

# ENVIRONMENT AND RESOURCES, PHD

Environment and Resources is a research program offering master's and PhD degrees based on the premise that solutions to environmental challenges require interdisciplinary approaches. Faculty and students are oriented to environmental problems rather than to disciplines. Students are encouraged to explore the specific area that interests them by drawing on the insights and methods of multiple disciplines. The focus is on gaining the knowledge needed to understand the intellectual context of their work and the skills necessary to conduct original research. The program fosters experimentation and innovation, not the mastering of a narrowly defined set of prepackaged competencies. The objective is to produce graduates who are prepared to function comfortably in the complex professional and social communities within which solutions to environmental problems must be found.

The program mandates interdisciplinarity through curriculum requirements, the structure of the student's faculty advisory committee, and the research endeavor. Students are required to take some courses in diverse disciplinary topics and other courses that are intended to strengthen problem-solving skills. A thesis (MS) or a dissertation (PhD) is required of all students. Each student's faculty advisory committee must consist of persons who collectively ensure interdisciplinary support and evaluation. Students can pursue interests over the full range of environmental studies from more of a physical or biological science research project to those emphasizing more of the social sciences or humanities including policy, environmental history, community action, or social justice. Students who feel a need to follow a more structured course of study may also pursue certificates in Culture, History, and Environment or Energy Analysis and Policy. Any bachelor's degree from an accredited institution may be acceptable.

## ADMISSIONS

### ADMISSIONS

Please consult the table below for key information about this degree program's admissions requirements. The program may have more detailed admissions requirements, which can be found below the table or on the program's website.

Graduate admissions is a two-step process between academic programs and the Graduate School. **Applicants must meet the minimum requirements (<https://grad.wisc.edu/apply/requirements/>) of the Graduate School as well as the program(s).** Once you have researched the graduate program(s) you are interested in, apply online (<https://grad.wisc.edu/apply/>).

Requirements	Detail
Fall Deadline	December 1
Spring Deadline	October 15
Summer Deadline	December 1
GRE (Graduate Record Examinations)	Not required but may be considered if available.

English Proficiency Test Refer to the Graduate School: Minimum Requirements for Admission policy: <https://policy.wisc.edu/library/UW-1241> (<https://policy.wisc.edu/library/UW-1241/>).

Other Test(s) (e.g., GMAT, MCAT) n/a

Letters of Recommendation Required 3

## DEADLINES

Application materials for Environment and Resources must be received by the deadline above for admission to the following summer session or fall semester and by the deadline above for admission to the following spring semester.

## APPLICATION CHECKLIST

In addition to the items listed in the table above, a complete application includes the following items:

1. Statement of Purpose
2. Resume/Curriculum Vitae
3. Transcript(s)

The GRE is recommended for those seeking university fellowship consideration.

## FUNDING

### FUNDING GRADUATE SCHOOL RESOURCES

The Bursar's Office provides information about tuition and fees associated with being a graduate student. Resources to help you afford graduate study might include assistantships, fellowships, traineeships, and financial aid. Further funding information is available from the Graduate School. Be sure to check with your program for individual policies and restrictions related to funding.

## PROGRAM RESOURCES

In most cases, Environment and Resources is unable to guarantee any funding to students. However, many of our students obtain funding through other departments on campus, and we recommend that students contact faculty or departments directly if they have teaching or research skills in specific areas. Individual faculty members occasionally have their own sources of support for research or project assistants, though we strongly urge students not to depend on these as guaranteed sources of funding.

## REQUIREMENTS

### MINIMUM GRADUATE SCHOOL REQUIREMENTS

Review the Graduate School minimum degree requirements (<https://guide.wisc.edu/graduate/#requirements>) and policies (<https://guide.wisc.edu/graduate/#policies>), in addition to the program requirements listed below.

## MAJOR REQUIREMENTS

### MODE OF INSTRUCTION

Face to Face	Evening/ Weekend	Online	Hybrid	Accelerated
Yes	No	No	No	No

#### Mode of Instruction Definitions

**Accelerated:** Accelerated programs are offered at a fast pace that condenses the time to completion. Students typically take enough credits aimed at completing the program in a year or two.

