any large organization, and UWO is on the right track.

"I have not seen the faculty and staff more focused on wanting to move through this so that we can get to the day where we have a university that is balanced between the number of students we support, as well as faculty and staff we have," Leavitt said.

Last year was a tumultuous time for the entire university. Through layoffs, protests and a vote of no confidence in Leavitt.

After the vote, Leavitt made the decision to expand the Chancellor's cabinet to include shared gover-

nance representation – including representation from the Oshkosh Student Government.

"I will be attending regularly-scheduled shared governance meetings when, historically, I've only attended when invited," Leavitt said. "Now, in an agreement with all four shared governance groups, I'll be attending regularly. That way there will be much better communication."

Leavitt said the vote was humbling, but also something that was needed to wake everyone up to the issues and the work that was in front of them.

"There's [been] uncertainty all around us every year that I have been here ... that's just sort of the nature of the business," Leavitt said. "I feel good, in a way. The confidence vote was very cathartic, I think, for both myself as well as the faculty. I think that we have a better understanding of one another."

## Crime Corner


By Jacob Link  
linkj13@uwosh.edu

The Oshkosh Police Department and Lake Winnebago Area MEG Unit arrested four individuals for various felony charges related to possession and distribution of illegal controlled substances Aug. 12 at three residences in the city of Oshkosh.

After a drug investigation was conducted by the Lake Winnebago Area MEG Unit, search warrants were issued for residences in the 900 block of Wright Street., the 500 block of Scott Avenue. and the 300 block of Dove Street.

The Oshkosh Police Department's SWAT Team, Winnebago County Sheriff's Office SWAT Team and the State of Wisconsin Joint Tactical Team were all on scene to execute the search warrant and take four people from Oshkosh into custody. One male had an outstanding warrant for his arrest and another male was taken into custody for violating his probation rules.

The investigation is still ongoing and anyone with information is encouraged to contact OPD at 920-236-5700 or the Winnebago County Crime Stoppers at 920-231-8477.



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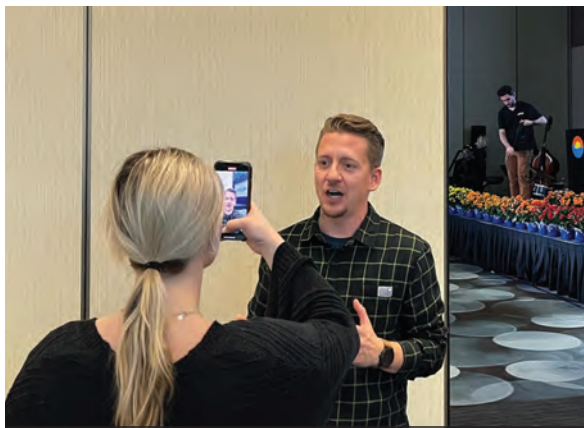
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# Fox Cities: County executives looking for answers

**From Page 1**

In the report, Martini said that the decision to close a campus is never an easy one.

“The challenges facing the campus, and indeed facing higher education in general, are not of our own making,” Martini said. “They are a reflection of massive changes in our state, our nation and our world that have increasingly threatened the educational models on which the Fox campus was founded and in which it thrived for many years...”

Outagamie County Executive Tom Nelson said in a statement June 13 that Leavitt and Rothman betrayed the students and families of the Fox Cities campus. Outagamie and Winnebago counties both own the buildings on the Fox Cities campus.

“Had Leavitt and Rothman read ‘All I Really Need to Know I Learned in Kindergarten,’ they would have understood the importance of playing fair, taking responsibility, saying sorry when mistakes were made and putting things back as they were found,” Nelson said. “Instead, Leavitt and Rothman let down the students and families of UW Fox and betrayed their trust – and now it will be up to the rest of us to clean up their mess. Shame on you.”

Winnebago County Executive Jon Doemel said in a statement June 13 that he was saddened by the announcement to close the



Courtesy of UWO Flickr

Outagamie County Executive Tom Nelson and Winnebago County Executive Jon Doemel are unsure what the future of the buildings on the UW Fox Cities Campus will be.

Fox Cities campus.

“This was the institution where I attended, was heavily involved in student government and the television and radio program and where I met my wife,” Doemel said. “I have a deep connection with that campus.”

Doemel said that closing the campus was inevitable with the declining enrollment and pro-

jected demographics.

“We are still processing what a closure of the campus means for our communities,” Doemel said. “Today, we do not have answers on the future of the Barlow Planetarium, the Weis Earth Science Museum, the Communication Arts Center or the University Children’s Center. The taxpayers have invested

millions into these assets.”

Leavitt said that earlier this year, more than 70% of UWO Fond du Lac campus students signaled plans to transition to the Oshkosh campus after the conclusion of teaching and learning there.

“Nearly 90% of those students are continuing the pursuit of their Associate of Arts and

Science degree at the Oshkosh campus,” Leavitt said. “We are confident many UWO Fox Cities learners will, likewise, continue their journeys at UWO. We will support whatever path they choose.”



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# Furlough: Moving past faculties' sacrifices at UWO

From Page 1

"Personally, [the furloughs are] a bit of a hit to morale," he said at the time. "Really, a furlough is a pay cut, and it's not attached to your performance."

At the time, he also expressed concern over students being able to get a hold of instructors.

But Ford said he is hopeful for what lies ahead with the end of the furlough program.

"The end of furloughs is a great sign of progress for UWO," he said. "I think most faculty found ways to accomplish their work despite the furloughs, but that usually meant uncompensated labor, which isn't a sustainable practice long-term. I think students noticed their professors had more on their plate last year, but I am hopeful that we have gotten through the most difficult part of our financial challenges."

This is not the first time Leavitt has implemented a furlough program while at the helm of UWO. The university previously put employees on furlough plans during the COVID-19 pandemic.

Leavitt said that faculty leaders raised concerns that employees on nine-month contracts had bigger bites taken out of each of their paychecks over the 19 pay periods.

