



Board of Regents of the University of Wisconsin System
Office of the Secretary
1860 Van Hise Hall
Madison, Wisconsin 53706
(608)262-2324

June 1, 2005

TO: Each Regent

FROM: Judith A. Temby

A handwritten signature in black ink, appearing to read 'J. A. Temby', written over a light blue rectangular background.

PUBLIC MEETING NOTICE

RE: Agendas and supporting documents for meetings of the Board and Committees to be held at the UW-Milwaukee Union, 2200 East Kenwood Boulevard, Milwaukee, Wisconsin on June 9 and 10, 2005.

Thursday, June 9, 2005

11:00 a.m. – All Regents Meeting

- The Equity Scorecard: An Institutional Strategy to Achieve Equity and Excellence
- Biennial Budget Update
Union - Wisconsin Room

12:30 p.m. – Lunch - Union - Ballroom (East)

1:30 p.m. – Education Committee meeting
Union – Wisconsin Room

1:30 p.m. - Business and Finance Committee
Union - E280

Physical Planning and Funding Committee
Union - E260

Friday, June 10, 2005

9:00 a.m. – Board of Regents Meeting
Union - Wisconsin Room

Persons wishing to comment on specific agenda items may request permission to speak at Regent Committee meetings. Requests to speak at the full Board meeting are granted only on a selective basis. Requests to speak should be made in advance of the meeting and should be communicated to the Secretary of the Board at the above address.

Persons with disabilities requesting an accommodation to attend are asked to contact Judith Temby in advance of the meeting at (608) 262-2324.

Information regarding agenda items can be found on the web at <http://www.uwsa.edu/bor/meetings.htm> or may be obtained from the Office of the Secretary, 1860 Van Hise Hall, Madison, Wisconsin 53706 (608)262-2324.

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BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I. Items for consideration in Regent Committees

1. Education Committee - Thursday, June 9, 2005
University of Wisconsin-Milwaukee
Wisconsin Room, Union
1:30 p.m.

11:00 a.m. All Regents

- The Equity Scorecard: An Institutional Strategy to Achieve Equity and Excellence
- Biennial Budget Update

12:30 p.m. Lunch

1:30 p.m. Education Committee

- a. Approval of the minutes of the May 5, 2005, meeting of the Education Committee.
- b. Report on Promotions, Tenure Designations and Related Academic Approval Items.
[Resolution I.1.b.]
- c. Program Authorizations – First Readings:
 1. B.A./B.S. in Women’s Studies, UW-Eau Claire;
 2. Consortial D.P.T., UW-La Crosse and UW-Milwaukee.
- d. Elimination of the College of Education, Exercise Science, Health & Recreation, UW-La Crosse, and Reassignment of its Programs.
[Resolution I.1.d.]
- e. Revised Faculty Personnel Rules:
 1. University of Wisconsin-Milwaukee;
[Resolution I.1.e.(1)]
 2. University of Wisconsin-Stevens Point.
[Resolution I.1.e.(2)]
- f. Report of the Senior Vice President for Academic Affairs:
 1. UW-Milwaukee Presentation: The Synergy of Research and Student Access;
 2. Follow-up Discussion on All-Regent Presentation on the Equity Scorecard.
- g. Additional items that may be presented to the Education Committee with its approval.

June 10, 2005

Agenda Item A

The Equity Scorecard: An Institutional Strategy to Achieve Equity and Excellence

EXECUTIVE SUMMARY

BACKGROUND

In February 2005, the Board of Regents adopted Resolution 8970, which reaffirmed the Board's compelling interest in and commitment to achieving educational diversity at all UW System institutions through an array of programs, including Plan 2008, the System's 10-year plan to promote educational quality through racial and ethnic diversity. Resolution 8970 included specific recommendations to be undertaken by the UW System Administration (UWSA) and the institutions in the implementation of Phase II of Plan 2008. Among its recommendations, the Board directed UWSA and the institutions to adopt systemwide by June 2005, a diversity accountability report card with measurable goals that would track the progress made in closing the achievement gap between UW students of color and white students.

REQUESTED ACTION

For information only; no action is requested at this time.

DISCUSSION

In working to meet the Board of Regents' request that a system of diversity accountability be developed for the June meeting, UW System Administration considered a variety of factors. In March, the Board undertook a discussion of the value and purpose of developing evidence-based approaches to closing the achievement gap. The Board discussed the growing movement in higher education to develop a "culture of evidence," described as one in which institutional performance indicators and data are collected and examined on a regular basis in order to inform institutional planning, decision-making, and improvement. A culture of evidence seeks to promote continuous improvement from within the institution for those who learn, teach, and work there.

It is clear from reviewing the Plan 2008 Phase II proposals of the UW institutions that there is an appreciation of the need to close their achievement gaps through an evidence-based approach. Several UW institutions already have in place well-developed plans to analyze existing data as a means of identifying barriers to equitable student achievement, and are moving forward with coordinated efforts to remove those barriers. In moving forward with the adoption of a systemwide diversity accountability report card, the Office of the Senior Vice President wanted to allow for flexibility and autonomy for those institutions that have developed sound evidence-based approaches.

The Office of Academic Diversity and Development (OADD) conducted research on the Diversity Scorecard developed by Dr. Estela Mara Bensimon at the University of

Southern California's Center for Urban Education. The Diversity Scorecard's purpose is to develop a data-rich culture of evidence by which to diagnose historical barriers to student achievement, and then to identify strategies to address them, and assess their effectiveness. A central outcome of the Diversity Scorecard is to mobilize institutional attention and action, to change the practices that resulted in the achievement gap, and to effect real institutional change. It utilizes existing institutional data to monitor progress toward equity for historically underrepresented students in four areas: *access*, *retention*, *institutional receptivity*, and *excellence*.

In researching the Diversity Scorecard, OADD staff members consulted with Dr. Bensimon, and conferred with other higher education institutions that were using the Bensimon scorecard, including the Madison Area Technical College (MATC). Conversations with MATC were especially helpful in highlighting the adaptability of the Bensimon model to a particular institution's mission, climate, and identity.

Senior Vice President Cora Marrett and Interim Assistant Vice President Vicki Washington, from the Office of Academic Diversity and Development, therefore propose to pilot the Bensimon model with several UW institutions. In adapting the Bensimon Scorecard, the UW System would call it the Equity Scorecard and adjust it to meet the needs, missions, environments, and demographics of each participating UW System institution. This would require ongoing and sustained support from UW System Administration and participating institutions at a time when financial and human resources are stretched to their limits. The implementation of the scorecard would build on what the institutions have already accomplished, and what they further plan to accomplish in Phase II.

The Regent resolution passed in February 2005 recommended additional steps to be taken by UW System Administration and the institutions, including the development of a systemwide Diversity Award and greater attention of Phase II plans to accountability. An Equity Scorecard would enable progress in those areas as well as attention to the climate issues that impact the achievement and retention of students of color. It is anticipated that the impact of an Equity Scorecard would extend beyond the year 2008 (the endpoint of the UW System's ten-year Plan 2008), and would result in the development of a rich data and evidence-based culture that would have a powerful effect on changing campus climate, mobilizing institutional change, and closing the achievement gap.

RELATED REGENT POLICIES

Plan 2008 Phase I Report - Report on Diversity: A Wisconsin Commitment, An American Imperative, April 2004.

Regent Resolution 8850, adopted 6/10/04.

Regent Resolution 8970, adopted 2/11/05.

2005-06 Tenure Designations and
New Tenured Appointments

EDUCATION COMMITTEE

Resolution I.1.b.:

That, upon recommendation of the respective Chancellors and the President of the University of Wisconsin System, the 2005-06 tenure designations and new tenured appointments, reported in the attached materials by institution, be approved.

UNIVERSITY OF WISCONSIN SYSTEM
FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
2005-06 BUDGET
UW - MADISON

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status *</u> | <u>(P) or (T)</u> | <u>Proposed Status *</u> | <u>(P) or (T)</u> | <u>Comments</u> |
|--|-------------------------------|-------------------------|-------------------|--------------------------|-------------------|------------------|
| College of Agricultural & Life Sciences | | | | | | |
| GROUP 1 | | | | | | |
| Butcher, Samuel E. | Biochemistry | Assistant Professor | | Associate Professor | T | |
| Loew, Patricia A. | Life Sciences Communication | Assistant Professor | | Associate Professor | T | |
| Lucey, John A. | Food Science | Assistant Professor | | Associate Professor | T | Effective 7/1/04 |
| Powell, J. Mark | Soil Science | Assistant Professor | | Associate Professor | T | |
| Schenck, Theresa | Life Sciences Communication | Assistant Professor | | Associate Professor | T | |
| Tanumihardjo, Sherry A. | Nutritional Sciences | Assistant Professor | | Associate Professor | T | |
| Weigel, Kent A. | Dairy Science | Assistant Professor | | Associate Professor | T | |
| GROUP 2 | | | | | | |
| Allen, Caitilyn | Plant Pathology | Associate Professor | T | Professor | T | |
| Kleinman, Daniel L. | Rural Sociology | Associate Professor | T | Professor | T | |
| Reaves, Shiela I. | Life Sciences Communication | Associate Professor | T | Professor | T | |
| School of Business | | | | | | |
| GROUP 1 | | | | | | |
| Hunter, Larry W. | School of Business | Assistant Professor | | Associate Professor | T | |
| Mayhew, Brian W. | School of Business | Assistant Professor | | Associate Professor | T | |
| Odders-White, Elizabeth R. | School of Business | Assistant Professor | | Associate Professor | T | |
| Skaife, Hollis A. | School of Business | Assistant Professor | | Associate Professor | T | |
| Kozinets, Robert V. | School of Business | Assistant Professor | | Associate Professor | T | |
| GROUP 2 | | | | | | |
| Mello, Antonio S. | School of Business | Associate Professor | T | Professor | T | |
| School of Education | | | | | | |
| GROUP 1 | | | | | | |
| Hawkins, Margaret R. | Curriculum & Instruction | Assistant Professor | | Associate Professor | T | |
| Hess, Diana E. | Curriculum & Instruction | Assistant Professor | | Associate Professor | T | Effective 1/7/05 |
| Knuth, Eric J. | Curriculum & Instruction | Assistant Professor | | Associate Professor | T | |
| Malmgren, Kimber W. | Rehab Psychology & Special Ed | Assistant Professor | | Associate Professor | T | |
| Mladenoff, Nancy A. | Art | Assistant Professor | | Associate Professor | T | |
| Rudolph, John L. | Curriculum & Instruction | Assistant Professor | | Associate Professor | T | |

GROUP 2

| | | | | | |
|--------------------------|--|---------------------|---|-----------|---|
| Georgiades, Aristotle G. | Art | Associate Professor | T | Professor | T |
| Kelley, Carolyn J. | Educational Leadership & Policy Analysis | Associate Professor | T | Professor | T |
| Nelson, Mary Lee | Counseling Psychology | Associate Professor | T | Professor | T |
| Solien, Timothy L. | Art | Associate Professor | T | Professor | T |

College of Engineering

GROUP 1

| | | | | | |
|-----------------------|-----------------------------------|---------------------|--|---------------------|---|
| Carpick, Robert W. | Engineering Physics | Assistant Professor | | Associate Professor | T |
| Lipasti, Mikko H. | Electrical Computer Engineering | Assistant Professor | | Associate Professor | T |
| Mavrikakis, Emmanouil | Chemical & Biological Engineering | Assistant Professor | | Associate Professor | T |
| Ramanujam, Nirmala | Biomedical Engineering | Assistant Professor | | Associate Professor | T |

GROUP 2

| | | | | | |
|---------------------|-----------------------------------|---------------------|---|-----------|---|
| Bahia, Hussain U. | Civil & Environmental Engineering | Associate Professor | T | Professor | T |
| Beebe, David J. | Biomedical Engineering | Associate Professor | T | Professor | T |
| Hegna, Chris C. | Engineering Physics | Associate Professor | T | Professor | T |
| Hiskens, Ian A. | Electrical Computer Engineering | Associate Professor | T | Professor | T |
| Mawst, Luke J. | Electrical Computer Engineering | Associate Professor | T | Professor | T |
| Nealey, Paul | Chemical & Biological Engineering | Associate Professor | T | Professor | T |
| Noguera, Daniel R. | Civil & Environmental Engineering | Associate Professor | T | Professor | T |
| Pfotenhauer, John M | Mechanical Engineering | Associate Professor | T | Professor | T |

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|------------------|--------------------------------------|---------------------|---|-----------|---|
| | Also Engineering Physics | | | | |
| Reindl, Douglas | Engineering Professional Development | Associate Professor | T | Professor | T |
| Vanderby, Ray Jr | Biomedical Engineering | Associate Professor | T | Professor | T |
| | Also Med Sch/Orthopedics & Rehab | | | | |