**Evening/Weekend:** Courses meet on the UW–Madison campus only in evenings and/or on weekends to accommodate typical business schedules. Students have the advantages of face-to-face courses with the flexibility to keep work and other life commitments.

**Face-to-Face:** Courses typically meet during weekdays on the UW–Madison Campus.

**Hybrid:** These programs combine face-to-face and online learning formats. Contact the program for more specific information.

**Online:** These programs are offered 100% online. Some programs may require an on-campus orientation or residency experience, but the courses will be facilitated in an online format.

## CURRICULAR REQUIREMENTS

Requirement Detail	
Minimum Credit Requirement	51 credits
Minimum Residence Credit Requirement	32 credits
Minimum Graduate Coursework Requirement	26 credits must be graduate-level coursework. Refer to the Graduate School: Minimum Graduate Coursework (50%) Requirement policy: <a href="https://policy.wisc.edu/library/UW-1244">https://policy.wisc.edu/library/UW-1244</a> ( <a href="https://policy.wisc.edu/library/UW-1244/">https://policy.wisc.edu/library/UW-1244/</a> ).
Overall Graduate GPA Requirement	3.00 GPA required. Refer to the Graduate School: Grade Point Average (GPA) Requirement policy: <a href="https://policy.wisc.edu/library/UW-1203">https://policy.wisc.edu/library/UW-1203</a> ( <a href="https://policy.wisc.edu/library/UW-1203/">https://policy.wisc.edu/library/UW-1203/</a> ).
Other Grade Requirements	Grades of BC or C may be counted toward program requirements if they are offset by equivalent AB or A grades in other courses. A 3.00 average must be maintained in the student's breadth categories as well as their individual program focus category. With the exception of research credits, a maximum of 2 credits graded S may be counted toward program requirements if approved by the student's dissertation committee and the program chair. Courses that are audited or graded pass/fail or credit/no credit will not count toward program requirements.
Assessments and Examinations	All students must complete an initial coursework proposal, preferably after their first year, as well as a final coursework proposal. Students must pass a qualifying examination, a preliminary examination, and a final dissertation defense which constitutes the final examination.

Language Requirements No language requirements.

Graduate School Breadth Requirement Due to the breadth and interdisciplinary nature of the program, Environment and Resources doctoral students are not required to pursue a doctoral minor or graduate/professional certificate.

## REQUIRED COURSES

Code	Title	Credits
<b>Breadth Requirements</b>		
Category 1: Natural Science (see course list below)		9
Category 2: Social Science & Humanities (see course list below)		9
Category 3: Measurement & Analysis (see course list below)		9
<b>Individual Program Focus &amp; Research</b>		<b>15</b>
<b>Additional Coursework and Seminars</b>		
Students must also take at least two graduate seminars (research or topical) as well as a variable number of Research credits. Students may double count up to 9 credits with one of their breadth categories. At least six credits must be from UW–Madison (not including Research credits).		9
<b>Total Credits</b>		<b>51</b>

### Category 1: Natural Science

Students choose any biological sciences and/or physical sciences courses in the 300–999 range. This course list is not meant to be all-inclusive. Students are not restricted to the courses listed here. This is a sample of appropriate courses for this category that are offered through various departments/programs. At least three credits must be from UW–Madison.

### Category 2: Social Science & Humanities

Students choose any social sciences and/or arts & humanities courses in the 300–999 range. This course list is not meant to be all-inclusive. Students are not restricted to the courses listed here. This is a sample of appropriate courses for this category that are offered through various departments/programs. At least three credits must be from UW–Madison.

### Category 3: Measurement & Analysis

Students choose any measurement/analysis/tools/methods courses in the 300–999 range. This course list is not meant to be all-inclusive. Students are not restricted to the courses listed here. This is a sample of appropriate courses for this category that are offered through various departments/programs. At least three credits must be from UW–Madison.

### Individual Program Focus & Research

Students choose any courses, in the 300–999 range, that pertain to their individual research and dissertation endeavor.