"It's due to a few unescapable factors: the compression of a nine-month employee's pay over the furlough program's

Number of furlough days is determined by salary:

\$150k+	-> 19 days
\$100 to 149.9k	-> 14 days
\$80 to \$99.9k	-> 11 days
\$60 to \$79.9k	-> 8 days
\$46 to \$59.9k	-> 6 days
\$33 to \$45.9k	-> 4 days
Below \$32.9k	-> no furlough

Salary decrease for those making over \$33k was also determined by salary

## How furloughs work



Furloughed employees must choose to take off either two half days or one full day every two weeks



During their designated furloughs, employees cannot check emails, take phone calls or participate in any type of university work

Graphic by Josh Lehner

19 pay periods; the law, which limits faculty and staff to one furlough day per Universities of Wisconsin pay period; and, candidly, simple math," Leavitt said.

Leavitt said that while he has heard suggestions that 12-month employee's furloughs should

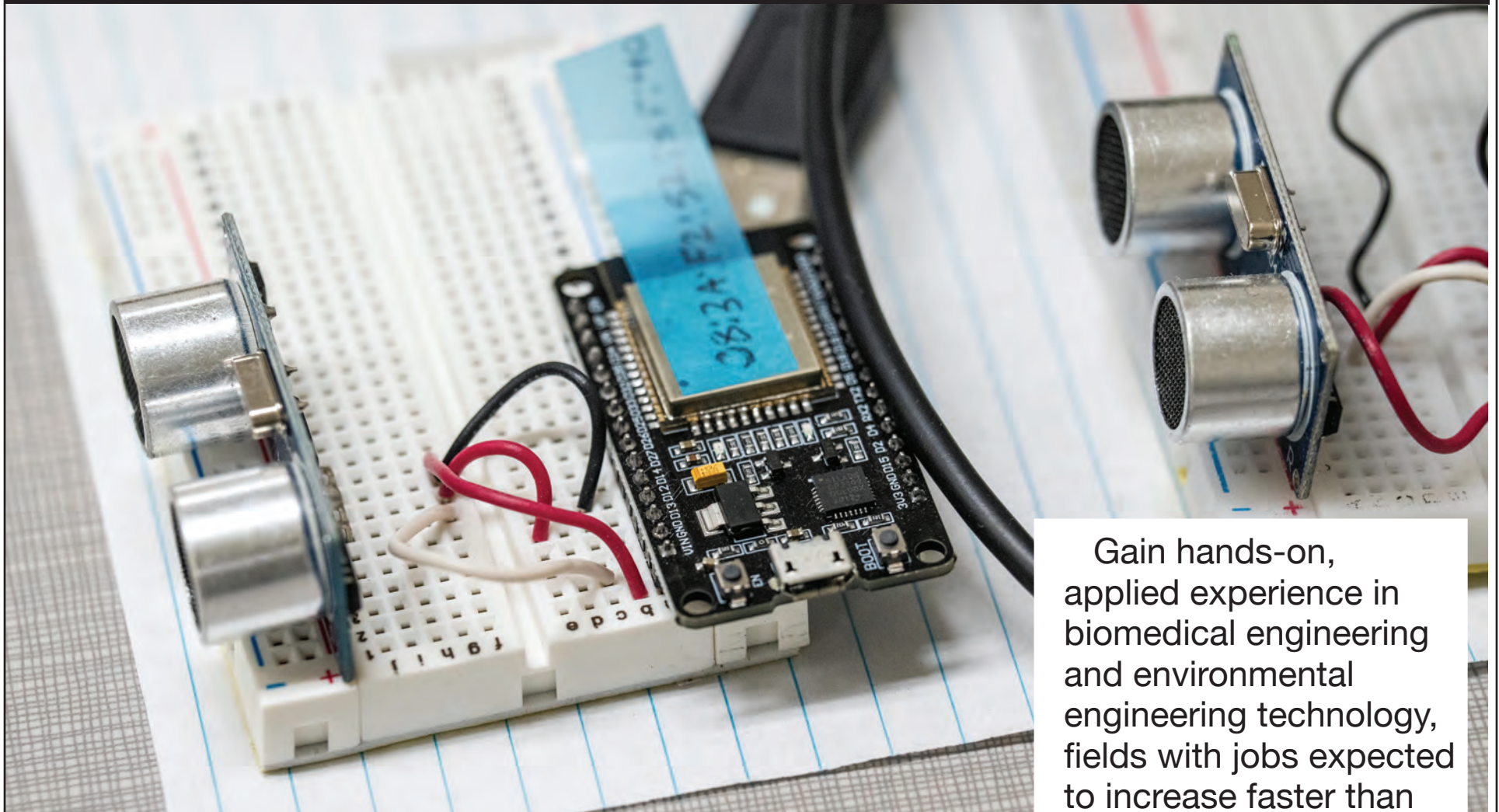
continue beyond May 31 to equalize the amount that nine-month employees lost during the program, the university is not considering any continuation of the furlough program for the time being.


"There's no value in keeping a scorecard of sacrifices at

UWO," Leavitt said. "Reflecting on the last several years, anyone could point to examples of give and take between employee grounds in terms of compensation as we managed our budgets ... despite our best intentions in recent years, there has typically been unevenness

in who, when and how we have experienced pain. Everyone has endured and, in different ways, chipped in and felt loss."

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# Sports

## UWO football looks to fight for WIAC title

By Nolan Andler  
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The UW Oshkosh football team will look to compete for the Wisconsin Intercollegiate Athletic Conference title this season after ending the 2023 season with a 6-4 record.

The Titans will begin the 2024 campaign outside of the D3football.com top 25 poll after receiving 36 votes in the poll released July 24.

The Titans finished the standings tied for third with UW-Platteville and UW-River Falls, while behind UW-La Crosse and UW-Whitewater. Similar to 2022, the Titans started the season with a 2-1 nonconference record, but fell to a 5-4 record before ending the season with a big win at home over nationally ranked UW-River Falls.

The Titans will be returning a ton of talent including First Team All-WIAC offensive players in tight end Clayton Schwalbe and wide receiver Trae Tetzlaff.

Outside of Tetzlaff and Schwalbe, the Titans will return their third leading rusher in running back Justice Lovelace. Lovelace appeared in five games in 2023 and totaled 195 rushing yards with an average

of seven yards per game. The offense will also get their top receivers back in Tetzlaff, Jon Maitheu and Dan Fynnardt.

Linebacker Kyle Dietzen, a team leader on the defense last season, will also return. Dietzen recorded 72 tackles and had six tackles for loss worth 20 yards.