Effective 7/1/04

School of Human Ecology

GROUP 2

| | | | | | |
|-------------------|-------------------------|---------------------|---|-----------|---|
| Roberts, Linda J. | School of Human Ecology | Associate Professor | T | Professor | T |
|-------------------|-------------------------|---------------------|---|-----------|---|

Law School

GROUP 1

| | | | | | |
|--------------------|------------|---------------------|--|---------------------|---|
| Schwartz, David S. | Law School | Assistant Professor | | Associate Professor | T |
|--------------------|------------|---------------------|--|---------------------|---|

College of Letters and Science

GROUP 1

| | | | | | |
|------------------------|-----------------------|---------------------|--|---------------------|---|
| Brunold, Thomas C. | Chemistry | Assistant Professor | | Associate Professor | T |
| Doxtader, Erik William | Communication Arts | Assistant Professor | | Associate Professor | T |
| Egea, Juan F. | Spanish & Portuguese | Assistant Professor | | Associate Professor | T |
| Fogg-Davis, Hawley G. | Political Science | Assistant Professor | | Associate Professor | T |
| Freese, Jeremy J. | Sociology | Assistant Professor | | Associate Professor | T |
| Greene, Christina R. | Afro-American Studies | Assistant Professor | | Associate Professor | T |
| Hirsch, Francine | History | Assistant Professor | | Associate Professor | T |

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|----------------------------|----------------------------------|---------------------|---------------------|---|
| Huang, Xincun | East Asian Language & Literature | Assistant Professor | Associate Professor | T |
| Ionescu, Alexandru | Mathematics | Assistant Professor | Associate Professor | T |
| Kumar, Shanti N. | Communication Arts | Assistant Professor | Associate Professor | T |
| Larget, Bret R. | Botany | Assistant Professor | Associate Professor | T |
| | Also Statistics | | | |
| Leheny, David | Political Science | Assistant Professor | Associate Professor | T |
| Martin, Ann Smart | Art History | Assistant Professor | Associate Professor | T |
| Michels, Anthony E. | History | Assistant Professor | Associate Professor | T |
| Moedersheim, Sabine | German | Assistant Professor | Associate Professor | T |
| Nadasdy, Paul E. | Anthropology | Assistant Professor | Associate Professor | T |
| Pagan-Wolpert, Victoria E. | Classics | Assistant Professor | Associate Professor | T |
| Pevehouse, Jon C. | Political Science | Assistant Professor | Associate Professor | T |
| Sahai, Nita | Geology & Geophysics | Assistant Professor | Associate Professor | T |
| Schroeder, Sissel | Anthropology | Assistant Professor | Associate Professor | T |
| Seshadri, Ananth | Economics | Assistant Professor | Associate Professor | T |
| Stahl, Shannon S. | Chemistry | Assistant Professor | Associate Professor | T |
| Stephenson, Paul A. | History | Assistant Professor | Associate Professor | T |
| Suri, Jeremi A. | History | Assistant Professor | Associate Professor | T |
| Taylor, Christopher P. | School of Music | Assistant Professor | Associate Professor | T |
| Zhang, Chunming | Statistics | Assistant Professor | Associate Professor | T |
| Zhou, Yongming | Anthropology | Assistant Professor | Associate Professor | T |
| GROUP 2 | | | | |
| Bement, William M. | Zoology | Associate Professor | T Professor | T |
| Bershady, Matthew A. | Astronomy | Associate Professor | T Professor | T |
| Boswell, Laird | History | Associate Professor | T Professor | T |
| Cahill, Nicholas D. | Art History | Associate Professor | T Professor | T |
| Carroll, Alan R. | Geology & Geophysics | Associate Professor | T Professor | T |
| Chen, Xiuxiong | Mathematics | Associate Professor | T Professor | T |
| Dale, Thomas E. A. | Art History | Associate Professor | T Professor | T |
| Gerber, Theodore P. | Sociology | Associate Professor | T Professor | T |
| Jutt, Stephanie A. | School of Music | Associate Professor | T Professor | T |
| Karle, Albrecht | Physics | Associate Professor | T Professor | T |
| Kiselev, Alexander A. | Mathematics | Associate Professor | T Professor | T |
| Kramer, Elizabeth J. | Social Work | Associate Professor | T Professor | T |
| Montgomery, James D. | Sociology | Associate Professor | T Professor | T |
| Morgan, Michael Cottman | Atmospheric & Oceanic Sciences | Associate Professor | T Professor | T |
| Ohm, Brian W. | Urban & Regional Planning | Associate Professor | T Professor | T |
| Potter, Pamela M. | School of Music | Associate Professor | T Professor | T |
| Saffran, Jenny R. | Psychology | Associate Professor | T Professor | T |
| Sandholm, William | Economics | Associate Professor | T Professor | T |

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|---------------------------------------|--|---------------------|---|---------------------|--------------------|
| Seppalainen, Timo | Mathematics | Associate Professor | T | Professor | T |
| Turner, Matthew | Geography | Associate Professor | T | Professor | T |
| Tyson, Timothy B. | Afro-American Studies | Associate Professor | T | Professor | T |
| Varga, Joseph | Theatre & Drama | Associate Professor | T | Professor | T |
| Zhu, A-Xing | Geography | Associate Professor | T | Professor | T |
| Medical School | | | | | |
| GROUP 1 | | | | | |
| Alarid, Elaine T. | Physiology | Assistant Professor | | Associate Professor | T |
| Craven, Mark W. | Biostatistics & Medical Informatics | Assistant Professor | | Associate Professor | T |
| McDowell, Thomas S. | Anesthesiology | Assistant Professor | | Associate Professor | T |
| Odorico, Jon S. | Surgery | Assistant Professor | | Associate Professor | T |
| Sanchez, Cheryl P. | Pediatrics | Assistant Professor | | Associate Professor | T |
| Wassarman, David A. | Pharmacology | Assistant Professor | | Associate Professor | T |
| Weichert, Jamey P. | Radiology | Assistant Professor | | Associate Professor | T |
| GROUP 2 | | | | | |
| Burlingham, William J. | Surgery | Associate Professor | T | Professor | T |
| Chapman, Edwin R. | Physiology | Associate Professor | T | Professor | T |
| Czajkowski, Cynthia M. | Physiology | Associate Professor | T | Professor | T |
| Fabry, Zsuzsanna | Pathology & Laboratory Medicine | Associate Professor | T | Professor | T |
| Hogan, Kirk J. | Anesthesiology | Associate Professor | T | Professor | T |
| Lee, Fred T. Jr. | Radiology | Associate Professor | T | Professor | T |
| Lindstrom, Mary J. | Biostatistics & Medical Informatics | Associate Professor | T | Professor | T |
| Marriott, Gerard Jd. | Physiology | Associate Professor | T | Professor | T |
| Nakada, Stephen Y. | Surgery | Associate Professor | T | Professor | T |
| Nickells, Robert W. | Ophthalmology & Visual Science | Associate Professor | T | Professor | T |
| Nolten, Wolfram E. | Medicine | Associate Professor | T | Professor | T |
| Peters, Donna M. | Pathology & Laboratory Medicine | Associate Professor | T | Professor | T |
| Polans, Arthur S. | Ophthalmology & Visual Science | Associate Professor | T | Professor | T |
| Smith, Philip H. | Anatomy | Associate Professor | T | Professor | T |
| Vanderby, Ray Jr. | Orthopedics & Rehabilitation Also College of Engr/Biomedical Engr | Associate Professor | T | Professor | T Effective 7/1/04 |
| Williams, Eliot C. | Medicine | Associate Professor | T | Professor | T |
| School of Veterinary Medicine | | | | | |
| GROUP 1 | | | | | |
| Marulasiddappa, Suresh | Pathobiological Sciences | Assistant Professor | | Associate Professor | T |
| Division of Continuing Studies | | | | | |
| GROUP 2 | | | | | |
| Cox, Narra S. | Professional Development & Applied Studies | Associate Professor | T | Professor | T |

UNIVERSITY OF WISCONSIN SYSTEM
FACULTY PROMOTION, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
2005-06 BUDGET
UW-MILWAUKEE

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status</u> | <u>(P) Proposed or (T) Status</u> | <u>(P) or (T)</u> | <u>Comment</u> |
|---|---|-----------------------|-----------------------------------|-------------------|----------------|
| College of Health Sciences | | | | | |
| GROUP 1 | | | | | |
| Cisler, Ronald | Health Sciences | Associate | P Associate | T | |
| GROUP 3 | | | | | |
| King, Phyllis | Occupational Therapy | Associate | T Full | T | 1/7/2005 |
| School of Architecture and Urban Planning | | | | | |
| GROUP 1 | | | | | |
| Isaacs, Raymond | Architecture | Assistant | P Associate | T | |
| La, Grace | Architecture | Assistant | P Associate | T | |
| Schermer, Brian | Architecture | Assistant | P Associate | T | |
| GROUP 2 | | | | | |
| Peng, Zhong-Ren | Urban Planning | Associate | T Full | T | |
| College of Engineering and Applied Science | | | | | |
| GROUP 1 | | | | | |
| Pillai, Krishna | Mechanical Engineering | Assistant | P Associate | T | |
| Titi Hani | Civil Engineering and Mechanics | Assistant | P Associate | T | |
| GROUP 3 | | | | | |
| Abu-Zahra, Nidal | Materials Engineering | Assistant | P Associate | T | 8/24/2004 |
| Boyland, John | Electrical Engineering and Computer Science | Assistant | P Associate | T | 8/24/2004 |
| College of Letters and Science | | | | | |
| GROUP 1 | | | | | |
| Bender, Keith | Economics | Assistant | P Associate | T | |
| Berges John | Biological Sciences | Assistant | P Associate | T | |
| Brazauskas, Vytautas | Mathematical Sciences | Assistant | P Associate | T | |
| Brewer, Paul | Journalism and Mass Communication | Assistant | P Associate | T | |
| Jones, William | History | Assistant | P Associate | T | |
| Kuiper, Lawrence | French, Italian and Comparative Literature | Assistant | P Associate | T | |
| Malaby, Thomas | Anthropology | Assistant | P Associate | T | |
| Mayes, Patricia | English | Assistant | P Associate | T | |

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|---------------------------|------------------------|-----------|---|-----------|---|
| McCaw, Robert John | Spanish and Portuguese | Assistant | P | Associate | T |
| Moran, Graham | Chemistry | Assistant | P | Associate | T |
| Okun, Boris | Mathematical Sciences | Assistant | P | Associate | T |
| Oren, Tasha | English | Assistant | P | Associate | T |
| Pinter, Gabriella | Mathematical Sciences | Assistant | P | Associate | T |
| Seligman, Amanda | History | Assistant | P | Associate | T |
| Xie, Dexuan | Mathematical Sciences | Assistant | P | Associate | T |
| GROUP 2 | | | | | |
| Bellegarde-Smith, Patrick | Africology | Associate | T | Full | T |
| Blaeser, Kimberly | English | Associate | T | Full | T |
| Forst, Steven | Biological Sciences | Associate | T | Full | T |
| Jaffe, Dale | Sociology | Associate | T | Full | T |
| Key, Eric | Mathematical Sciences | Associate | T | Full | T |
| Osmon, David | Psychology | Associate | T | Full | T |

School of Information Studies

| | | | | | |
|---------------------|---------------------|-----------|---|-----------|---|
| GROUP 1 | | | | | |
| Buchanan, Elizabeth | Information Studies | Assistant | P | Associate | T |
| Lee, Hur-li | Information Studies | Assistant | P | Associate | T |
| Walker, Thomas | Information Studies | Associate | P | Associate | T |

College of Nursing

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|------------|---------|-----------|---|-----------|---|
| GROUP 1 | | | | | |
| Ott, Carol | Nursing | Assistant | P | Associate | T |

Helen Bader School of Social Welfare

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|----------------|------------------|-----------|---|-----------|---|
| GROUP 1 | | | | | |
| Urbina, Martin | Criminal Justice | Assistant | P | Associate | T |

School of Continuing Education

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|--------------|----------------------|-----------|---|-----------|---|
| GROUP 1 | | | | | |
| Rai, Kalyani | Continuing Education | Assistant | P | Associate | T |