### Category 1: Natural Science courses

Code	Title	Credits
AGROECOL 370	Grassland Ecology	3
AGROECOL/ ENVIR ST 724	Agroecosystems and Global Change	3
ANTHRO/BOTANY/ ZOOLOGY 410	Evolutionary Biology	3
ATM OCN 425	Global Climate Processes	3
ATM OCN/ ENVIR ST 355	Introduction to Air Quality	3

ATM OCN/ ENVIR ST 520	Bioclimatology	3
ATM OCN/ ENVIR ST/ GEOG 332	Global Warming: Science and Impacts	3
ATM OCN/ ENVIR ST/GEOG/ GEOSCI 335	Climatic Environments of the Past	3
ATM OCN/ PLANTSCI 532	Environmental Biophysics	3
BOTANY 400	Plant Systematics	4
BOTANY 500	Plant Physiology	3-4
BOTANY 801	Advanced Plant Community Ecology	4
BOTANY/ENVIR ST/ F&W ECOL/ ZOOLOGY 516	Conservation Biology	3
BOTANY/ F&W ECOL 402	Dendrology: Woody Plant Identification and Ecology	3
BOTANY/ F&W ECOL 455	The Vegetation of Wisconsin	4
BOTANY/ F&W ECOL/ ZOOLOGY 460	General Ecology	4
BOTANY/ F&W ECOL/ ZOOLOGY 672	Historical Ecology	2
BOTANY/GEOG 338	Environmental Biogeography	3
BOTANY/ ZOOLOGY 725	Ecosystem Concepts	3
BSE/ENVIR ST 367	Renewable Energy Systems	3
CBE 562	Special Topics in Chemical Engineering	1-3
CHEM/ GENETICS 626	Genomic Science	2
CIV ENGR 311	Hydroscience	3
CIV ENGR 415	Hydrology	3
CIV ENGR 423	Air Pollution Effects, Measurement and Control	3
CIV ENGR 500	Water Chemistry	3
CIV ENGR 501	Water Analysis-Intermediate	3
CIV ENGR/G L E 421	Environmental Sustainability Engineering	3
ENTOM 450	Basic and Applied Insect Ecology	3
ENTOM/ ZOOLOGY 302	Introduction to Entomology	4
ENVIR ST 400	Special Topics in the Environment: Biological Aspects of Envir St	1-4
ENVIR ST 401	Special Topics: Environmental Perspectives in the Physical Sciences	1-4
ENVIR ST/ GEOSCI 411	Energy Resources	3
ENVIR ST/ POP HLTH 471	Introduction to Environmental Health	3
ENVIR ST/ POP HLTH 502	Air Pollution and Human Health	3

ENVIR ST/ SOIL SCI 324	Soils and Environmental Quality	3
F&W ECOL 379	Principles of Wildlife Management	3
F&W ECOL 401	Physiological Animal Ecology	3
F&W ECOL 655	Animal Population Dynamics	3
F&W ECOL/ ZOOLOGY 660	Climate Change Ecology	3
G L E/GEOSCI 627	Hydrogeology	3-4
GEOSCI 376	Topics in Geology	1-3
GEOSCI 731	Carbonate Geology	2
KINES/ POP HLTH 791	Physical Activity Epidemiology	3
LAND ARC 668	Restoration Ecology	3
M E/N E 565	Power Plant Technology	3
M&ENVTOX/ POP HLTH 789	Principles of Environmental Health: A Systems Thinking Approach	3
MICROBIO/ SOIL SCI 523	Soil Microbiology and Biochemistry	3
N E 571	Economic and Environmental Aspects of Nuclear Energy	3
POP HLTH/ SOC 797	Introduction to Epidemiology	3
SOIL SCI 323	Soil Biology	3
SOIL SCI 622	Soil Physics	3