The Titans had the fourth best offense in the WIAC and the fifth best defense in the WIAC last season, something UWO will look to improve on for 2024. However, the Titans will lose some key players heading into this season, most notably quarterback Kobe Berghammer. Berghammer was a First Team All-WIAC quarterback who led the conference in passing last season. Berghammer was also Second Team All-WIAC in 2022 and the 2019 WIAC Newcomer of the Year. Replacing him will be a tough task for the Titans to do but something they will need to do quickly.

UWO opens the 2024 season with a tough start to their schedule. In their first five games, the Titans will play four teams ranked in the D3football.com preseason top 25 along with an NCAA Division II school.

The Titans will open the season on Sept. 7 at J.J. Keller



Jacob Link / Advance-Titan

UWO wide receiver Trae Tetzlaff hauls in a 56-yard touchdown pass from quarterback Kobe Berghammer in UWO's 38-31 win in the 2023 season finale over River Falls.

Field at Titan Stadium against Wheaton University (Illinois) starting at 1 p.m. The Thunder went 10-2 last season and finished second in the College Conference of Illinois and Wisconsin (CCIW) behind National Runners Up, North Central College (Illinois). Wheaton's quarterback Ben Thorson and wide

receiver Seth Kortenhoeven earned All-CCIW honors last season. The Thunder faced the Titans at Wheaton last year and beat UWO 31-20.

The remainder of the 2024 season includes:

Sept. 14: vs Linfield University (Oregon)

Sept. 21: vs Michigan Tech  
Oct. 5: @UW-Whitewater  
Oct. 12: vs UW-La Crosse  
Oct. 19: vs UW-Platteville  
Oct. 26: @UW-Stevens Point  
Nov. 2: @UW-Eau Claire  
Nov. 9: vs UW-Stout  
Nov. 16: @UW-River Falls

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UWO OSHKOSH

# Titan tennis looks to keep upward trend

By Jacob Link  
linkj13@uwosh.edu

The UW Oshkosh women's tennis team will look to battle for the 2024-25 Wisconsin Intercollegiate Athletic Conference title after an improved 2023-24 campaign in which the Titans finished fourth in the WIAC with a 10-5 record (3-3 WIAC).

Steve Francour returns to the helm of the Titans for his third straight season in his second stint with the program after coaching the team from 1990-2013.

In the last two years, Francour (the winningest tennis coach in UWO history) has compiled a 16-9 record and took a program that finished seventh in the WIAC in 2021 and brought the Titans to within three games of the eventual champions UW-Whitewater in the overall standings at the end of last season.

UWO opened up the 2023-24 season with an 8-1 loss to the Warhawks before dominating Ripon College and Lawrence University with a combined score of 17-1.

After a 9-0 thrashing at the hands of UW-La Crosse, the Titans responded with four straight wins to improve to 6-2 on the year.

Oshkosh dropped a match to UW-Eau Claire at home with three games remaining in the fall

season, but took down UW-Stevens Point and UW-Stout going into the WIAC Championship.

At the Nielsen Tennis Stadium in Madison, UWO finished in fourth place at the WIAC Championship but qualified for the WIAC Team Tournament during the spring season.

During the spring half of the season, UWO took down Lakeland University at home 6-3 but fell to North Park University (Illinois) 7-2. At the WIAC Team Tournament, the Titans fell 5-0 to Whitewater in the first round, and Oshkosh's record was not good enough for them to earn a spot into the NCAA Tournament.

The Titans will have seven returning letterwinners for the 2024-25 season and UWO will be led by sophomore Kayla Gibbs, who led the team with an individual record of 11-7 and compiled a 14-3 doubles record alongside fellow sophomore and doubles partner Jameson Gregory. Last year, Gregory had the second-best individual record on the team after going 9-5.

Sophomore Olivia Pethan will return for another season with the Titans after earning a 9-10 individual record and a 10-7 doubles record with her partner, Alysia Pattee.

Ella Nguyen and Hannah Stitt were the only two Titans lost after last season. Nguyen went 10-10 in individual play



Courtesy of UWO Athletics

UWO tennis player Jameson Gregory volleys the ball in a home match at the Kolf Sports Center Outdoor Tennis Courts.

and 10-6 in doubles play with partner Jameson Gregory while Stitt was 3-6 in individual matches and finished 2-1 in doubles play with three different partners.

UWW will be the team to beat in the WIAC after the Warhawks claimed its 17th straight conference title last season. Whitewater had an early exit to the NCAA Tournament after being knocked out by Carleton College 5-1.

The Titans will kick off the season Aug. 31 at the UW-Warhawk Invite and UWO's first home match of the year will be

Sept. 3 against Lawrence University at the Kolf Sports Center Outdoor Tennis Courts.

UWO Tennis Schedule:  
 Aug. 31 - at UW-Whitewater Warhawk Invite (9 a.m.)  
 Sept. 3 - vs Lawrence University (Kolf) (3 p.m.)  
 Sept. 7 - vs Ripon College (Kolf) (9 a.m.)  
 Sept. 7 - UW-La Crosse (Kolf) (Noon)  
 Sept. 14 - at Loras College Triangular (1:30 p.m.)  
 Sept. 21 - at St. Norbert College (Noon)  
 Sept. 25 - vs Marian Univer-

sity (Kolf) (4 p.m.)  
 Sept. 28 - vs UW-River Falls (Kolf) (11 a.m.)  
 Oct. 5 - at UW-Stout (9 a.m.)  
 Oct. 5 - at UW-Eau Claire (2 p.m.)  
 Oct. 11 - vs UW-Stevens Point (Kolf) (3 p.m.)  
 Oct. 19 - vs UW-Whitewater (Kolf) (1 p.m.)  
 Oct. 26-27 - at WIAC Championship in Madison (Noon)

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# UWO soccer names new assistant coach

By Jacob Link  
linkj13@uwosh.edu

UW Oshkosh women's soccer head coach Erin Coppernoll announced July 26 that Greg Ruark will join the Titans as an assistant coach for the 2024 season.

"I am extremely excited to have Greg Ruark on our staff here at UW Oshkosh," Coppernoll said. "He has been a head college coach before, so he has been in my shoes. He understands the game and the expectations and is familiar with the area. He is an asset to the Oshkosh soccer community, and I am excited he is back home."

Ruark has been coaching soccer for 42 years at the high school and collegiate level, most recently leading the Ripon College women's soccer program for five years as head coach. Ruark began as an assistant coach with the Red

Hawks for a year before taking over head coaching duties from 2017-21 where he earned the second-most wins in program history and compiled a 23-47-6 record.