UNIVERSITY OF WISCONSIN SYSTEM
FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
2005-06 BUDGET
UW - EAU CLAIRE

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status *</u> | <u>(P) or (T)</u> | <u>Proposed Status *</u> | <u>(P) or (T)</u> | <u>Comments</u> |
|--|--------------------------------|-------------------------|-------------------|--------------------------|-------------------|-----------------|
| Division of Business & Student Services | | | | | | |
| GROUP 2 | | | | | | |
| Lisa Herb | Athletics | Assistant | T | Associate | T | |
| Division of General Academic Affairs | | | | | | |
| GROUP 2 | | | | | | |
| Joseph Morin | Human Development Center | Assistant | P | Associate | T | |
| College of Arts & Sciences | | | | | | |
| GROUP 1 | | | | | | |
| Julie Anderson | Biology | Assistant | P | Assistant | T | |
| Edward Frederick | Communication & Journalism | Associate | P | Associate | T | |
| Paul Wagner | Computer Science | Assistant | P | Associate | T | |
| Joel Pace | English | Assistant | P | Associate | T | |
| David Shih | English | Assistant | P | Associate | T | |
| Carter Smith | Foreign Languages | Assistant | P | Associate | T | |
| Jefford Vahlbusch | Foreign Languages | Assistant | P | Associate | T | |
| Richard Heidel | Music & Theatre Arts | Assistant | P | Associate | T | |
| Alan Rieck | Music & Theatre Arts | Assistant | P | Associate | T | |
| Charlene Burns | Philosophy & Religious Studies | Assistant | P | Associate | T | |
| Matthew Evans | Physics & Astronomy | Assistant | P | Associate | T | |
| Geoffrey Peterson | Political Science | Assistant | P | Associate | T | |
| Lori Bica | Psychology | Assistant | P | Associate | T | |
| Jeff Erger | Sociology | Assistant | P | Associate | T | |
| GROUP 2 | | | | | | |
| Susan Turell | Women's Studies | Associate | T | Professor | T | |
| Jason Halfen | Chemistry | Associate | T | Professor | T | |
| Jack Bushnell | English | Associate | T | Professor | T | |
| Martina Lindseth | Foreign Languages | Associate | T | Professor | T | |
| J. Brian Mahoney | Geology | Associate | T | Professor | T | |

| | | | | |
|------------------|----------------------|-----------|-------------|---|
| Nobuyoshi Yasuda | Music & Theatre Arts | Assistant | T Associate | T |
| Susan Turell | Psychology | Associate | T Professor | T |

College of Business

GROUP 2

| | | | | |
|------------------|----------------------|-----------|-------------|---|
| Lucretia Mattson | Accounting & Finance | Associate | T Professor | T |
|------------------|----------------------|-----------|-------------|---|

College of Education and Human Sciences

GROUP 1

| | | | | |
|-------------|-------------|-----------|-------------|---|
| Sean Bulger | Kinesiology | Assistant | P Associate | T |
|-------------|-------------|-----------|-------------|---|

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|---------------|--------------------------|-----------|-------------|---|
| Michael Kolis | Curriculum & Instruction | Associate | P Associate | T |
|---------------|--------------------------|-----------|-------------|---|

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|--------------|-------------------|-----------|-------------|---|
| Joseph Morin | Special Education | Assistant | P Associate | T |
|--------------|-------------------|-----------|-------------|---|

GROUP 2

| | | | | |
|-----------|-------------|-----------|-------------|---|
| Lisa Herb | Kinesiology | Assistant | T Associate | T |
|-----------|-------------|-----------|-------------|---|

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|------------------|-------------|-----------|-------------|---|
| Jeffrey Lindauer | Kinesiology | Assistant | P Associate | P |
|------------------|-------------|-----------|-------------|---|

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| Donald Bredle | Kinesiology | Assistant | T Associate | T |
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|------------------|--------------------------|-----------|-------------|---|
| Jeffrey Lindauer | Curriculum & Instruction | Assistant | P Associate | P |
|------------------|--------------------------|-----------|-------------|---|

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|--------------|-------------------------|-----------|-------------|---|
| Lisa LaSalle | Communication Disorders | Associate | T Professor | T |
|--------------|-------------------------|-----------|-------------|---|

College of Nursing and Health Sciences

GROUP 1

| | | | | |
|---------------|---------------------------|-----------|-------------|---|
| Douglas Olson | Public Health Professions | Assistant | P Associate | T |
|---------------|---------------------------|-----------|-------------|---|

GROUP 2

Division of Information & Technology Management

GROUP 2

| | | | | |
|---------------|---------|-----------|-------------|---|
| Jill Markgraf | Library | Assistant | P Associate | P |
|---------------|---------|-----------|-------------|---|

UNIVERSITY OF WISCONSIN SYSTEM
FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
2005-06 BUDGET
UW - GREEN BAY

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status</u> * | (P) <u>or</u> (T) | <u>Proposed Status</u> * | (P) <u>or</u> (T) | <u>Comments</u> |
|--|--------------------------------|-------------------------|-------------------------|--------------------------|-------------------------|-----------------|
| College of Liberal Arts and Sciences | | | | | | |
| GROUP 1 | | | | | | |
| Austin, Andrew W. | Social Change & Development | Assistant | P | Associate | T | D-26-1000 |
| Deetz, Kristy Jo | Communications & The Arts | Assistant | P | Associate | T | D-26-2000 |
| Ingraham, R. Michael | Communications & The Arts | Assistant | P | Associate | T | D-26-2000 |
| Dolan, David M. | Natural & Applied Sciences | Assistant | P | Associate | T | D-26-3000 |
| Draney, Michael L. | Natural & Applied Sciences | Assistant | P | Associate | T | D-26-3000 |
| Fencl, Heidi S. | Natural & Applied Sciences | Assistant | P | Associate | T | D-26-3000 |
| VonDras, Dean D. | Human Development | Assistant | P | Associate | T | D-26-4000 |
| Kim, Hye-Kyung | Human Biology | Assistant | P | Associate | T | D-26-5000 |
| GROUP 2 | | | | | | |
| Aldrete, Gregory S. | Human Biology | Associate | T | Full | T | D-26-5000 |
| Furlong, Scott R. | Public & Environmental Affairs | Associate | T | Full | T | D-26-6000 |
| School of Professional & Graduate Studies | | | | | | |
| GROUP 1 | | | | | | |
| Tabers-Kwak, Linda L. | Education | Assistant | P | Associate | T | D-30-1000 |
| Roeder, Kevin R. | Social Work | Assistant | P | Associate | T | D-30-5005 |
| Muzatko, Steven R. | Business Administration | Assistant | P | Associate | T | D-30-4000 |
| GROUP 2 | | | | | | |
| Block, Derryl E. | Nursing | Associate | T | Full | T | D-30-2500 |

UNIVERSITY OF WISCONSIN SYSTEM
FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
2005-06 BUDGET
UW - LA CROSSE

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status *</u> | <u>(P) or (T)</u> | <u>Proposed Status *</u> | <u>(P) or (T)</u> | <u>Comments</u> |
|---|--|-------------------------|-------------------|--------------------------|-------------------|-----------------|
| Provost/Vice Chancellor | | | | | | |
| GROUP 1 | | | | | | |
| Holman, Jenifer S | Library | Assistant | P | Assistant | T | |
| GROUP 2 | | | | | | |
| Smith, Stefan A | Library | Assistant | T | Associate | T | |
| College of Business Administration | | | | | | |
| GROUP 1 | | | | | | |
| Brooks, Taggart J | Economics | Associate | P | Associate | T | |
| Stapleton, Andrew H | Management | Associate | P | Associate | T | |
| GROUP 2 | | | | | | |
| Achenreiner, Gwen R | Marketing | Associate | T | Full | T | |
| Giddings, Lisa A | Economics | Assistant | P | Associate | P | |
| Winter, Kenneth M | Accountancy | Assistant | T | Associate | T | |
| College of Education, Exercise Science, Health, & Recreation | | | | | | |
| GROUP 1 | | | | | | |
| Ardivino, Patricia S | Recreation Management & Therapeutic Recreation | Assistant | P | Assistant | T | |
| GROUP 2 | | | | | | |
| Heiden Delores E | Educational Studies | Associate | T | Full | T | |
| Martinez, Raymond D | Exercise & Sport Science | Assistant | T | Associate | T | |
| College of Liberal Studies | | | | | | |
| GROUP 1 | | | | | | |
| Anderson, Mary L | Theatre Arts | Associate | P | Associate | T | |
| Blumentritt, Tracie L | Psychology | Assistant | P | Associate | T | |
| Butterfield, Bradley J | English | Associate | P | Associate | T | |
| Crank, Virginia N | English | Assistant | P | Assistant | T | |

| | | | | |
|----------------------|-----------------------|-----------|-------------|---|
| Crutchfield, Susan | English | Associate | P Associate | T |
| Dickmeyer, Linda B | Communication Studies | Assistant | P Associate | T |
| Konas, Gary P | English | Associate | P Associate | T |
| Ready, John J | Art | Assistant | P Assistant | T |
| Seebach, Elizabeth E | Psychology | Assistant | P Assistant | T |
| Taylor, Matthew J | Psychology | Associate | P Associate | T |

GROUP 2

| | | | | |
|----------------------|-----------------------|-----------|-------------|---|
| Cooper, David T | Music | Assistant | P Associate | P |
| Delgado, Enilda A | Sociology/Archaeology | Assistant | P Associate | P |
| Elgin, Joel L | Art | Associate | T Full | T |
| Gongaware, Timothy B | Sociology/Archaeology | Assistant | P Associate | P |
| Knox, Ronda L | Communication Studies | Associate | T Full | T |
| McAndrews, Timothy L | Sociology/Archaeology | Assistant | P Associate | P |

College of Science & Allied Health

GROUP 1

| | | | | |
|-----------------------|-------------------------|-----------|-------------|---|
| Baggett, Jeffrey S | Mathematics | Associate | P Associate | T |
| Berlin, Cynthia J | Geography/Earth Science | Associate | P Associate | T |
| Czerwinski, Curtis J | Chemistry | Assistant | P Associate | T |
| Hoffman, Michael A | Microbiology | Associate | P Associate | T |
| Howard, David R | Biology | Assistant | P Associate | T |
| Hulett, Heather A | Mathematics | Associate | P Associate | T |
| Miller, Paul D | Chemistry | Associate | P Associate | T |
| Miskowski, Jennifer A | Biology | Associate | P Associate | T |
| Rasid, Harunur | Geography/Earth Science | Professor | P Professor | T |
| Reineke, David M | Mathematics | Associate | P Associate | T |
| Saros, Jasmine E | Biology | Associate | P Associate | T |
| Will, Todd G | Mathematics | Associate | P Associate | T |

GROUP 2

| | | | | |
|----------------------|------------------|-----------|---------------|---|
| Fridley, Brooke | Mathematics | N/A | N/A Assistant | P |
| Haro, Roger J | Biology | Associate | T Full | T |
| Hoar, Robert H | Mathematics | Associate | T Full | T |
| Hunt, Kenny A | Computer Science | Assistant | P Associate | P |
| Jackson, Michael | Physics | Associate | P Full | T |
| Rolfhus, Kristofer R | Chemistry | Assistant | P Associate | P |

UNIVERSITY OF WISCONSIN SYSTEM
FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
2005-06 BUDGET
UW-OSHKOSH

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status</u> * | (P) <u>or</u> (T) | <u>Proposed Status</u> * | (P) <u>or</u> (T) | <u>Comments</u> |
|---|---------------------------------|-------------------------|-------------------------|--------------------------|-------------------------|-----------------|
| College of Business Administration | | | | | | |
| GROUP 1 | | | | | | |
| Dunn, Steven C. | Operations Mgt | Assoc | | P Assoc | | T |
| Kunkel, Robert A. | Finance & Business Law | Assoc | | P Full | | T |
| Niendorf, Bruce D. | Finance & Business Law | Assoc | | P Assoc | | T |
| Tippins, Michael J. | Marketing | Assist | | P Assoc | | T |
| GROUP 2 | | | | | | |
| Arbaugh, John Ben | Mgmt & Human Resources | Assoc | | T Full | | T |
| College of Letters & Science | | | | | | |
| GROUP 1 | | | | | | |
| Alvarez, Isabel | Foreign Languages & Literatures | Assist | | P Assoc | | T |
| Borgerding, Todd M. | Music | Assist | | P Assoc | | T |
| Briscoe, Gary J. | Computer Science | Assoc | | P Assoc | | T |
| Bryan, Catherine M. | Foreign Languages & Literatures | Assist | | P Assoc | | T |
| Hostetler, Margaret M. | English | Assist | | P Assoc | | T |
| Jager, Edwin | Art | Assist | | P Assoc | | T |
| Kleinheinz, Gregory T. | Biology & Microbiology | Assist | | P Assoc | | T |
| Lammers, Thomas G. | Biology & Microbiology | Assist | | P Assoc | | T |
| Paulsen, Timothy S. | Geology | Assist | | P Assoc | | T |
| Price, Kenneth L. | Mathematics | Assist | | P Assoc | | T |
| Siemers, David J. | Political Science | Assoc | | P Assoc | | T |
| Tapley, Erin E. | Art | Assoc | | P Assoc | | T |
| Zhang, Hong | Mathematics | Assist | | P Assoc | | T |