## Category 2: Social Science & Humanities courses

Code	Title	Credits
A A E 375	Special Topics	1-4
A A E 635	Applied Microeconomic Theory	3
A A E 643	Foundations of Environmental and Natural Resource Economics	3
A A E/C&E SOC/ SOC 340	Issues in Food Systems	3-4
A A E/ECON 477	Agricultural and Economic Development in Africa	3
A A E/ECON/ ENVIR ST 343	Environmental Economics	3-4
A A E/ECON/ ENVIR ST/ URB R PL 671	Energy Economics	3
A A E/ECON/ F&W ECOL 531	Natural Resource Economics	3
AGROECOL 701	The Farm as Socio-Environmental Endeavor	3
AGROECOL 702	The Multifunctionality of Agriculture	3
AMER IND 450	Issues in American Indian Studies	3
AMER IND/ ANTHRO 314	Indians of North America	3
AMER IND/ ENVIR ST 306	Indigenous Peoples and the Environment	3
AMER IND/ ENVIR ST/ GEOG 345	Caring for Nature in Native North America	3
ANTHRO 330	Topics in Ethnology	3-4
ASIAN 630	Proseminar: Studies in Cultures of Asia	3

C&E SOC/SOC 541	Environmental Stewardship and Social Justice	3	LAW 731	Constitutional Law	4
C&E SOC/SOC 948	Seminar: Environmental Sociology	3	LAW 744	Administrative Law	3
C&E SOC/SOC/URB R PL 617	Community Development	3	LAW 918	Selected Problems in International Law-Seminar	2-3
COUN PSY 601	Best Practices in Community-Engaged Scholarship	2	LSC 625	Risk Communication	3
ECON 711	Economic Theory-Microeconomics Sequence	3	M H R 710	Challenges & Solutions in Business Sustainability	2-3
ECON 713	Economic Theory: Microeconomics Sequence	3	POLI SCI/PUB AFFR/URB R PL 874	Policy-Making Process	3
ECON/ENVIR ST/POLI SCI/URB R PL 449	Government and Natural Resources	3-4	PUB AFFR 860	Workshop in International Public Affairs	3
ED PSYCH 551	Quantitative Ethnography	3	SOC 441	Criminology	3-4
ENVIR ST 308	Outdoors For All: Inequities in Environmentalism	3	URB R PL 590	Contemporary Topics in Urban and Regional Planning	1-3
ENVIR ST 349	Climate Change Governance	3	URB R PL 611	Urban Design: Theory and Practice	3
ENVIR ST 402	Special Topics: Social Perspectives in Environmental Studies	1-4	URB R PL 741	Introduction to Planning	3
ENVIR ST 404	Special Topics in Environmental Humanities	1-3	URB R PL 781	Planning Thought and Practice	3
ENVIR ST 922	Historical and Cultural Methods in Environmental Research	3	ZOOLOGY 405	Introduction to Museum Studies in the Natural Sciences	2-3
ENVIR ST/GEOG 337	Nature, Power and Society	3	<b>Category 3: Measurement &amp; Analysis courses</b>		
ENVIR ST/GEOG 439	US Environmental Policy and Regulation	3-4	<b>Code</b>	<b>Title</b>	<b>Credits</b>
ENVIR ST/GEOG 537	Culture and Environment	4	A A E 636	Applied Econometric Analysis I	3
ENVIR ST/GEOG 557	Development and Environment in Southeast Asia	3	A A E/CIV ENGR/ENVIR ST/URB R PL 561	Energy Markets	3
ENVIR ST/GEOG/HISTORY 460	American Environmental History	4	A A E/ECON/ENVIR ST/URB R PL 671	Energy Economics	3
ENVIR ST/JOURN/LSC 823	Science and Environment Communication	3	A A E/ENVIR ST/POP HLTH/PUB AFFR 881	Benefit-Cost Analysis	3
ENVIR ST/PHILOS 441	Environmental Ethics	3-4	AGROECOL 702	The Multifunctionality of Agriculture	3
ENVIR ST/POLI SCI/PUB AFFR 866	Global Environmental Governance	3	ATM OCN 310	Dynamics of the Atmosphere and Ocean I	3
ENVIR ST/PUB AFFR/URB R PL 809	Introduction to Energy Analysis and Policy	3	ATM OCN 311	Dynamics of the Atmosphere and Ocean II	3
ENVIR ST/URB R PL 865	Water Resources Institutions and Policies	3	ATM OCN 575	Climatological Analysis	3-4
GEOG 538	The Humid Tropics: Ecology, Subsistence, and Development	4	ATM OCN/PLANTSCI 532	Environmental Biophysics	3
GEOG 930	Seminar in People-Environment Geography	2-3	B M I/POP HLTH 552	Regression Methods for Population Health	3
GEOG/URB R PL 503	Researching the City: Qualitative Strategies	3	B M I/POP HLTH 651	Advanced Regression Methods for Population Health	3
HISTORY 901	Studies in American History	1-3	C&E SOC/ED POL/SOC 755	Methods of Qualitative Research	3
INTER-HE 801	Special Topics in Human Ecology	1-3	C&E SOC/ENVIR ST/SOC 540	Sociology of International Development, Environment, and Sustainability	3
INTL ST 401	Topics in Global Security	3-4	C&E SOC/SOC 360	Statistics for Sociologists I	4
JOURN 812	Qualitative Communication Research Methods	3	C&E SOC/SOC 361	Statistics for Sociologists II	4
			CIV ENGR 310	Fluid Mechanics	3
			CIV ENGR/ENVIR ST/GEOG 377	An Introduction to Geographic Information Systems	4