Ruark returns to Wisconsin after working in Greencastle, Indiana, as director of parks and recreation from 2022-24.

Before coaching the Red Hawks, Ruark was the director of player development with Oshkosh United Soccer Club from 2014-22 and was an assistant men's soccer coach at Lawrence University. Ruark was the head girl's soccer coach at Oshkosh West High School from 2013-18 where he tallied an overall record of 56-42-10.

"I am thrilled to be returning to Oshkosh to work with coach Coppernoll, as well as the student-athletes, faculty, and staff of the UW Oshkosh," Ruark said.

Ruark began his coaching



Courtesy of UWO Athletics

career at DePauw University (Indiana) before being named head men's soccer coach at Rose-Hulman Institute of Technology (Indiana) in 1988. Ruark coached the Fightin' Engineers until 2002, earning a coaching

record of 84-161-12. Ruark was the head coach of the school's women's soccer program during its first two seasons in existence, leading the team to a 11-23-1 record from 1999-2000.

Ruark earned a bachelor's de-

gree in public relations from Ball State University (Indiana) in 1981 and a master's in health and physical education from DePauw in 1983.

# Titans announce new basketball, baseball hires

By Jacob Link  
linkj13@uwosh.edu

UW Oshkosh head men's basketball coach Matt Lewis announced July 9 that J. Morgan Harter will join the team as an assistant coach for the 2024-25 season.

"I am incredibly excited to be joining this elite basketball program at UW Oshkosh," Morgan said. "To be a part of such a high achieving program with championship aspirations is an opportunity that I relish, and I am beyond fortunate to have a chance to contribute to continuing that legacy." Prior to joining UWO, Harter

was an assistant coach at Rhodes College (Tennessee), where he coached from 2020-23. Harter was an assistant coach at Birmingham-Southern College (Alabama) in 2019 and 2020 after graduating from the college in 2019 with a bachelor's degree in media and film studies.

Harter began his collegiate playing career with Texas Tech University before transferring to Birmingham-Southern from 2015-2018. Harter helped Birmingham-Southern claim the 2016 Southern Athletic Association regular season and tournament championships, winning 19 straight games en route to

the Panthers entering the NCAA Tournament for just the second time in program history.

Harter is from Memphis, Tennessee, and attended high school at St. George's Independent School in Collierville, Tennessee.

Lewis said the Titan basketball family is thrilled to welcome Harter to UWO.

"J. Morgan is a passionate, genuine person who will build great relationships with our student-athletes and community," Lewis said. "We are so thankful to be able to add a person with his skill set to our program."

In baseball, the UW Oshkosh Athletic Department announced

June 19 that Garry Maynard will join the UWO baseball program as the top assistant coach.

UWO baseball head coach Kevin Tomasiewicz said that he is excited to welcome Maynard to the Titan baseball family.

"Throughout the interview process, Garry's enthusiasm and passion for coaching and the game of baseball was very evident, Tomasiewicz said. "The staff and players look forward to working with (coach) Maynard to help Titan baseball reach our ultimate goal of national championship."

Maynard served as a graduate assistant coach for Concordia University-Chicago (Illinois) during the 2024 Northern Athletics Collegiate Conference (NACC) season where he focused out coaching the outfield and hitting.

Maynard graduated from Concordia-Chicago in 2023 and played for the Cougars from 2020-23. While playing for Concordia-Chicago, Maynard earned awards such as NACC Scholar-Athlete, NACC All-Conference First Team and Second Team, and American Baseball Coaches Association/Rawlings All-Region Third Team.

Maynard is set to officially join the Titans July 1 and will work with hitters and infielders.



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# Arts & Culture

## ‘Brain gain’ grows in Wisconsin

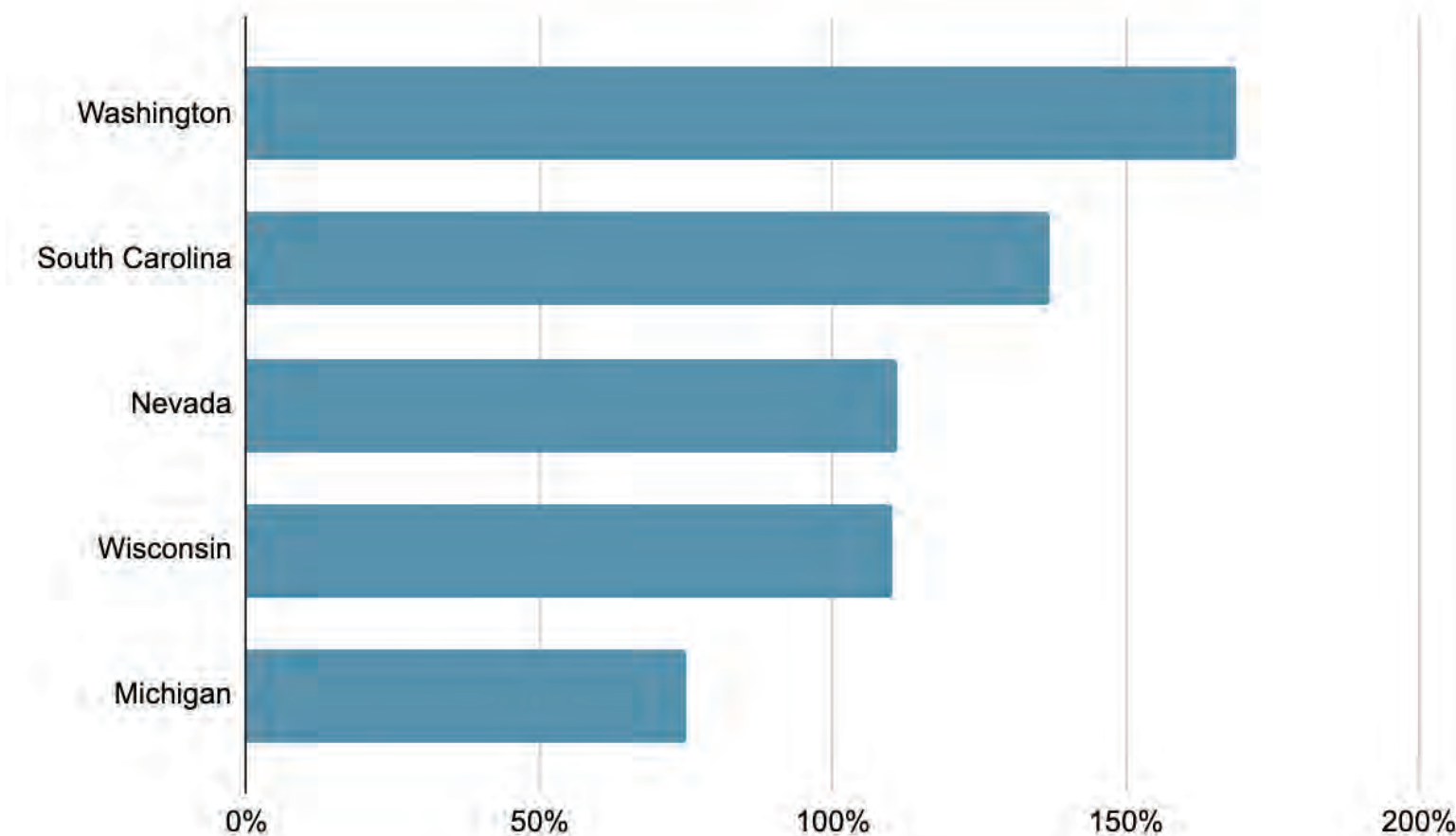
By Angela Satterlee  
sattea08@uwosh.edu