GROUP 2

| | | | | |
|-----------------------|--------------------------------------|--------|---------|---|
| Briley, Michael M. | Physics & Astronomy | Assoc | T Full | T |
| Burayidi, Michael A. | Geography | Assoc | T Full | T |
| Hart, Joan E. | Mathematics | Assist | P Assoc | P |
| Henderson, Julie K. | Journalism | Assoc | T Full | T |
| Hiatt, Eric E. | Geology | Assist | P Assoc | P |
| Hussain, Syed B. | Economics | Assoc | T Full | T |
| Jones, David M. | Public Affairs | Assoc | T Full | T |
| Johnson, Marianne F. | Economics | Assist | P Assoc | P |
| Kaltcheva, Nadejda T. | Physics & Astronomy | Assist | P Assoc | P |
| Kaplan, Jeffrey | Religious Studies | Assist | P Assoc | P |
| Liu, Baodong | Political Science | Assist | P Assoc | P |
| Nuernberg, Susan M. | English | Assoc | T Full | T |
| Schmidt, W. Daniel | Physical Educaton & Health Promotion | Assoc | T Full | T |
| Tsao, James C. | Journalism | Assoc | T Full | T |
| Weber, Robert C. | Physical Educaton & Health Promotion | Assist | P Assoc | P |

College of Education & Human Services

GROUP 1

| | | | | |
|-----------------|--------------|-------|---------|---|
| Tapley, Erin E. | Also L&S Art | Assoc | P Assoc | T |
|-----------------|--------------|-------|---------|---|

GROUP 3

| | | | | | |
|--------------------|--|-------|---------|---|----------|
| Hawkins, Muriel A. | Human Services & Professional Leadership | Assoc | P Assoc | T | 7/1/2004 |
|--------------------|--|-------|---------|---|----------|

UNIVERSITY OF WISCONSIN SYSTEM
 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
 2005-06 BUDGET
 UW-PARKSIDE

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status *</u> | <u>(P) or (T)</u> | <u>Proposed Status *</u> | <u>(P) or (T)</u> | <u>Comments</u> |
|-------------------------------------|------------------------|-------------------------|-------------------|--------------------------|-------------------|-----------------|
| College of Arts and Sciences | | | | | | |
| GROUP 1 | | | | | | |
| Tsun-Mei Chang | Chemistry | Assistant | P | Associate | T | |
| Patrick A. Goldsmith | Sociology/Anthropology | Assistant | P | Associate | T | |
| David C. Higgs | Biological Sciences | Assistant | P | Associate | T | |
| Alexander J. McNair | Modern Languages | Assistant | P | Associate | T | |
| Jimmy D. McRoy | English | Assistant | P | Associate | T | |
| Daphne Q. Pham | Biological Sciences | Assistant | P | Associate | T | |
| Carmela Ruffolo | Biological Sciences | Assistant | P | Associate | T | |
| Joy J. Wolf | Geography | Assistant | P | Associate | T | |
| GROUP 2 | | | | | | |
| Judith Tucker-Snider | Theatre Arts | Associate | T | Full | T | |
| GROUP 3 | | | | | | |
| Dennis M. Rome | Criminal Justice | Full | T | | | 22-Aug-04 |

UNIVERSITY OF WISCONSIN SYSTEM
FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
2005-06 BUDGET
UW - PLATTEVILLE

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status *</u> | <u>(P) or (T)</u> | <u>Proposed Status *</u> | <u>(P) or (T)</u> | <u>Comments</u> |
|--|-----------------------------------|-------------------------|-------------------|--------------------------|-------------------|-----------------|
| College of Business, Industry, Life Science and Agriculture | | | | | | |
| GROUP 1 | | | | | | |
| Reddy, Avuthu | Agriculture | Assistant | P | Associate | T | |
| Ofulue, Esther | Biology | Associate | P | Associate | T | |
| GROUP 2 | | | | | | |
| Compton, Michael | Agriculture | Associate | T | Full | T | |
| Nusbaum, Robert | Agriculture | Associate | T | Full | T | |
| Steck, Francis | Industrial Studies | Associate | T | Full | T | |
| College of Liberal Arts and Education | | | | | | |
| GROUP 1 | | | | | | |
| Barracrough, Dominic | Education | Assistant | P | Associate | T | |
| GROUP 2 | | | | | | |
| Caploe, Joseph | Fine Arts | Assistant | P | Associate | P | |
| Braun y Harycki, David | Education | Assistant | P | Associate | P | |
| Gates, Elizabeth | Psychology | Assistant | P | Associate | P | |
| Banachowski-Fuller, Cheryl | Criminal Justice | Associate | T | Full | T | |
| Bromley, Patricia | Psychology | Associate | T | Full | T | |
| College of Engineering, Math and Science | | | | | | |
| GROUP 1 | | | | | | |
| Barnet, Barbara | Mathematics | Associate | P | Associate | T | |
| Deis, Timothy | Mathematics | Associate | P | Associate | T | |
| Evensen, Harold | Chemistry/Engineering Physics | Associate | P | Associate | T | |
| Meyers, Mark | Civil/Environmental Engineering | Associate | P | Associate | T | |
| Cornett, Charles | Chemistry/Engineering Physics | Associate | P | Associate | T | |
| GROUP 2 | | | | | | |
| Curras, Christina | Civil/Environmental Engineering | Assistant | P | Associate | P | |
| Ira, Michael | Mathematics | Assistant | P | Associate | P | |
| Jinkins, Patricia | Mechanical/Industrial Engineering | Assistant | T | Associate | T | |

| | | | | |
|-----------------|---------------------------------------|-----------|-------------|---|
| Yang, Qi | Computer Science Software Engineering | Assistant | P Associate | P |
| Zauche, Timothy | Chemistry/Engineering Physics | Assistant | P Associate | P |
| Rowe, Michael | Computer Science Software Engineering | Assistant | P Associate | P |
| Boyles, David | Mathematics | Associate | T Full | T |
| Hamilton, James | Chemistry/Engineering Physics | Associate | T Full | T |

Cooperative Extension

GROUP 1

| | | | | |
|---------------|-------------|-----------|-------------|---|
| Reddy, Avuthu | Agriculture | Assistant | P Associate | T |
|---------------|-------------|-----------|-------------|---|

**UNIVERSITY OF WISCONSIN SYSTEM
 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
 2005-06 BUDGET
 UW-RIVER FALLS**

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status *</u> | <u>(P) or (T)</u> | <u>Proposed Status *</u> | <u>(P) or (T)</u> | <u>Comments</u> |
|---|-------------------------|-----------------------------|---------------------------|------------------------------|---------------------------|-----------------|
| College of Agriculture, Food, and Environmental Sciences | | | | | | |
| GROUP 1 | | | | | | |
| Buttles, Timothy | Agricultural Education | Assistant | P | Associate | T | |
| Crotser, Michael | Plant and Earth Science | Assistant | P | Associate | T | |
| Onan, Gary | Animal and Food Science | Assistant | P | Associate | T | |
| College of Arts and Sciences | | | | | | |
| GROUP 1 | | | | | | |
| Butler Karlson, Kristine | Modern Language | Assistant | P | Associate | T | |
| Kernahan, Cynthia | Psychology | Assistant | P | Associate | T | |
| Korenic, Eileen | Physics | Assistant | P | Associate | T | |
| McCann, Lowell | Physics | Assistant | P | Associate | T | |
| Marchand, Daniel | Chemistry | Assistant | P | Associate | T | |
| Moosa, Imtiaz | History & Philosophy | Associate | P | Associate | T | |
| Peterson, Karl | Chemistry | Assistant | P | Associate | T | |
| GROUP 2 | | | | | | |
| Linwick, Daniel | Psychology | Associate | T | Professor | T | |
| Milne, David | Music | Associate | T | Professor | T | |
| College of Education and Professional Studies | | | | | | |
| GROUP 2 | | | | | | |
| Cottrell, Gary | Communicative Disorders | Associate | T | Professor | T | |
| Rogers, Ogden | Social Work | Associate | T | Professor | T | |
| College of Business and Economics | | | | | | |
| GROUP 1 | | | | | | |
| Kilian, Claire | Business Administration | Assistant | P | Associate | T | |

UNIVERSITY OF WISCONSIN SYSTEM
 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
 2005-06 BUDGET
 UW - STEVENS POINT

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status</u> | (P) <u>or</u> (T) | <u>Proposed Status</u> | (P) <u>or</u> (T) |
|---|-------------------------|-----------------------|-------------------------|------------------------|-------------------------|
| College of Fine Arts and Communication | | | | | |
| GROUP 1 | | | | | |
| Morrison, Susan | Art & Design | Assistant Professor | P | Associate Professor | T |
| GROUP 2 | | | | | |
| Thayer, Lucinda | Music | Associate Professor | T | Full Professor | T |
| College of Letters and Science | | | | | |
| GROUP 1 | | | | | |
| Bahr, Kevin | Business & Economics | Assistant Professor | P | Associate Professor | T |
| Breining, Daniel | Foreign Languages | Assistant Professor | P | Associate Professor | T |
| Hinaus, Bradley | Physics & Astronomy | Associate Professor | P | Associate Professor | T |
| Hofer, Tracy | Business & Economics | Assistant Professor | P | Associate Professor | T |
| Mahon, M. Wade | English | Assistant Professor | P | Associate Professor | T |
| Marshall, Christopher R. | Business & Economics | Assistant Professor | P | Associate Professor | T |
| GROUP 2 | | | | | |
| Blakeman, John | Political Science | Assistant Professor | P | Associate Professor | P |
| LoFaro, Walter | Mathematics & Computing | Assistant Professor | P | Associate Professor | P |
| Mullins, Gary | Business & Economics | Associate Professor | T | Full Professor | T |
| Parker, Marcia | Foreign Languages | Associate Professor | T | Full Professor | T |
| Rueb, Justin | Psychology | Associate Professor | T | Full Professor | T |
| GROUP 3 | | | | | |
| Brophy-Baermann, Michelle | Political Science | Assistant Professor | P | Associate Professor | T |

College of Natural Resources

GROUP 1

GROUP 2

| | | | | | |
|-------------------|-----|---------------------|---|----------------|---|
| Browne, Bryant | CNR | Associate Professor | T | Full Professor | T |
| Houghton, John | CNR | Associate Professor | T | Full Professor | T |
| Passineau, Joseph | CNR | Associate Professor | T | Full Professor | T |

College of Professional Studies**GROUP 1**

| | | | | | |
|-------------------------|--------------------------------------|---------------------|---|---------------------|---|
| Evans-Fletcher, Colleen | Health, Exercise Science & Athletics | Assistant Professor | P | Associate Professor | T |
|-------------------------|--------------------------------------|---------------------|---|---------------------|---|

GROUP 2

| | | | | | |
|---------------|-------------------------------|---------------------|---|----------------|---|
| Cook, Perry | Education | Associate Professor | T | Full Professor | T |
| Cumley, Gary | Communicative Disorders | Associate Professor | T | Full Professor | T |
| Ramsay, James | Health Promotion & Human Dev. | Associate Professor | T | Full Professor | T |

GROUP 3

| | | | | | |
|--------------|-----------|------------|---|---------------------|---|
| Bardon, Lisa | Education | Instructor | P | Assistant Professor | P |
|--------------|-----------|------------|---|---------------------|---|

Academic Affairs**GROUP 1**

| | | | | | |
|----------------------|--------------------|---------------------|---|---------------------|---|
| Wachter-Nelson, Ruth | University Library | Assistant Professor | P | Assistant Professor | T |
|----------------------|--------------------|---------------------|---|---------------------|---|

UNIVERSITY OF WISCONSIN SYSTEM
FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
2005-06 BUDGET
UW - STOUT

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status *</u> | <u>(P) or (T)</u> | <u>Proposed Status *</u> | <u>(P) or (T)</u> | <u>Comments</u> |
|--|----------------------------------|-------------------------|-------------------|--------------------------|-------------------|-----------------|
| College of Arts and Sciences | | | | | | |
| GROUP 1 | | | | | | |
| Kapus, Jerry | English and Philosophy | Associate | P | Associate | T | |
| Ritchie, Bryan | Art and Design | Assistant | P | Assistant | T | |
| GROUP 2 | | | | | | |
| Antonippillai, Anne | Math, Stats and Computer Science | Associate | T | Professor | T | |
| Maury, Kate | Art and Design | Associate | T | Professor | T | |
| Wheeler, Geoffey | Art and Design | Assistant | P | Associate | P | |
| College of Human Development | | | | | | |
| GROUP 1 | | | | | | |
| Budd, Desiree | Psychology | Assistant | P | Associate | T | |
| Harris, Edward | Hospitality and Tourism | Assistant | P | Assistant | T | |
| Deery, Katherine | Rehabilitation and Counseling | Associate | P | Associate | T | |
| Shumate, Stephen | Rehabilitation and Counseling | Associate | P | Associate | T | |
| GROUP 2 | | | | | | |
| Karis, Terri | Psychology | Assistant | P | Associate | P | |
| College of Technology, Engineering and Management | | | | | | |
| GROUP 1 | | | | | | |
| Becker, Timothy | Technology | Assistant | P | Assistant | T | |
| Baird, Charles | Business | Assistant | P | Assistant | T | |
| Sand, Claire | Technology | Associate | P | Associate | T | |
| Schofield, Nancy | Technology | Associate | P | Associate | T | |
| Springer, Scott | Technology | Associate | P | Associate | T | |