CIV ENGR 516	Hydrologic Data Analysis	3
CIV ENGR/ ENVIR ST/ LAND ARC 556	Remote Sensing Digital Image Processing	3
COUN PSY/ CURRIC/ED POL/ ED PSYCH/ELPA/ RP & SE 719	Introduction to Qualitative Research	3
CSCS 570	Community Based Research and Evaluation	3
ECON 703	Mathematical Economics I	3-4
ECON 709	Economic Statistics and Econometrics I	3-4
ECON 710	Economic Statistics and Econometrics II	3-4
ED PSYCH 551	Quantitative Ethnography	3
ED PSYCH 760	Statistical Methods Applied to Education I	3
ED PSYCH 761	Statistical Methods Applied to Education II	3
ED PSYCH 763	Regression Models in Education	3
ENTOM/ ZOOLOGY 540	Theoretical Ecology	3
ENVIR ST 922	Historical and Cultural Methods in Environmental Research	3
ENVIR ST/ F&W ECOL/G L E/ GEOG/GEOSCI/ LAND ARC 371	Introduction to Environmental Remote Sensing	3
ENVIR ST/GEOG/ LAND ARC/ URB R PL 532	Applications of Geographic Information Systems in Planning	3
ENVIR ST/ LAND ARC/ SOIL SCI 695	Applications of Geographic Information Systems in Natural Resources	3
ENVIR ST/ PUB AFFR/ URB R PL 809	Introduction to Energy Analysis and Policy	3
ENVIR ST/ PUB AFFR/ URB R PL 810	Energy Analysis and Policy Capstone	3
F&W ECOL 655	Animal Population Dynamics	3
F&W ECOL/STAT 571	Statistical Methods for Bioscience I	4
F&W ECOL/ STAT 572	Statistical Methods for Bioscience II	4
GEN&WS/ GEOG 504	Feminist Geography: Theoretical Approaches	3
GEOG 378	Introduction to Geocomputing	4
GEOG 500	Qualitative Strategies in Geography	3
GEOG 560	Advanced Quantitative Methods	3
GEOG 576	Geospatial Web and Mobile Programming	4
GEOG/ URB R PL 503	Researching the City: Qualitative Strategies	3
INTER-HE 793	Research Methods	3
JOURN 658	Communication Research Methods	4

JOURN/POLI SCI/ URB R PL 373	Introduction to Survey Research	3
LSC 560	Scientific Writing	3
POLI SCI 813	Multivariable Statistical Inference for Political Research	3
POP HLTH 798	Epidemiologic Methods	3
POP HLTH/ SOC 797	Introduction to Epidemiology	3
PUB AFFR 818	Introduction to Statistical Methods for Public Policy Analysis	3
PUB AFFR 819	Advanced Statistical Methods for Public Policy Analysis	3
PUB AFFR 820	Community Economic Analysis	3
STAT 303	R for Statistics I	1
STAT 304	R for Statistics II	1
STAT 305	R for Statistics III	1
URB R PL 841	Urban Functions, Spatial Organization and Environmental Form	2-3