College students are always looking for a place for work and to live once they have graduated from their institution. According to a study done by HireAHelper, Wisconsin is the fourth best state for recently graduated adults who are looking for work in their chosen field.

According to the study, Wisconsin not only attracted new college-educated residents, but retained them as well. HireAHelper’s latest report looks at states that college-educated Americans are moving to and from, and Wisconsin experienced a 110% net gain, ranking it the 4th most popular state — just behind Nevada, South Carolina and Washington. More college-educated residents moved in than out, at a ratio unheard of for the rest of the country.

Jaelyn Lambert, the media and relations coordinator at HireAHelper, said that this study shows what states are currently experiencing brain drain verses those who are experiencing brain gain.

“The report seeks to measure ‘brain drain’ — the phenomenon of college-educated individuals leaving certain areas in the country, leaving those places at economic risk and widening gaps in



This graphic showcases the top five states with the highest net gains in terms of people with college degrees moving in and out in 2023. Including Wisconsin, four of these states saw twice as many college-educated Americans move there.

the talent market,” Lambert said. “There’s also the flipside to this idea with ‘brain gain’ — places

like Wisconsin that are benefiting from this increase in talent.” Brain gain is when those peo-

ple either bring their skills back home or use them in their new country.

Turn to *College graduates / Page 16*

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Below: A hands-on “craftivism” project from Spring 2023 to raise awareness on campus of period poverty, done in collaboration with the Women’s Center.



### PERIOD POVERTY

Period poverty is defined as a lack of access to menstrual products, education, hygiene facilities, waste management, or a combination of all these scenarios. A 2021 survey found that 14.2% of college-aged women surveyed had experienced period poverty at some point within the past year and 10% experienced it every month.

You can get free menstrual products on campus at The Cabinet, Student Health Center, Women’s Center, LGBTQ+ Resource Center, and through Resident Health Advocates.

# Arts & Culture

## College graduates: choose Wisconsin

**From Page 15**

College students come from all over the midwest to attend UW Oshkosh — specifically, to find work after college, and senior Grace Fergus is no exception. Originally from Sugar Grove, Illinois, Fergus is currently working towards a Bachelor of Science at UWO in psychology and two minors, one in sociology and the other in

women and gender studies. She plans to stay in Wisconsin after her expected graduation date in December, 2024.

Fergus was attracted to Wisconsin living, and plans to stay because it's a cost effective area to live and work in and somewhere nearby her loved ones.

"I like that Wisconsin is affordable, and I've built a com-

munity here," she said. "I love my family, and I'm very close with them, so being able to live a few hours away, but still be able to visit them on weekends is perfect."

As a registered behavioral technician working for Caravel Autism Health located in Oshkosh, Fergus works with children diagnosed with autism and prepares them for school and the

real world. She plans to stay and become a senior therapist upon graduation.

Caravel Autism Health is also helping her pay for an online graduate degree. When looking for a career later on, Fergus's dream job lies in Madison, which is even closer to her hometown.

"My dream job is to be a board certified behavioral ana-

lyst therapist, which is what I'm going for with my masters, and then maybe one day run my own clinic."

Finding a place to live with a job you love is important, and Wisconsin has proven to be successful in helping students achieve that.

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OSG is the student government that represents all students. We advocate for the best interests of the students at the University of Wisconsin Oshkosh. All students, regardless of their standing within the OSG, have the opportunity to serve as student representative on all of the many University Committees that exist, as well!



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The OSG has many opportunities for students to serve on campus and have their voice and concerns heard:

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**The Senate** - these two legislative bodies are made up of both elected and appointed students who represent various student communities around campus on all OSG and university business.

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### PROGRAMS & SERVICES

The OSG provides services to the student body, including:

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If you are interested in joining the OSG or have questions, please reach out to the OSG Office!



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**Required:** One ethics class and one independent study course with a reflective essay.

**Electives:** Student must choose three elective ethics courses. See list below.

### More Information

Visit [uwosh.edu/philosophy](http://uwosh.edu/philosophy) or contact Dr. Robert Wagoner at [wagonerr@uwosh.edu](mailto:wagonerr@uwosh.edu).

*Required:*

*PHIL 105/106 Ethics and PHIL 485 Applied Ethics Certificate Capstone (a pass/fail, independent study course in which you will be given the opportunity to reflect on what you have learned in your other Applied Ethics courses).*

*Electives Courses (choose three):*

*PHIL 205/206 Ethical Issues in a Diverse Society; PHIL 220 Business and Ethics; PHIL 230 Environmental Ethics; PHIL 231 Biomedical Ethics; PHIL 335 Philosophy of Sex; PHIL 350 Computing Ethics*



# Arts & Culture

## Oshkosh showcases local vendors



Advance-Titan File Photo

Community members from all over Oshkosh come together to enjoy a sunny summer morning at the Oshkosh Farmers Market.