GROUP 2

| | | | | | |
|----------------------|--|-----------|---|-----------|---|
| Asthana, Rajiv | Technology | Associate | T | Professor | T |
| Cochran, Tena | Business | Associate | T | Professor | T |
| Lacksonen, Thomas | Industrial Management | Associate | T | Professor | T |
| McDonald, Kevin | Business | Associate | T | Professor | T |
| Dharavath, Haji Naik | Communications, Education and Technology | Assistant | P | Associate | P |

| <u>Name</u> | <u>Department</u> | <u>Present Status *</u> | <u>(P) or (T)</u> | <u>Proposed Status *</u> | <u>(P) or (T)</u> | <u>Comments</u> |
|-------------|-------------------|-------------------------|-------------------|--------------------------|-------------------|-----------------|
|-------------|-------------------|-------------------------|-------------------|--------------------------|-------------------|-----------------|

School of Education

GROUP 1

| | | | | | |
|----------------|---------------------|-----------|---|-----------|---|
| Haltinner, Urs | School of Education | Assistant | P | Assistant | T |
| Platz, Donald | School of Education | Associate | P | Associate | T |

GROUP 2

| | | | | | |
|--------------------|---------------------|-----------|---|-----------|---|
| Brouillard, Denise | School of Education | Assistant | P | Associate | P |
|--------------------|---------------------|-----------|---|-----------|---|

UNIVERSITY OF WISCONSIN SYSTEM
 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
 2005-06 BUDGET
 UW - SUPERIOR

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status</u> * | (P) <u>or</u> (T) | <u>Proposed Status</u> * | (P) <u>or</u> (T) | <u>Comments</u> |
|-----------------------------|--------------------------------|-------------------------|-------------------------|--------------------------|-------------------------|-----------------|
| Academic Departments | | | | | | |
| GROUP 1 | | | | | | |
| Clark, Orvin R | Educational Administration | Assistant | P | Associate | T | |
| Kronzer, Terri A | Educational Administration | Associate | P | Associate | T | |
| Lynch, Shaun M | Business & Economics | Associate | P | Associate | T | |
| Marcinec, Peggy V | Teacher Education | Assistant | P | Associate | T | |
| Robinson, Rhoda D | Teacher Education | Assistant | P | Associate | T | |
| Salzer, Maureen S | Language & Literature | Assistant | P | Associate | T | |
| Wolterstorff, Jay R | Human Behavior & Diversity | Assistant | P | Associate | T | |
| GROUP 2 | | | | | | |
| Bajjali, William | Biology | Assistant | P | Associate | P | |
| Scott, Chad H | Mathematics & Computer Science | Associate | T | Full | T | |

UNIVERSITY OF WISCONSIN SYSTEM
FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
2005-06 BUDGET
UW - WHITEWATER

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status *</u> | <u>(P) or (T)</u> | <u>Proposed Status *</u> | <u>(P) or (T)</u> | <u>Comments</u> |
|--|---|-------------------------|-------------------|--------------------------|-------------------|-----------------|
| College of Business and Economics | | | | | | |
| GROUP 1 | | | | | | |
| Aulerich, John R. | Finance and Business Law | Assistant Professor | P | Associate Professor | T | |
| Chenoweth, John D. | Information Technology and Business Education | Assistant Professor | P | Associate Professor | T | |
| Hsu, Maxwell K. | Marketing | Assistant Professor | P | Associate Professor | T | |
| Parboteeah, Kaviraj Praveen | Management | Assistant Professor | P | Associate Professor | T | |
| GROUP 2 | | | | | | |
| Molloy, James L. | Finance and Business Law | Associate Professor | T | Professor | T | |
| Yin, Li Chung | Information Technology and Business Education | Associate Professor | T | Professor | T | |
| College of Education | | | | | | |
| GROUP 1 | | | | | | |
| Kolb, Sharon M. | Special Education | Assistant Professor | P | Associate Professor | T | |
| GROUP 2 | | | | | | |
| Hayes, Glenn C. | Music | Associate Professor | T | Professor | T | |
| Brimmer, Kathryn M. | Curriculum and Instruction | Instructor | P | Assistant Professor | P | |
| Hartwick, James M. | Curriculum and Instruction | Instructor | P | Assistant Professor | P | |
| College of Arts and Communication | | | | | | |
| GROUP 1 | | | | | | |
| Whitcomb, Benjamin Dwight | Music | Assistant Professor | P | Associate Professor | T | |
| GROUP 2 | | | | | | |
| Anderson, Marshall B. | Theatre/Dance | Associate Professor | T | Professor | T | |
| Hayes, Glenn C. | Music | Associate Professor | T | Professor | T | |
| Wiest, J. Steven | Music | Associate Professor | T | Professor | T | |

College of Letters and Sciences

GROUP 1

| | | | | |
|-------------------------------|---------------------------------------|---------------------|-----------------------|---|
| Arriola, Leon Michael | Mathematical and Computer Sciences | Assistant Professor | P Associate Professor | T |
| Cook, Joan Littlefield | Psychology | Assistant Professor | P Associate Professor | T |
| Gulig, Anthony G. | History | Assistant Professor | P Associate Professor | T |
| Kumpaty, Hephzibah Jayasheela | Chemistry | Assistant Professor | P Associate Professor | T |
| Mesner Jr., Peter William | Biological Sciences | Assistant Professor | P Associate Professor | T |
| Reutebuch, Tim Gordon | Social Work | Assistant Professor | P Associate Professor | T |
| Sawyer, Neil William | Biological Sciences | Assistant Professor | P Associate Professor | T |
| Smith, Lauren Bower | Women's Studies | Assistant Professor | P Associate Professor | T |

GROUP 2

| | | | | |
|----------------------|-----------------------|---------------------|-----------------------|---|
| Jacobs, Peter | Geography and Geology | Associate Professor | T Professor | T |
| Winship, James P. | Social Work | Associate Professor | T Professor | T |
| Woller, Michael John | Biological Sciences | Associate Professor | T Professor | T |
| Kleinfeld, Margo P. | Geography and Geology | Instructor | P Assistant Professor | P |

UNIVERSITY OF WISCONSIN SYSTEM
FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
2005-06 BUDGET
UW COLLEGES

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status *</u> | <u>(P) or (T)</u> | <u>Proposed Status *</u> | <u>(P) or (T)</u> |
|-------------------------------|---|-------------------------|-------------------|--------------------------|-------------------|
| ADMIN | | | | | |
| GROUP 2 | | | | | |
| Fellows, Patricia | Physical Education & Athletics | Associate | T | Professor | T |
| UW-BARABOO/SAUK COUNTY | | | | | |
| GROUP 1 | | | | | |
| James-Byrnes, Christa | Computer Science, Engineering & Physics | Assistant | P | Associate | T |
| UW-FOND DU LAC | | | | | |
| GROUP 1 | | | | | |
| Hussein, Khaled | Mathematics | Assistant | P | Associate | T |
| Jurmu, Michael | Geography & Geology | Assistant | P | Associate | T |
| GROUP 2 | | | | | |
| Thorn, Michael | History | Associate | T | Professor | T |
| UW-FOX VALLEY | | | | | |
| GROUP 1 | | | | | |
| Pleger, Thomas | Anthropology & Sociology | Assistant | P | Associate | T |
| UW-MARATHON COUNTY | | | | | |
| GROUP 1 | | | | | |
| Leigh, Jeffrey | History | Assistant | P | Associate | T |
| Whitaker, Paul | Biological Sciences | Assistant | P | Associate | T |
| GROUP 2 | | | | | |
| Rudolph, Sarah | Communication & Theatre Arts | Associate | T | Professor | T |
| UW-MARINETTE | | | | | |
| GROUP 1 | | | | | |
| Stolpa, Jennifer | English Foreign Languages | Assistant | P | Associate | T |

| | | | | |
|-----------------|---------|--|------------------------------|--|
| GROUP 2 | | | | |
| Langteau, Paula | English | | Assistant Professor w/Tenure | |

UW-MARSHFIELD

| | | | | |
|----------------|----------------------|-----------|---------------|--|
| GROUP 1 | | | | |
| Houchens, John | Business & Economics | Assistant | P Associate T | |

UW-RICHLAND

| | | | | |
|-----------------|---------------------|-----------|-------------|---|
| GROUP 1 | | | | |
| Walter, Scott | Biological Sciences | Assistant | P Associate | T |
| GROUP 2 | | | | |
| Dresser, Marnie | English | Associate | T Professor | T |

UW-ROCK COUNTY

| | | | | |
|------------------|-----------|-----------|-------------|---|
| GROUP 2 | | | | |
| Kostka, Kimberly | Chemistry | Associate | T Professor | T |

UW-WASHINGTON COUNTY

| | | | | |
|---|-------------|-----------|-------------|---|
| GROUP 1 | | | | |
| Vachuska, Peter | Mathematics | Assistant | P Associate | T |
| GROUP 2 | | | | |
| Hamilton, Margaret | Psychology | Associate | T Professor | T |
| Roby, Patricia | English | Associate | T Professor | T |
| Thorn, Michael | History | Associate | T Professor | T |
| <i>At Fond du Lac and Washington County</i> | | | | |

UW-WAUKESHA

| | | | | |
|------------------------|--------------------------|-----------|-------------|---|
| GROUP 1 | | | | |
| Ahrenhoerster, Gregory | English | Assistant | P Associate | T |
| Gulotta, Ron | Anthropology & Sociology | Assistant | P Associate | T |
| Phillips, Cassandra | English | Assistant | P Associate | T |
| GROUP 2 | | | | |
| Stalder, Shubhangi | Mathematics | Associate | T Professor | T |

UNIVERSITY OF WISCONSIN SYSTEM
FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS
2005-06 BUDGET
UW - EXTENSION

Form 5

| <u>Name</u> | <u>Department</u> | <u>Present Status</u> * | (P) or (T) | <u>Proposed Status</u> * | (P) or (T) | <u>Comments</u> |
|--|--------------------------------|-------------------------|------------------|--------------------------|------------------|-----------------|
| Division of Cooperative Extension | | | | | | |
| GROUP 1 | | | | | | |
| Geissler, Mary | Family Development | Assistant | P | Associate | T | |
| Genrich, Donald A. | Agriculture/Agribusiness | Assistant | P | Associate | T | |
| Hooyer, Thomas S. | Environmental Sciences | Assistant | P | Associate | T | |
| Huff, Paula R. | Youth Development | Assistant | P | Associate | T | |
| Jacoby, Cynthia Y. | Family Development | Assistant | P | Associate | T | |
| Vander Velde, Keith | Agriculture/Agribusiness | Assistant | P | Associate | T | |
| Williams, Kenneth R. | Agriculture/Agribusiness | Assistant | P | Associate | T | |
| GROUP 2 | | | | | | |
| Hanson, Hans E. | Community Resource Development | Associate | T | Professor | T | |
| Miller, Melanie J. | Youth Development | Associate | T | Professor | T | |
| Rehbein, Timothy K. | Agriculture/Agribusiness | Associate | T | Professor | T | |
| GROUP 3 | | | | | | |
| Larson, Barbara A. | Agriculture/Agribusiness | Assistant | P | Associate | T | Eff. 06/13/05 |
| McDowell, Sharon H. | Youth Development | Assistant | P | Associate | T | Eff. 02/28/05 |
| Burgert, Sarah J. | Community Resource Development | Instructor | P | Assistant | P | Eff. 10/01/04 |
| Grenawalt, Alissa L. | Youth Development | Instructor | P | Assistant | P | Eff. 04/01/05 |
| Jens, Jessica J. | Youth Development | Instructor | P | Assistant | P | Eff. 03/01/05 |
| Kluz, Mary A. | Community Resource Development | Instructor | P | Assistant | P | Eff. 01/01/05 |
| Lersch, Arthur D. | Community Resource Development | Instructor | P | Assistant | P | Eff. 01/01/05 |
| Mehlberg, Rene L. | Youth Development | Instructor | P | Assistant | P | Eff. 10/01/04 |
| Roback, Paul M. | Community Resource Development | Instructor | P | Assistant | P | Eff. 11/01/04 |
| Schneider, Dawn M. | Youth Development | Instructor | P | Assistant | P | Eff. 10/01/04 |
| Schreiner, Daniel A. | Agriculture/Agribusiness | Instructor | P | Assistant | P | Eff. 04/01/05 |