## POLICIES

### GRADUATE SCHOOL POLICIES

The Graduate School's Academic Policies and Procedures (<https://grad.wisc.edu/acadpolicy/>) serve as the official document of record for Graduate School academic and administrative policies and procedures and are updated continuously. Note some policies redirect to entries in the official UW-Madison Policy Library (<https://policy.wisc.edu/>). Programs may set more stringent policies than the Graduate School. Policies set by the academic degree program can be found below.

### MAJOR-SPECIFIC POLICIES

#### PRIOR COURSEWORK

##### Graduate Credits Earned at Other Institutions

Refer to the Graduate School: Transfer Credits for Prior Coursework (<https://policy.wisc.edu/library/UW-1216/>) policy. Approval comes from the dissertation committee and program chair.

##### Undergraduate Credits Earned at Other Institutions or UW-Madison

No credits from another institution or UW-Madison undergraduate degree are allowed to transfer.

##### Credits Earned as a Professional Student at UW-Madison (Law, Medicine, Pharmacy, and Veterinary careers)

Refer to the Graduate School: Transfer Credits for Prior Coursework (<https://policy.wisc.edu/library/UW-1216/>) policy. Approval comes from the dissertation committee and program chair.

##### Credits Earned as a University Special Student at UW-Madison

Refer to the Graduate School: Transfer Credits for Prior Coursework (<https://policy.wisc.edu/library/UW-1216/>) policy. Approval comes from the dissertation committee and program chair.



## PROBATION

Refer to the Graduate School: Probation (<https://policy.wisc.edu/library/UW-1217/>) policy.

## ADVISOR / COMMITTEE

All students must assemble a four-member dissertation committee that represents a minimum of three departments, preferably no later than their fourth semester in the program. To meet the interdisciplinary requirement the committee must include members tenured in one of the natural sciences divisions (Biological Sciences, Physical Sciences) and one of the social sciences divisions (Social Studies, Arts & Humanities). Three of the four committee members must be members of the Graduate Faculty. The fourth, subject to approval of the program chair, may be any qualified person, on or off campus, who holds a doctoral degree.

## CREDITS PER TERM ALLOWED

15 credit maximum. Refer to the Graduate School: Maximum Credit Loads and Overload Requests (<https://policy.wisc.edu/library/UW-1228/>) policy.

## TIME LIMITS

Refer to the Graduate School: Time Limits (<https://policy.wisc.edu/library/UW-1221/>) policy.

## GRIEVANCES AND APPEALS

These resources may be helpful in addressing your concerns:

- Bias or Hate Reporting (<https://doso.students.wisc.edu/bias-or-hate-reporting/>)
- Graduate Assistantship Policies and Procedures (<https://hr.wisc.edu/policies/gapp/#grievance-procedure>)
- Hostile and Intimidating Behavior Policies and Procedures (<https://hr.wisc.edu/hib/>)
  - Office of the Provost for Faculty and Staff Affairs (<https://facstaff.provost.wisc.edu/>)
- Employee Assistance (<http://www.eao.wisc.edu/>) (for personal counseling and workplace consultation around communication and conflict involving graduate assistants and other employees, post-doctoral students, faculty and staff)
- Employee Disability Resource Office (<https://employee disabilities.wisc.edu/>) (for qualified employees or applicants with disabilities to have equal employment opportunities)
- Graduate School (<https://grad.wisc.edu/>) (for informal advice at any level of review and for official appeals of program/departmental or school/college grievance decisions)
- Office of Compliance (<https://compliance.wisc.edu/>) (for class harassment and discrimination, including sexual harassment and sexual violence)
- Office Student Assistance and Support (OSAS) (<https://osas.wisc.edu/>) (for all students to seek grievance assistance and support)
- Office of Student Conduct and Community Standards (<https://conduct.students.wisc.edu/>) (for conflicts involving students)
- Ombuds Office for Faculty and Staff (<http://www.ombuds.wisc.edu/>) (for employed graduate students and post-docs, as well as faculty and staff)
- Title IX (<https://compliance.wisc.edu/titleix/>) (for concerns about discrimination)

This document was reviewed by the Graduate Student working group and approved by vote of Nelson Institute Governance with subsequent review

by campus HR; please note that this was prior to the revision of GAPP by campus in 2019-20, as well as present and expected changes in 2020 after to Title IX, Office of the Dean of Students, etc.