By **Angela Satterlee**  
satea08@uwosh.edu

The Oshkosh Saturday Summer Farmers Market is a community event where local farm vendors showcase and sell their locally-grown foods. Managed by Oshkosh Saturday Farmers Market, Inc., a private non-profit organization, the market's success depends on maintaining a welcoming atmosphere.

The markets occur every Saturday morning, rain or shine, from 8 a.m. - 12:30 p.m. The summer 2024 markets opened up on June 1 and will continue until Oct. 26 in Downtown Oshkosh on the 400 and 500 blocks of North Main Street.

The Oshkosh farmers market has a vibrant, community-oriented atmosphere and it's a great place for students to connect and meet new people.

The produce at the market also offers more options than in the local groceries stores, and typically have a cheaper price tag. The stands feature unique and locally-grown products such as fruits and vegetables, and products such as handmade jewelry and clothes. The market includes more than 165 different vendors, according to Discover Oshkosh.

"The different vendors drew

me in," Emily Weinberger, a fifth-year UW Oshkosh student said. "There's tons of different crafts people make, vegetables they grow and food they cook or bake."

Weinberger has been going to the Oshkosh Summer Farmer's Market since 2021, and typically brings her roommate Rachel Hawley. She said she originally started going to the markets because it was something cheap to

do on the weekends, and that the food vendors are the best.

"Any stand with sourdough bread is my favorite," she said. "There's a ton of them, so I walk the entire length of the market trying to find the best deal."

Junior McKenzie Moore also enjoys going to the market with her friends throughout the summer and into the fall semester to look for new and different products that she can't find anywhere else.

"I like getting coffee at the local coffee shop, perusing around the market looking at all the interesting stands," Moore said. "My favorite stand is the vendor that sells homemade candles; I am always looking for a vanilla-scented candle."

The Oshkosh Summer Farmer Market provides a large variety of locally grown items from many cultures. It reflects and celebrates the diverse cultures that come together in one place.

"The farmers market here in Oshkosh is definitely something I recommend people to go to," Weinberger said. "You get to experience and see things from the different cultures that make up our city that you may not have known about otherwise."

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# Arts & Culture

## Don't bug out!

### *New art exhibit at the Paine aims to create connections with insects*

By Kelly Hueckman  
hueckk24@uwosh.edu

The Paine Art and Garden Center is showing tiny insects in a big way with their dual exhibitions, "Microsculpture: The Insect Portraits of Levon Biss" and "A Cabinet of Wonder: Artworks by Jennifer Angus," which will run through Oct. 13.

"Both [artists] do have the similar notion of wanting to familiarize us with insects and make us maybe see the wonder of insects instead of being afraid or intimidated by insects," executive director of the Paine Aaron Sherer said.

British photographer Levon Biss' "Microsculpture" consists of large-scale images up to 9 feet tall showing insects in ultra-high detail. His portraits include bright hues and velvet-like textures that highlight the hidden structure of different insects.

"This turns it into beauty, and what this artist has done here has made them look beautiful or alien. You wonder, is that something from the earth?" said one viewer from Milwaukee, Desiree Pasbrig.

Another viewer, Scott Stebbins of Iowa, shared the same sentiment despite not expecting to see an art installation at the Paine.

"I was quite delighted," he said. "I thought the photographs were really amazing."

Each image is composed of 8,000 photographs, each taken under strobe lights, to show the high-resolution detail at such a large scale.



One part of Jennifer Angus's installation shows bugs dancing in a bell jar.



A jewel longhorn beetle portrait by Levon Biss hangs in the Paine Art and Garden Center. A single image in this exhibit is comprised of 8,000 photos to create a highly-detailed portrait.

Also included alongside Biss' work are four display cases of insects found around the UW Oshkosh campus to give viewers a better understanding of what species live in the area.

Biss' breathtaking images have been shown across the globe, including at the American Museum of Natural History in New York, where he spreads awareness of the growing insect decline.

CBS reported in February that scientists estimate a 40% global decline in insect population, and that a third of them are endangered. Researchers at the Florida Museum of History said this decline can have hefty consequences

for humans because of the services insects provide, including removing waste, pollinating crops and being at the base of the food chain.

UW Madison design studies professor Jennifer Angus further explores human appreciation of insects through her exhibit, "A Cabinet of Wonder," which combines miniature settings in bell jars with preserved exotic insects as a nod to the uptick in scientific discovery during the Victorian era.

Sherer said the key part of Angus' exhibit is her personification of insects by showing them studying, traveling, dancing and performing other activities.

"You can almost imagine them having personalities and doing tasks," Sherer said.

This is one way to become more comfortable with insects, Angus said.

"One of the ways to gain empathy and understanding towards insects is to imagine them leading lives parallel to our own," she wrote in her artist's statement.

Showing insects in human-like settings has shown to give viewers a more empathetic view toward insects, Sherer said.

"She wants to kind of give them stories, so you can almost envision them having lives and friends and family members," he said. "It makes you feel a bit more warm

toward them." The insects Angus used were collected either through farming or by local indigenous people, providing them a livelihood. She does this as an attempt to preserve habitats for both insects and indigenous people.

Many of Angus' installations have been showcased across the country, with ArtDaily describing her as "one of the top contemporary installation artists in the country."

Angus' and Biss' work will be shown at the Paine through Oct. 13. Available hours to view the exhibits can be found at thepaine.org.

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Courtesy of UWO Flickr

Students gather in front of Horizon Village to participate in Dinner on the Lawn.

# Freshman survival guide

## 10 things I wish I knew before my first year

By Cassidy Johnson  
johnsonca51@uwosh.edu

Being a first year at any college can be incredibly daunting. It feels like being thrown into a foreign world without knowing any of its customs or rituals, and while learning these is a part of the college experience, I'm here to give you a bit of a leg up by telling you my top 10 things I wish I knew before starting college.

### 1. Introduce yourself to your neighbors

I am aware of how anxiety-inducing this proposition is, but the reward is far higher than the anxiety it conjures. I made the mistake of waiting until my second semester to do this, and always wish I had done it sooner. Not only is this a great way to make friends, but you'll also be around these people for an entire year. You might as well get yourself acquainted. Not to mention they can be very helpful in those dire times when you need to borrow something or when you leave your Titan Card in the bathroom.