**UNIVERSITY OF WISCONSIN SYSTEM
NEW TENURED APPOINTMENTS
2005-06 BUDGET
UW - MADISON**

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|---|--|-----------------------|-------------------|------------------|-----------------|
| College of Agriculture & Life Sciences | | | | | |
| Gould, Brian W. | Agricultural & Applied Economics | Associate Professor-T | 1/7/2005 | C | |
| Eide, David J. | Nutritional Science | Professor-T | 8/23/2004 | C | |
| Gaylord Nelson Institute for Environmental Studies | | | | | |
| Patz, Jonathan A. | Academic Programs Also Med Sch/Population Health Sci | Associate Professor-T | 12/1/2004 | A | |
| Westley, Frances R. | Academic Programs | Professor-T | 5/13/2005 | A | |
| College of Letters and Science | | | | | |
| Lambert, Joanna E. | Anthropology | Associate Professor-T | 8/23/2004 | C | |
| Porter, Jack R. | Economics | Associate Professor-T | 6/24/2004 | C | |
| Roden, Eric E. | Geology & Geophysics | Professor-T | 8/22/2005 | C | |
| Scheufele, Dietram A. | Journalism & Mass Communication | Associate Professor-T | 8/23/2004 | C | |
| Medical School | | | | | |
| Allen, David B. | Pediatrics | Professor-T | 3/1/2005 | A | |
| McFall-Ngai, Margaret J. | Medical Microbiology & Immunology | Professor-T | 1/1/2005 | A | |
| Montgomery, Erwin B. | Neurology | Professor-T | 7/1/2005 | A | |
| Patz, Jonathan A. | Population Health Sciences Also Environmental Studies | Associate Professor-T | 12/1/2004 | A | |
| Ruby, Edward G. | Medical Microbiology & Immunology | Professor-T | 1/1/2005 | A | |
| Setaluri, Vijayasarahi | Dermatology | Associate Professor-T | 12/1/2004 | A | |
| Yin, Jerry C. | Medical Genetics | Professor-T | 4/1/2005 | A | |
| School of Nursing | | | | | |
| Lanuza, Dorothy M. | Academic Affairs | Professor-T | 8/22/2005 | C | |

**UNIVERSITY OF WISCONSIN SYSTEM
NEW TENURED APPOINTMENTS
2005-06 BUDGET
UW - MILWAUKEE**

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> |
|---|--|---------------|-----------------------|----------------------|
| College of Engineering and Applied Science | | | | |
| GROUP 1 | | | | |
| Klemer, David | Electrical Engineering and Computer Science | Associate | 8/23/2004 | C |
| College of Letters and Science | | | | |
| GROUP 1 | | | | |
| Austin, Joe | History | Associate | 8/23/2004 | C |
| Buff, Rachel | History | Associate | 8/23/2004 | C |
| School of Information Studies | | | | |
| GROUP 1 | | | | |
| Britz, Johannes | Information Studies | Full/Dean | 10/1/2004 | A |
| College of Nursing | | | | |
| GROUP 1 | | | | |
| Kunert, Mary Pat | Nursing | Associate | 1/9/2004 | C |
| Lang, Norma | Nursing | Full | 8/22/2005 | C |
| Litwack, Kim | Nursing | Associate | 8/23/2004 | C |
| Marek, Karen | Nursing | Associate | 10/1/2004 | C |

UNIVERSITY OF WISCONSIN SYSTEM
 NEW TENURED APPOINTMENTS
 2005-06 BUDGET
 UW - EAU CLAIRE

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|---------------------------------------|-------------------|---------------------|-------------------|------------------|-------------------------|
| College of Arts & Sciences | | | | | |
| Donald Christian | Biology | Professor - Tenured | 8/1/2004 | A | Dean of Arts & Sciences |

UNIVERSITY OF WISCONSIN SYSTEM
 NEW TENURED APPOINTMENTS
 2005-06 BUDGET
 UW - GREEN BAY

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|-------------|-------------------|---------------|-------------------|------------------|-----------------|
| NONE | | | | | |

UNIVERSITY OF WISCONSIN SYSTEM
 NEW TENURED APPOINTMENTS
 2005-06 BUDGET
 UW - LA CROSSE

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|-------------|-------------------|---------------|-------------------|------------------|-----------------|
| NONE | | | | | |

UNIVERSITY OF WISCONSIN SYSTEM
 NEW TENURED APPOINTMENTS
 2005-06 BUDGET
 UW - OSHKOSH

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|--|-------------------------|-------------------------|-------------------|------------------|-----------------|
| College of Education & Human Services | | | | | |
| GROUP 1 | | | | | |
| Frederick L. Yeo | Educational Foundations | Dean/Professor-T backup | 7/15/2005 | A | |

UNIVERSITY OF WISCONSIN SYSTEM
 NEW TENURED APPOINTMENTS
 2005-06 BUDGET
 UW - PARKSIDE

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|-------------|-------------------|---------------|-------------------|------------------|-----------------|
| NONE | | | | | |

UNIVERSITY OF WISCONSIN SYSTEM
 NEW TENURED APPOINTMENTS
 2005-06 BUDGET
 UW - PLATTEVILLE

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|-------------|-------------------|---------------|-------------------|------------------|-----------------|
| NONE | | | | | |

UNIVERSITY OF WISCONSIN SYSTEM
NEW TENURED APPOINTMENTS
2005-06 BUDGET
UW - RIVER FALLS

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|-------------------------------------|-------------------|---------------|-------------------|------------------|-----------------|
| College of Arts and Sciences | | | | | |
| Betz, Don | Political Science | | 7/1/2005 | A | New Chancellor |

UNIVERSITY OF WISCONSIN SYSTEM
NEW TENURED APPOINTMENTS
2005-06 BUDGET
UW - STEVENS POINT

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Ba</u> | <u>Comments</u> |
|---------------------------------------|-------------------|---------------|-------------------|---------------|--|
| College of Letters and Science | | | | | |
| GROUP 1 | | | | | |
| GRAHN, Lance | History | Tenured | 7/15/2004 | C | Hired as Dean, College of Letters & Science Professor is backup position |

UNIVERSITY OF WISCONSIN SYSTEM
 NEW TENURED APPOINTMENTS
 2005-06 BUDGET
 UW - STOUT

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|-------------|-------------------|---------------|-------------------|------------------|-----------------|
| NONE | | | | | |

UNIVERSITY OF WISCONSIN SYSTEM
 NEW TENURED APPOINTMENTS
 2005-06 BUDGET
 UW - SUPERIOR

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|----------------|---|---|-------------------|------------------|-----------------|
| Library | | | | | |
| GROUP 1 | | | | | |
| Unaeze, Felix | University Library and Library Science Program (back-up apt) | Library Director (S) and Associate Professor (Tenured) | 9/1/2004 | A | |

**UNIVERSITY OF WISCONSIN SYSTEM
NEW TENURED APPOINTMENTS
2005-06 BUDGET
UW - WHITEWATER**

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|-----------------------------|-------------------------|---------------------|-------------------|------------------|--|
| College of Education | | | | | |
| Jones, Lee J. | Educational Foundations | Professor | 7/1/2004 | A | Dean of Graduate Studies, Continuing Education, and Summer Session |
| Saunders, Martha D. | Communication | Professor w/ Tenure | 8/1/2005 | A | New Chancellor |

**UNIVERSITY OF WISCONSIN SYSTEM
NEW TENURED APPOINTMENTS
2005-06 BUDGET
UW COLLEGES**

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|-----------------------------|-------------------|---------------------------|-------------------|------------------|-------------------------------------|
| UW-Marinette | | | | | |
| Langteau, Paula | English | Assistant Professor w/Ter | 8/1/2004 | A | <i>Backup for Campus Dean Appt.</i> |
| UW-Washington County | | | | | |
| Nixon, David | Political Science | Professor w/Tenure | 6/22/2005 | A | <i>Backup for Campus Dean Appt.</i> |

UNIVERSITY OF WISCONSIN SYSTEM
NEW TENURED APPOINTMENTS
2005-06 BUDGET
UW - EXTENSION

Form 6

| <u>Name</u> | <u>Department</u> | <u>Status</u> | <u>Start Date</u> | <u>Pay Basis</u> | <u>Comments</u> |
|-------------|-------------------|---------------|-----------------------|----------------------|-----------------|
| <hr/> | | | | | |
| NONE | | | | | |

**NEW PROGRAM AUTHORIZATION
B.A. / B.S. Women's Studies
University of Wisconsin- Eau Claire
(INITIAL REVIEW)**

EXECUTIVE SUMMARY

BACKGROUND

In accordance with the procedures outlined in Academic Planning and Program Review (ACIS-1.0 revised), the new program proposal for a B.A. and B.S. in Women's Studies at the University of Wisconsin-Eau Claire is presented to the Board of Regents for initial review. As stipulated by ACIS-1.0 revised, this program proposal will be on the agenda for the September, 2005, meeting for a second review, at which time the Board of Regents will take final action on this request. If approved, the program will be subject to a regent-mandated review to begin five years after its implementation. The institution and System Administration will conduct that review jointly, and the results will be reported to the Board.

The proposed B.A./B.S. in Women's Studies will be the first offered in the UW System in the western and northern areas of Wisconsin. Women's Studies is a multidisciplinary and interdisciplinary field. The coursework is infused with the diversity of all women, including racial/ethnic and global diversity. The program is designed to prepare graduates with an enhanced ability to think critically and an understanding of differences between, and increased tolerance for others. The program's focus on activism, application of theory to practice, and diversity of experiences and backgrounds will create effective world citizens.

REQUESTED ACTION

No action requested at this time.

DISCUSSION

Program Description

The proposed Women's Studies program builds on the established minor in Women's Studies which has been available at UW-Eau Claire since 1984. It will be housed in the College of Arts and Sciences. Students will complete 36 credits in the major and a total of 120 credits to earn either a Bachelor of Arts or Bachelor of Science degree. The curriculum will be drawn from existing courses in Women's Studies and the courses shared between Women's Studies and fourteen other departments. Required coursework totals 12-15 credits and will culminate in a research capstone course. The remaining 21-24 credits toward the major are composed of core courses, most of which are cross-listed with other disciplines. Students will select courses across General Education categories and must complete three credits related to ethnic or global diversity. In addition to the Women's Studies major, students would complete a minor in another area of study to meet graduation requirements.

Program Goals and Objectives

The goal of the Women's Studies program is to develop students with the knowledge and skills needed to perform a gendered analysis, which focuses on the intersection of human complexities such as ethnicity, social class, sexual identity, ability, religion, and age. Specific objectives include knowledge of and by women across disciplines, the historical context of women's lives, feminist theory, gender roles, gendered relations, Women's Studies scholarship, and feminist process. Objectives related to application include the ability to articulate their knowledge, and performing ethical activism in the community based on that knowledge.

Relation to Institutional Mission

A Women's Studies program will contribute to several UW-Eau Claire institutional objectives and its strategic plan, particularly the university's commitment to liberal arts and science education, community partnerships, student-faculty collaboration, interdisciplinary curricular development, and diversity. A Women's Studies major will complement UW-Eau Claire's baccalaureate goals by offering many General Education courses that are infused with interdisciplinary content, foreign culture, and cultural diversity as a core part of its curriculum.

Women's Studies as a discipline is committed to the integration of theory and activism. In practice, this will translate into the continued development of a variety of service-learning opportunities for students. The critical research requirement will increase the participation of both students and faculty in the student-faculty research collaboration sponsored by UW-Eau Claire.

Diversity

Women's Studies attracts a diverse group of students, faculty, and staff. Fifteen percent of the approximately 80 faculty and staff affiliated with Women's Studies identify as people of color, many of whom teach cross-listed courses through their home departments. Affiliated members include men and women across sexual orientations, ages, and religions.

The diversity of the human experience is the centerpiece of the Women's Studies curriculum. Diversity includes attention to voices of women, people of color, lesbians and gay men, poor people, and people with differing abilities, ages, religions, and global perspectives. The entire program of study is based on the diversity of experiences related to gender and sex. Embedded in course content and texts are materials written in diverse voices. Texts are chosen based on their inclusiveness of diverse perspectives in the areas noted above. In addition, there are specific curricular offerings that focus on diverse populations beyond gender/sex, including but not limited to women of color in the United States and women globally.