### Preamble:

Any student who feels that they have been treated unfairly by a faculty or staff member has the right to seek redress and to receive a hearing of the grievance following these procedures. It applies only to grievances about those persons who are employees of the Nelson Institute, who teach for the Nelson Institute or otherwise are subject to administrative oversight by the Institute. The complaint may concern course grades, program admission, classroom treatment, hostile or intimidating behavior, or any other issue. Note that these procedures are for students bringing grievances to the Nelson Institute, they do not cover issues relating to the classroom behavior of students which must be referred to the Dean of Students.

The procedures outlined below are used in the Nelson Institute to ensure a prompt and fair hearing of complaints, and to protect the rights of both the student and the person at whom the complaint is directed. These policies describe formal procedures. A student is free to bypass these procedures if they do not wish for an Institute sanctioned resolution.

A complaint covered here may involve issues that either require or that would benefit from being directed to one of the campus programs or offices addressing complaints and grievances. See <https://compliance.wisc.edu/> and [https://compliance.wisc.edu/wp-content/uploads/sites/102/2018/09/Safe-Learning-and-Work-Guide.Fall\\_FY19-Accessible.pdf](https://compliance.wisc.edu/wp-content/uploads/sites/102/2018/09/Safe-Learning-and-Work-Guide.Fall_FY19-Accessible.pdf) (Accessed Oct. 2020). Please review the most recent information on Title IX on campus, as guidelines and contacts may change. Graduate students should review information at <https://grad.wisc.edu/documents/grievances-and-appeals/> (Accessed Feb. 2019). Undergraduate students may wish to review information available in the undergraduate course catalog. There they will find this option presented: "For assistance in determining options, students can contact the on-call dean in the Dean of Students Office, 608-263-5700, Room 70 Bascom Hall, Monday– Friday, 8:30 a.m.–4:30 p.m."

Also, students should know that academic administrators may be required to report instances of sexual harassment or violence in accordance with university policy and the Clery act. (See: <http://uwpd.wisc.edu/crime-data/clery-act/> Accessed Oct. 2018).

State law contains additional provisions regarding discrimination and harassment. Wisconsin Statutes 36.12 reads, in part: "No student may be denied admission to, participation in or the benefits of, or be discriminated against in any service, program, course or facility of the system or its institutions or center because of the student's race, color, creed, religion, sex, national origin, disability, ancestry, age, sexual orientation, pregnancy, marital status or parental status." In addition, UW–System prohibits discrimination based on gender identity or gender expression. Students have the right to file discrimination and harassment complaints with the Office for Equity and Diversity.

Questions about Nelson Institute procedures can be directed to the Associate Dean for Research and Education.

### Procedures:

1. If possible, the student (complainant) should first talk with the person against whom the grievance is directed to advise them of their complaint and to determine if resolution is possible.
2. If the student is not satisfied, or if they do not feel comfortable addressing the person to whom the grievance is directed, they

should ask to speak to the immediate supervisor of the person involved. If the complaint is directed against a teaching assistant, the student should talk to the TA's supervisor, who is usually the course professor. If the student grievance concerns a faculty or staff member in Nelson, the next formal step is for the student to meet with the Associate Dean for Research and Education. If the complaint is not resolved at this level, the student may continue to the next step (4).