### 2. Don't skip class

I know, I know. The idea that you can skip classes after years of being forbidden from doing so in high school is an enticing offer, but it's also a very slippery slope. When you skip once, it makes it easier to skip again, and inversely harder to go back again. It's okay to miss every once in a while if you're feeling sick or if you just need a mental health day, but be careful not to make it into a habit. Even if you wake up late, still try and make it. You won't get in trouble for getting to class late, just try not

to make a habit out of that either. Besides, it's actually less work to just go to class than trying to catch-up and find information on Canvas that was likely delivered in class by your professor. Beyond all of this, it's also just a good way to make friends and get to know both your professors and classmates.

### 3. Save your money

It's no great epiphany that college is expensive. For some, it's their first time having to pay for food and shelter, but you can manage as long as you spend your money wisely. I know it's easy to see your Titan Dollars as "free money," but don't forget that you paid for them as a part of your tuition. Try and use them on things like textbooks, school supplies, snacks and laundry instead of blowing it all on apparel or meals. Especially if you have the classic meal plan as most freshmen do, you have more than enough meals. Just wait until the weekend to get that Clash Burger you've been craving.

Another thing you've paid for with your tuition are the many on-campus amenities, and taking advantage of these can help save you money. If you haven't been able to afford a gym membership or mental health care, now is your opportunity to enjoy these services from the Counseling Center and the Student Recreation & Wellness Center.

You can also head down to the Career Closet in the Student Success Center for your four free items per semester, perfect for job interviews and career fairs. Those who live in the dorm also have access to loads of items that you can rent for free with your Titan Card from the front

desk such as pans, whisks, tools, games, and more. Some also have free entertainment like table tennis and pool tables.

Lastly, remember to get to the bookstore as soon as possible to get the best deals on textbooks. Otherwise, see if you can get your textbooks cheaper online on websites like Chegg.com or, if you're lucky, for free in PDF format.

If saving money isn't your thing, getting an on-campus job is a great way to make money. All on-campus jobs are relatively flexible, prioritize your academics (unlike off-campus jobs,) and allow you to work a maximum of 25 hours. Even if you only work five hours a week, at least it gives you a little bit of pocket change. It's also a great way to make friends and meet people.

### 4. Get involved

You've probably heard this piece of advice a lot, but don't ignore it like I did. Joining one of UWO's many clubs and organizations is one of the best ways to meet people and find your community, and I wish I didn't wait so long to get involved. I know it can be daunting, but going the first time is usually the hardest part. Just grab your roommate (or that neighbor you introduced yourself to) and at least just check it out.

UWO has dozens of clubs and organizations; you're bound to find at least one that fits your interests. If you're not quite ready to commit to a club or organization, you can also check out the many campus events such as craft nights, karaoke, BINGO, Titan Fest, Dinner on the Lawn and many more.

See *Survival Guide* / Page 22

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- 🍌 **HOW** do I know when locations are open?
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To connect with our on-campus dietitian about allergens or dietary restrictions, email [diningdietitian@uwosh.edu](mailto:diningdietitian@uwosh.edu)

# Freshman survival guide: 10 tips and tricks

From Page 21

## 5. Know classroom etiquette

Okay. Time for a bit of a master-class on the correct classroom etiquette. There's a lot of similarities, but college classrooms can also be pretty different from the traditional high school classroom that you're used to. First and foremost, you do not need to ask to go to the bathroom. I made that mistake my freshman year, and it was definitely embarrassing. You can just get up and go, no questions asked — unless you're taking an exam, of course.

You should also try and refer to your professors by their correct title, both in-person and especially over email. Some professors are very lax about this, but they'll normally let you know that in the first week or so. Otherwise, try and stick with calling them professor or Dr. if they have a Ph.D.

Also make sure you're using the correct grammar and formatting when emailing your professors by having a professional subject line, greeting and sign off and by separating your thoughts into paragraphs for easy reading. Short and sweet is usually the way to go.

## 6. Be safe

I know at this age we all think we're invincible, but I assure you were not. In fact, being young and new to the city can make you more vulnerable, so prioritizing the safety of yourself and others is quite literally vital. Although we don't live in New York City, dangers still

exist here so make sure to buy yourself some pepper spray and other self-defense tools and employ things like the buddy system when you're walking around at night.

If you lost your friends or need to go somewhere alone, you can call the UW Oshkosh Police Department and a cop can escort you to your destination. If it's farther than walking distance, you can also call UWO-Go for a free ride. Campus also has resources such as the blue lights that can be found all around campus. Just press the button, and a member of the UWOPD will be there shortly.

## 7. Be smart about drinking

Being safe also includes being smart about drinking. I understand it's called SoshKosh, but unfortunately it does not waive the law. There's a way to enjoy it without getting in trouble or getting hurt. A common mistake many freshmen make is drinking so much their first semester that they barely scrape by or even fail their classes. Remember, you're paying for these classes, so try and make the most of them.

Another common mistake to avoid is getting a ticket for open intoxicants. This is a common offense where one has an open bottle of alcohol on public property. This is especially prevalent during Pub Crawl, and it can happen to those both above and below the drinking age. Many students are also tempted to buy a fake ID, and while I can't tell you what to do, I can tell you that you're paying a lot of mon-

ey to open yourself up to a lot of risks. Many bars catch them right away and will either take it away, charge you a pretty penny to buy it back or even call the cops on you. In short, it's not worth it. Just wait the two years and avoid getting charged for possession of a fake ID.

Lastly, don't be stupid and blast "Shots" in your dorm room; you might as well just put a sign on your head that says "Hey! I'm drinking underage!"

## 8. Work hard, play hard

Another thing I wasn't prepared for was the amount of discipline and resilience required to be a good student. While college does require memorization, it's more about understanding the concepts taught rather than relying on pure memorization like in high school. It can be tough to adjust to, but as long as you try your best and ask questions, you should be fine. One vital lesson I learned in my first few years is the idea of doing things you don't want to do. There will be a lot of times where you're tired and simply don't want to do your work, but you have to.

In my experience, it's best to just bite the bullet and at least just get started. Whenever I dread doing an assignment, I always just tell myself to at least start it. What I've found is that starting it is usually the hardest part, and after you get over that hump you'll find yourself actually wanting to finish it. Completing bigger assignments can be especially overwhelming, but remember to take it one step

at a time. A big reason why I advise against procrastination is because it makes it harder to take things one step at a time when you're in a time crunch. The truth is, whether you like it or not, you'll have to complete these assignments eventually, so you might as well make it easy on yourself and get a head start and avoid the anxiety that comes with procrastination. From experience, getting your stuff done also makes for a better night out so you don't have your to-do list looming over your head. Wiz Khalifa's motto "Work hard, play hard" describes this concept best. Working hard allows you to reward yourself with guilt-free fun.