Need

The proposed program will be the first Women's Studies major available in the western and northern geographic part of the state. Women's Studies prepares students for a broad range of careers, including business, the arts, not-for-profit community agencies, government and

public policy, social sciences, medicine, law, and communications. The most concentrated jobs for Women's Studies majors are in the health, social and human service areas, as well as education, and law/government arenas. Each of these areas and careers benefit when professionals in them have knowledge of gender-related issues. There currently is a great deal of policy work regarding gender, race and class in government, including Lieutenant Governor Lawton's Wisconsin Women = Prosperity (WW = P) statewide initiative. Often, Women's Studies majors are completed with another major in Arts and Sciences and there are opportunities for collaboration with the education and nursing programs at UW-Eau Claire.

Comparable Programs in Wisconsin

Three baccalaureate programs in Women's Studies are offered in the UW System at UW-Madison, UW-Milwaukee, and UW-Whitewater. UW-Madison has recently added a master's level program. There is also a program at Beloit College. The proposed program at Eau Claire is similar to the existing programs in required curricular offerings.

Comparable Programs outside Wisconsin

Twenty-four Women's Studies degree programs are offered in neighboring states: four in Iowa, eight in Illinois, and twelve in Minnesota. Nine of those programs are offered in public institutions, while the remaining fifteen are affiliated with private institutions.

Collaboration

The faculty at UW-Eau Claire has explored collaboration with other institutions in the area. On-going discussions with UW-La Crosse, UW-Superior, UW-Oshkosh, and UW-River Falls, in particular, have resulted in the delineation of several specialized courses at each institution that could be integrated into the approved curriculum for the UW-Eau Claire Women's Studies major. The UW System Women's Studies Consortium is actively seeking resources to support distance learning formats for these courses.

Use of Technology/Distance Education

Opportunities for critical analysis of information and general knowledge are enhanced when students are able to integrate current web-based information, news, and research with traditional texts. Technology is used in a variety of ways to supplement pedagogical practice for many Women's Studies courses, which rely heavily on interactive discussion. Women's Studies courses often utilize web-based course formats, such as the *Desire2Learn* course management system, to offer another venue for discussion on topics. Faculty members have attended workshops to facilitate the development of Women's Studies courses that integrate a variety of delivery methods, known as hybrid courses, which will result in increasing the integration of technology into instructional design.

Academic and Career Advising

Women's Studies graduates are prepared to pursue a broad range of careers, as well as graduate or professional studies. Job networking will occur through the internship/research capstone and service-learning experiences, and through contact with the program's Community Liaison Advisory Committee. The Women's Studies program also will work with the campus career advising office to help Women's Studies students with placement and career choices.

Projected Enrollment

| Year | 2006 | 2007 | 2008 | 2009 | 2010 |
|-----------------------|------|------|------|------|------|
| New students admitted | 5 | 10 | 10 | 10 | 12 |
| Continuing students | 10 | 13 | 17 | 18 | 18 |
| Total enrollment | 15 | 23 | 27 | 28 | 30 |
| Graduating students | 2 | 6 | 9 | 10 | 10 |

Assessment and Program Evaluation

Ongoing program evaluation will occur at three levels. First, instruction in all courses is evaluated by students regularly, and course content is subject to cyclic review through the updating and revision process at both the program and college levels. Second, a program-wide assessment plan will rely on the Women's Studies capstone course, which will include: (1) the administration of exit interviews to graduating seniors; and (2) a semi-annual public presentation and evaluation of Women's Studies students' scholarship. Through the interviews, the program coordinator will seek information about students' perceptions of the program strengths and weaknesses, development of skills and knowledge, and overall preparedness for entering the workforce. Third, the program will utilize the current UW-Eau Claire portfolio assessment project. The information gathered by these processes will be evaluated by a program committee as feedback for implementation of curricular changes as warranted. The program coordinator will create a summative report for the program membership and university community.

Evaluation from External Reviewers

Both external consultants noted strong aspects of the proposed program, including curricular breadth and sequencing, consistent recent program growth, increasing student interest, and widespread institutional support. In addition, they noted the benefits of offering a program in this area of the state.

Resource Needs

A budget is attached. No new resources are required to provide this program. Currently, a .50 FTE position is allocated to Women's Studies on a recurring basis. If this program is approved, that position will become a permanent reallocation. It is anticipated that this position will be combined with partial positions from other departments in the College of Arts and Sciences to create one or two full time tenure-track assistant professor positions that are

interdisciplinary in nature and support this program. Facility and current operating budget resources are adequate for the foreseeable future.

RECOMMENDATION

No action requested at this time.

RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review
(November 10, 1995), Academic Informational Series #1 (ACIS-1.0 revised)

BUDGET FORMAT
Estimated Total Costs and Income

| | FIRST YEAR | | SECOND YEAR | | THIRD YEAR | |
|--|-------------------|--|--------------------|--|-------------------|--|
| CURRENT COSTS | #FTE | Dollars | #FTE | Dollars | #FTE | Dollars |
| Personnel | | | | | | |
| Faculty/Instructional Staff | 1.5 | \$92,347 | 1.5 | \$95,120 ¹ | 1.5 | \$97,975 ¹ |
| Graduate Assistants | n/a | n/a | n/a | n/a | n/a | n/a |
| Non-instructional Academic /Classified Staff | 0.5 | \$14,636 | 0.5 | \$15,075 ¹ | 0.5 | \$15,530 ¹ |
| Non-personnel | | | | | | |
| Supplies & Equipment | | \$3,935 | | \$3,935 | | \$3,935 |
| Capital Equipment | | n/a | | n/a | | n/a |
| Library | | \$4,422 ² | | \$4,422 ² | | \$4,422 ² |
| Computing | | \$ 700 ³ | | \$ 700 ³ | | \$ 700 ³ |
| Other | | Fed Wk Study=\$1,250 Non-Fed Wk Study=\$1,250 | | Fed Wk Study=\$1,250 Non-Fed Wk Study=\$1,250 | | Fed Wk Study=\$1,250 Non-Fed Wk Study=\$1,250 |
| Subtotal | | \$118,540 | | \$121,752 | | \$125,062 |
| ADDITIONAL COSTS | #FTE | Dollars | #FTE | Dollars | #FTE | Dollars |
| Personnel | | \$0 | | \$0 | | \$0 |
| Non-personnel | | \$0 | | \$0 | | \$0 |
| Subtotal | | | | | | |
| TOTAL COSTS | | \$118,540 | | \$121,752 | | \$125,062 |
| CURRENT RESOURCES | | | | | | |
| GPR | | \$118,540 | | \$121,752 | | \$125,062 |
| Gifts and Grants | | | | | | |
| Fees | | | | | | |
| Other | | | | | | |
| Subtotal | | \$118,540 | | \$121,752 | | \$125,062 |
| ADDITIONAL RESOURCES | | \$0 | | \$0 | | \$0 |
| GPR Reallocation | | | | | | |
| Gifts and Grants | | | | | | |
| Fees | | | | | | |
| Other | | | | | | |
| Subtotal | | \$0 | | \$0 | | \$0 |
| TOTAL RESOURCES | | \$118,540 | | \$121,752 | | \$125,062 |

¹Three percent increase per year included.

²Library budget funds allocated to Women's Studies.

³Network access fee paid by College of Arts & Sciences.

NEW PROGRAM AUTHORIZATION
Consortial Doctor of Physical Therapy Degree
University of Wisconsin-La Crosse and University of Wisconsin-Milwaukee
(INITIAL REVIEW)
EXECUTIVE SUMMARY

BACKGROUND

In accordance with the procedures outlined in Academic Planning and Program Review (ACIS-1.0 revised), the new program proposal for a Doctor of Physical Therapy (D.P.T.) is presented to the Board of Regents for initial review. As stipulated by ACIS-1.0 revised, this program proposal will be on the agenda for the September, 2005, meeting for a second review, at which time the Board will take final action on this request. If approved, the program will be subject to a regent-mandated review to begin five years after its implementation. UW-La Crosse, UW-Milwaukee, and UW System Administration will conduct that review jointly, and report the results to the Board.

The D.P.T. is a clinical doctorate designed to prepare physical therapists for entry into practice after successfully completing a national licensure examination. The proposed program is presented by a consortium representing UW-Milwaukee and UW-La Crosse. It represents a transition from the existing Master of Science in Physical Therapy at UW-La Crosse and the initiation of physical therapy professional education at UW-Milwaukee.

This transition responds to changes in the requirements of the profession. Over the years, the volume of scientific evidence, technological advances, and research literature included in physical therapy educational programs has exceeded that which can be covered in a master's degree program. New professional standards, which make the Doctor of Physical Therapy the preferred degree, will be implemented beginning January, 2006.

REQUESTED ACTION

No action requested at this time.

DISCUSSION

Program Description

The entry-level D.P.T. curriculum is a 112-credit, 34-month program. It includes six semesters (93 credits) of academic coursework, followed by three semesters (18 credits) of full-time internships and an on-campus debriefing session (1 credit). The coursework is organized around the curricular themes of foundational sciences, clinical sciences, professional issues, research, and clinical education. Nationally, D.P.T. programs require between 90 and 147 credits. The average is 115 credits.

In addition, the consortial program will develop a track for those students who are already licensed physical therapists and wish to obtain a D.P.T. degree. This track will utilize

web-based coursework, distance education and/or night and weekend classes to accommodate the schedules of working adult learners.

Program Goals and Learning Objectives

D.P.T. graduates will demonstrate the ability to:

- practice professionalism as observed through their ethical, moral and legal actions;
- display cultural competence through their words and actions;
- provide clients of all ages with first-contact care through direct access and refer to other health professionals as appropriate;
- examine patients of all ages by obtaining a history, and performing a systems review;
- administer selected tests and measures;
- evaluate data from examinations in order to render clinical judgments and determine a diagnosis that guides patient/client management;
- prepare a patient plan of care that is safe, effective, considers available resources, and is client centered;
- perform physical therapy interventions and monitor patient outcomes;
- generate clinical reasoning to maximize patient outcomes;
- promote prevention, health and wellness at the individual, community, and societal level;
- display the ability to utilize information technology to access scientific literature to support clinical decisions.

Relationship to Institutional Mission

This proposal is a collaboration between UW-La Crosse and UW-Milwaukee. In keeping with the core mission of the UW System, this collaborative, inter-institutional relationship will maximize educational opportunities, promote the use of shared resources for research and scholarly activities, and enhance creative endeavors. The program is aligned with the strategic directions identified for each of the consortial partners. UW-Milwaukee has made a commitment to support health initiatives. In the Milwaukee Idea half of the ten Milwaukee Ideas are related to health. This consortial program is consistent with UW-Milwaukee's mission of enhancing economic development, since the health care industry is the single largest private employer in Southeast Wisconsin. Similarly, UW-La Crosse is committed to developing an array of health-related programs that can build on its existing excellence in teaching, utilize the research facilities of the UW-La Crosse Health Science Center, and capitalize on the unique and longstanding alliances with the nationally recognized health providers at the Franciscan Skemp Healthcare/Mayo Health System and the Gundersen Lutheran Medical Center.

Diversity

Physical Therapy practice involves interaction with individuals who are diverse in age, race, ethnicity, socio-economic class, religion, and national origin. The D.P.T. curriculum focuses on the development of cultural competence throughout its didactic and clinical experiences. For example, a focused emphasis on cultural sensitivity related to patient characteristics and professional practice is provided in the "Ethos of Care" course.

The UW-La Crosse Physical Therapy Masters Program has placed an emphasis on minority recruitment during the past five years. Out-of-state tuition waivers, scholarships, and minority graduate assistantships have been used during the recruitment processes to promote diverse student cohorts.

Approximately 12 percent of the faculty in the UW-Milwaukee College of Health Sciences are members of minority groups and the College has made strong efforts to recruit and retain under-represented students through its federally funded Health Careers Opportunities (HCOP) and Bridges Programs. The College is focused on achieving diversity in the health professions and in the academy and has obtained endowed scholarships that will support the education of minorities in the therapy fields.

Need

Nationally, 92 percent of physical therapy programs are educating students at the D.P.T. level or are in the process of making the transition to doctoral-level education. This program will allow the UW System to stay competitive with other programs in the nation and ensure that the state's need for physical therapists is met in the future.

The Wisconsin Department of Workforce Development Data Gap Analysis for Health Care Workforce indicates that the State will need 150 new physical therapists every year for the next ten years. According to Bureau of Labor Statistics Reports, there will be a 35 percent nationwide growth in the need for physical therapists by 2010. In Wisconsin, the shortage is projected to reach 27 percent in the next five years. Graduates from Marquette University, Concordia University and Carroll College number fewer than 100 annually.