3. It is recognized that a student may be reluctant to bring their grievance to the person against whom the complaint is directed, or to their supervisor, or to anyone else in the administrative hierarchy. In that case, the student should seek out a person who can guarantee confidentiality to the extent allowed by the law and university policy and provide non-judgmental advice as to appropriate next steps. Note that if criminal activity is involved confidentiality cannot be guaranteed. If a student does not know of any suitable person, they may approach any member of the Nelson Institute Academic Programs staff who will be able either to serve as a confidential discussant or who will be able to direct the student to someone who can assure confidentiality. Their role is to be that of Ombuds, meaning that they are not to take a position with respect to the validity of the grievance. Their role is to advise the student as to appropriate next steps.
4. To start a formal grievance process, the student must submit the grievance in writing to the Nelson Institute Associate Dean for Research and Education (hereafter Associate Dean) as soon as possible. An email for which receipt is acknowledged will be considered a written submission.
5. On receipt of the written complaint, the Associate Dean will acquaint themselves with the issues. This may involve face to face meetings or other means of establishing the facts in dispute. The Associate Dean will have the option of proposing a resolution. If the proposed resolution is accepted by parties directly involved, the matter will be considered settled at this level. Relevant documents will be archived by the Office of the Assistant Dean for Administration. At any point in the proceedings after the receipt and acknowledgement of the grievance by the Associate Dean, the complainant or the compliance will have the option of requesting that the matter be referred to an ad hoc committee. This request must be submitted in writing and acknowledged by the Associate Dean.
6. If the matter cannot be settled through the mediation of the Associate Dean, or if the Associate Dean has concluded that the case merits further attention, or if the complainant has requested that the matter be referred to an ad hoc committee an ad hoc committee will be appointed by the Dean of the Nelson Institute or their designee. The committee will consist of at least three members. Within 10 working days, the student will be allowed to revise the complaint or to add material to the complaint document to be provided to the committee. The complainant may request a change in committee membership, but the final decision on the committee will remain with the Dean. The committee may request a written response from the person toward whom the complaint is directed. This response shall be shared with the person filing the grievance. The ad hoc committee will meet to discuss the case. They are authorized to seek additional information if they feel it is necessary. They will convey their written decision regarding the case including any recommendations for remediation or mediation to the Associate Dean within 30 working days from the charge to the committee. The Associate Dean will provide a copy of the

committee's written decision to the student regarding the case within 10 working days of receiving the committee's report; the Associate Dean will also confirm that the past record on file of any grievances regarding the parties involved has been investigated; and, the Associate Dean will provide the student a statement outlining the formal plan of steps that will be taken officially on the part of the Nelson Institute.

7. The complainant then has the option of taking their grievance to the university level. There are several options available. Consult websites referenced above.
8. The written documents relevant to the grievance will be archived in hard copy and electronic form as appropriate in a "Grievance Record" by the office of the Assistant Dean of Administration and will be maintained for a minimum of five years.
9. The cumulative record involving any of the parties to a grievance will be reviewed each time a formal grievance is presented as in Step 4, above, in order to determine whether the pattern of grievance, such as past filings, indicates any actions are warranted.

## OTHER

n/a

## PROFESSIONAL DEVELOPMENT

### PROFESSIONAL DEVELOPMENT GRADUATE SCHOOL RESOURCES

Take advantage of the Graduate School's professional development resources (<https://grad.wisc.edu/pd/>) to build skills, thrive academically, and launch your career.

### PROGRAM RESOURCES

#### Summer Writing Retreat

A four-day weekend summer (early June typically) writing retreat is available to any student in the program who is in the process of undertaking a serious writing commitment like a thesis, dissertation, grant proposal, or class paper. There is a peer review component to this retreat, so all participants will share at least some parts of their work for feedback from the instructor and their peers.

## LEARNING OUTCOMES

### LEARNING OUTCOMES

1. Demonstrate doctoral level knowledge of interdisciplinary environmental studies.
2. Demonstrate doctoral level knowledge of a substantive area of environmental studies, adequate to begin preparing their Ph.D. dissertation.
3. Demonstrate doctoral level knowledge of research methodology appropriate to their substantive area of focus.
4. Demonstrate skill in conducting academic research and scholarly inquiry that advances the interdisciplinary field of environmental studies.