## 9. Explore the city

Going along with the "Work hard, play hard" mentality, there's lots of alcohol-free fun to have downtown. Even during the day, employ the aforementioned buddy system and grab a few friends to explore the city of Oshkosh. There's tons of fun shops and boutiques, even one owned by UWO alumni called 01 Vintage perfect for cool and unique finds. Besides shopping, there's lots of fun things to do like going to Fire Escape for some rainy-day pottery painting, 608 Axe Throwing for when you didn't get the grade you wanted, Escape Oshkosh for a fun group excursion, summer and winter farmer's markets and even art shows featuring local artists.

If none of these appeal to you, go ahead and explore Oshkosh yourself and see what you can find.

## 10. Finding your people

Last but not least, college is a great place to find your people. The social rules of high school are no longer an object, and you get your chance to find people you really vibe with. I've given you a few great ways to meet people such as getting involved, getting an on-campus job, and introducing yourself to your neighbors at both your dorm and in the classroom. If you're lucky, you'll find a group during orientation and stick with them all four years, but that's not very realistic. I've heard of many people, including myself, who find a friend group their first semester that just doesn't quite last.

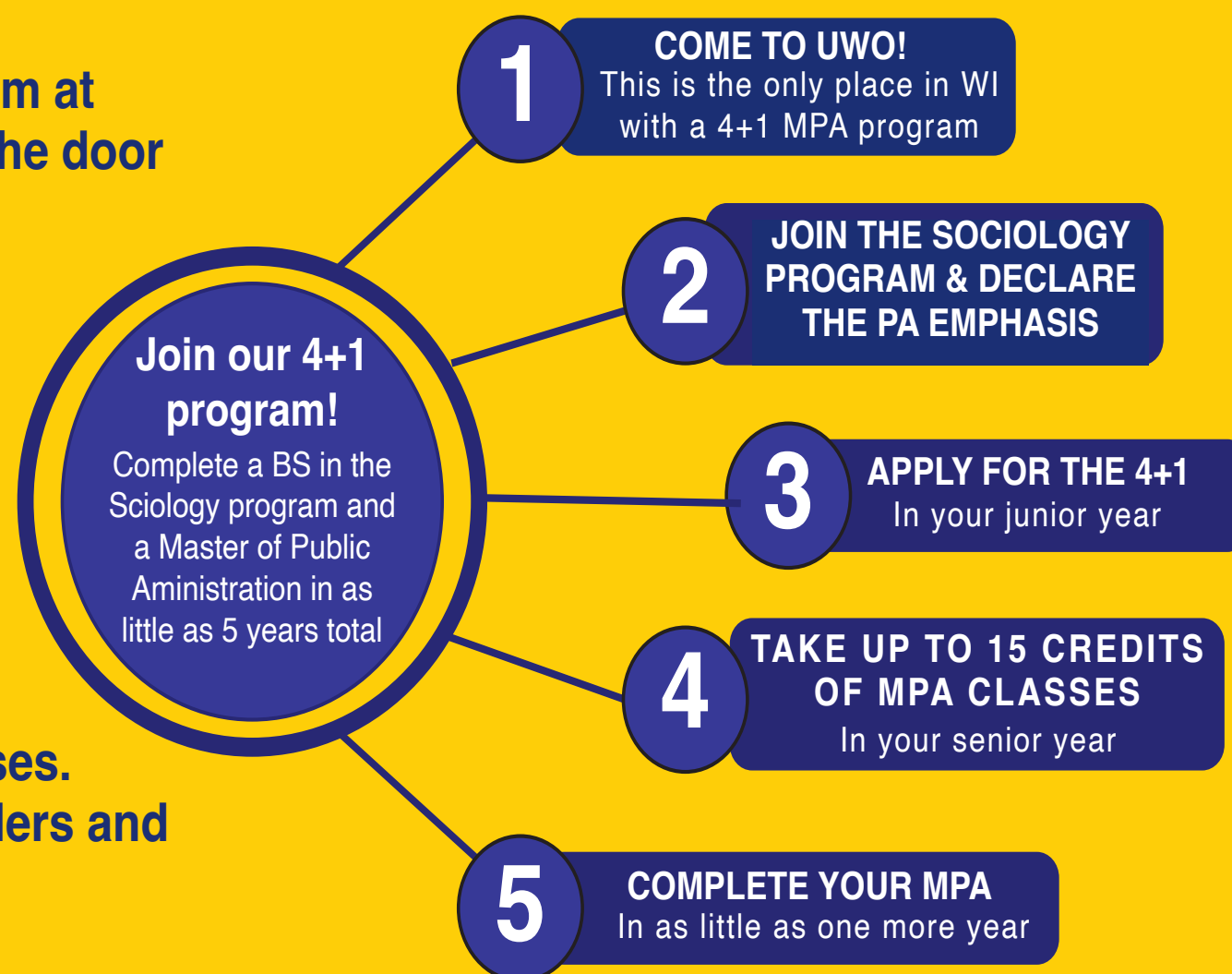
Don't be discouraged if that happens to you; it just means your people are still out there. Regardless, making friends in your first year is still very important to help battle loneliness and especially because you often have to find a roommate for next year by the second semester. Even if you don't have a friend group, you can find a roommate on Facebook by joining the Oshkosh 2029 Facebook group. Who knows, they might just end up being your best friend. My roommate is still friends with and still lives with his random roommate from freshman year, so I know it's possible. Just don't put too much pressure on yourself to find your people. If it's meant to be, it'll just happen.

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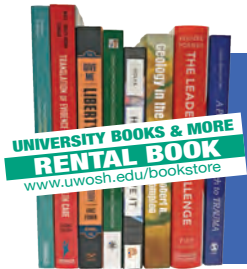
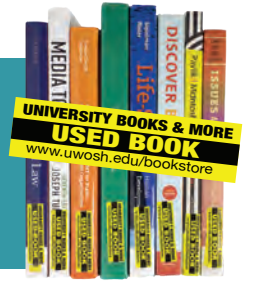
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