There is also a need for a track within the program, currently under development, that will offer the D.P.T. degree to professionals already in the field. At present, according to the state of Wisconsin statistics, 3,270 physical therapists practice in Wisconsin. A recent survey conducted by the UW-La Crosse, UW-Milwaukee and UW-Madison campuses demonstrated that over 600 of those practicing physical therapists are interested in returning to an institution of higher education to obtain the D.P.T. through a transitional program.

Comparable Programs in Wisconsin and Surrounding States

There are five accredited physical therapy programs in Wisconsin: UW-La Crosse and UW-Madison offer Masters programs; as of fall 2005, Marquette, Concordia and Carroll College will offer D.P.T. programs.

Minnesota and Iowa each have four accredited physical therapy programs, all of which offer the D.P.T. degree. Illinois currently has seven physical therapy programs, four of which already offer the D.P.T. degree. The remaining three programs are in various stages of planning their transition to the D.P.T.

Collaboration

The Consortial D.P.T. program will provide a national model for collaborative physical therapy education. This collaboration will allow UW System institutions to be competitive with private programs while providing high quality education to meet the needs of the state. The institutions will collaborate on admissions criteria, a common application process with students indicating campus preference, clinical resources, faculty resources, research facilities, equipment, expertise, and common curricular content. Collaboration between the two campuses will be coordinated by a joint Curriculum Review Committee whose members will include UW-Milwaukee Physical Therapy/Human Movement Sciences faculty/staff, UW-La Crosse Physical Therapy/Health Professions faculty/staff, and clinical educators and students. This committee will have responsibility for all curricular reviews at the program level, coordinate reviews at the department, college, campus, system, and accreditation agency levels, and review decisions regarding course offerings.

Use of Technology/Distance Education

Appropriate technology is integrated throughout the curriculum, including information retrieval, communication, and instructional technology. Students will also have extensive experience with research laboratory instrumentation, data processing technology, and clinical evaluation/treatment instrumentation. Portions of the curriculum will take advantage of the technology available at both UW-La Crosse and UW-Milwaukee for the generation and reception of distance learning. The use of interactive classrooms at both campuses is one of the means by which the D.P.T. program will maximize faculty expertise.

Academic and Career Advising

The D.P.T. program faculty will work to attract and inform interested pre-physical therapy undergraduate students about appropriate course selection and sequencing that will result in expeditious application and acceptance into the D.P.T. program. Additionally, undergraduate Pre-P.T. Student Associations (Clubs) provide opportunities for peer and faculty mentoring.

In compliance with national accreditation standards, each student in the D.P.T. program will be assigned a physical therapy faculty advisor. Student-generated professional goals will be revised into fieldwork goals and reviewed throughout the fieldwork placements by the student and their assigned academic clinical education coordinator. Students will have access to the UW-La Crosse Career Services Office and the UW-Milwaukee Career Development Center for advising related to employment.

Projected Enrollment (5 years)

The projected enrollment in the D.P.T. program is outlined in the following table which builds in the projected attrition in the entry-level program of approximately 1 in 20 students, most likely to occur during the first year in the program.

Table 1 – Projected Enrollment

| | 1 st year 2005-06 | 2 nd year 2006-07 | 3 rd year 2007-08 | 4 th year 2008-09 | 5 th year 2009-10 |
|--|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Newly admitted entry-level students | 44 | 44 | 68 | 68 | 68 |
| Continuing entry-level students | 0 | 42 | 84 | 107 | 130 |
| Entry-level students Total enrollment | 44 | 86 | 152 | 175 | 198 |
| Graduating entry-level students | 0 | 0 | 42 | 42 | 65 |

Assessment and Program Evaluation

All physical therapy programs are required to develop, conduct and implement comprehensive assessment plans by the national accrediting body (the Commission on Accreditation for Physical Therapy Education or CAPTE). Programmatic assessment will use multiple quantitative and qualitative data sources in order to be in compliance with the 2004 version of CAPTE's *Evaluative Criteria for the Accreditation of Education Programs for the Preparation of Physical Therapists*. Assessment tools have been developed to measure achievement in the program's academic learning objectives, licensure examination pass rates, and to monitor graduation and employment rates. They are:

- Clinical performance instrument scores;
- Capstone projects;
- National physical therapy examination board scores;
- Student surveys completed just prior to graduation;
- Graduate surveys completed 6-8 months after graduation;
- Surveys of employers; and
- Surveys of alumni.

Evaluation from External Reviewers

Two experienced physical therapy educators who have served on the CAPTE national board reviewed the Consortial D.P.T. program proposal. The reviewers agreed that:

- The proposed curriculum meets the content considered essential for physical therapy;
- The D.P.T. curriculum proposed expands upon the current master's degree curriculum in the areas of clinical education, critical reasoning skills, and evidence-based practice;
- The length, breadth, depth, and credit hours of the proposed curriculum are necessary and appropriate for a clinical doctoral degree;
- Resources are adequate to offer the degree, noting excellence of the faculty and the facilities; and

- The collaborative nature of the degree offers benefits to the students and the UW System.

Based upon useful comments from the reviewers a number of programmatic and curricular changes were made. These included adjustments to the structure of clinical experiences to assure adequate faculty resources for supervision and an expansion in course content relative to dementia, Alzheimer's disease and oncology.

Resource Needs

The resources at each campus currently used in support of Physical Therapy education will be redirected to the D.P.T. Program. Graduate assistantship funding will be derived from multiple sources that include G.P.R. for instructional support, indirect costs from extramural funding, and specialized training grant opportunities. It is presumed that as the D.P.T. program becomes fully implemented and new faculty are hired, each of these sources will contribute to supporting graduate assistantships. During the initial year of the program, there will be \$415,000 available to the program to provide initial furnishings and equipment to the D.P.T. program offices and laboratories. These funds come as part of the new Klotsche construction and capital project at UW-Milwaukee. Gifts and grant dollars are anticipated through UW-Milwaukee's capital campaign and ongoing development activities with alumni, friends and corporations. Approximately \$5,000 is available in the initial year and expected to increase to \$10,000 per year. With the anticipated admission of the entry-level student cohort to the UW-Milwaukee campus in year three, tuition revenues (\$280,000) will substantially support the program's continued costs.

RECOMMENDATION

No action requested at this time.

RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review
(November 10, 1995), Academic Informational Series #1 (ACIS-1.0 revised)

Total Costs and Revenue

| | 1st Year, 2005-06 | | 2nd Year, 2006-07 | | 3rd Year, 2007-08 | |
|--|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|
| CURRENT COSTS | #FTE | Dollars | #FTE | Dollars | #FTE | Dollars |
| Personnel | | | | | | |
| Faculty/Instructional Staff | 11.25 | \$1,093,755 | 12.25 | \$1,207,098 | 13.25 | \$1,338,130 |
| Graduate Assistants | 1.16 | \$22,294 | 1.16 | \$22,538 | 2.16 | \$42,945 |
| Non-instructional Academic /Classified Staff | 0.5 | \$31,255 | 1.5 | \$73,277 | 1.5 | \$73,277 |
| Non-personnel | | | | | | |
| Supplies & Equipment | | \$93,290 | | \$95,290 | | \$97,290 |
| Capital Equipment | | \$15,000 | | \$20,000 | | \$23,000 |
| Computing | | \$4,000 | | \$4,000 | | \$4,000 |
| Subtotal | | \$1,259,594 | | \$1,422,203 | | \$1,578,642 |
| ADDITIONAL COSTS | | | | | | |
| Personnel | | | | | | |
| Faculty/Instructional Staff | 1 | \$81,550 | 1 | \$93,100 | 2 | \$197,667 |
| Graduate Assistants | | | 1 | \$20,158 | 1 | \$19,254 |
| Non-instructional Academic /Classified Staff | 1 | \$40,460 | 1 | \$60,241 | 1.55 | \$95,394 |
| Non-personnel | | | | | | |
| Supplies & Equipment | | \$10,000 | | \$19,000 | | \$58,000 |
| Capital Equipment | | \$415,000 | | \$25,000 | | \$50,000 |
| Computing | | \$5,000 | | \$8,000 | | \$11,000 |
| Other (Provisional) | | | | \$20,000 | | \$35,000 |
| Subtotal | | \$552,010 | | \$245,499 | | \$466,315 |
| TOTAL COSTS | | \$1,811,604 | | \$1,667,702 | | \$2,044,957 |
| CURRENT RESOURCES | | | | | | |
| Curent GPR | | \$1,366,604 | | \$1,512,461 | | \$1,577,347 |
| Gifts and Grants | | \$25,000 | | \$25,000 | | \$25,000 |
| Capital Equipment, KCPE Addition | | \$415,000 | | \$0 | | \$0 |
| Subtotal | | \$1,806,604 | | \$1,537,461 | | \$1,602,347 |
| ADDITIONAL RESOURCES | | | | | | |
| Additional Tuition revenue | | | | \$120,241 | | \$426,610 |
| Gifts and Grants | | \$5,000 | | \$10,000 | | \$10,000 |
| Fees | | | | | | \$6,000 |
| Subtotal | | \$5,000 | | \$130,241 | | \$442,610 |
| TOTAL RESOURCES | | \$1,811,604 | | \$1,667,702 | | \$2,044,957 |

Elimination of the College of
Education, Exercise Science, Health & Recreation
University of Wisconsin-La Crosse

EDUCATION COMMITTEE

Resolution I.1.d.:

That, upon recommendation of the Chancellor of the University of Wisconsin-La Crosse and the President of the University of Wisconsin System, the College of Education, Exercise Science, Health and Recreation be eliminated.

Amendments to
Faculty Personnel Rules
University of Wisconsin-Milwaukee

EDUCATION COMMITTEE

Resolution I.1.e(1):

That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Board of Regents approves the amendments to the UW-Milwaukee Faculty Personnel Rules.

**FACULTY PERSONNEL RULES
UNIVERSITY OF WISCONSIN-MILWAUKEE**

EXECUTIVE SUMMARY

BACKGROUND

Section UWS 2.02, Wisconsin Administrative Code ("Faculty Rules: Coverage and Delegation") requires that rules, policies, and procedures developed by each institution in the System pursuant to Chapters UWS 3, 4, 5, 6 and 8 must be approved by the Board of Regents before they take effect.

The proposed additions to the UW-Milwaukee Faculty Personnel Rules have been debated and approved by the appropriate faculty governance bodies, and are recommended by Chancellor Carlos Santiago and Provost Rita Cheng. These revisions have also been reviewed by the UW System Office of the General Counsel and the Office of Academic Affairs.

The additions are to UW-Milwaukee Faculty Document No. 2466, and propose a Conflict of Interest Policy for Researchers and Scholars that follows federal guidelines. The purpose of this policy is to assist in the identification and management of actual and potential conflicts of interest of employees who are engaged in outside activities or participating in research projects.

REQUESTED ACTION

Approval of Resolution I.1.e.(1), approving the amendments to the UW-Milwaukee Faculty Personnel Rules.

DISCUSSION AND RECOMMENDATIONS

UW System Administration recommends approval of these revisions.

CONFLICT OF INTEREST POLICY FOR RESEARCHERS AND SCHOLARS

No: _____

Date: November 23, 2004
UC/ASC/RPC Version

Authority: Wisconsin Administrative Code Chapter UWS 8
Faculty Document #2229
The University of Wisconsin System Mission
Select Mission of the University of Wisconsin-Milwaukee
UWM Administration

I. INTRODUCTION

The purpose of this policy is to assist in the identification and management of actual and potential conflicts of interest. In order to sustain public confidence in UWM's educational, research, and other scholarly activities, UWM will act to identify and manage actual or potential conflicts of interest of employees who are engaged in outside activities or participating in research projects. Such actions are in accordance with UWM's academic mission and state regulations. A written and enforced policy on conflict of interest identification and management is required by the federal government for research funded under Public Health Service grants, agreements, and contracts, including the National Institutes of Health and the Department of Health and Human Services [Code of Federal Regulations, Title 42, Part 50, Subpart F, Section 50.604], and by the National Science Foundation [NSF Grant Policy Manual, Chapter V, Section 510].

II. CONFLICT OF INTEREST FOR RESEARCHERS AND SCHOLARS POLICY

(Hereafter referred to "Conflict of Interest Policy")

A. Definitions

1. Conflict of Interest

Conflict of interest refers to situations in which significant financial interests or other personal considerations may affect or have the appearance of affecting a UWM researcher's professional judgment in the conduct or reporting of research and scholarly activities.

2. Other Personal Considerations

Other personal considerations refers to any non-monetary benefit, including, but not limited to, the promise of additional professional title or increased control over the administration of research funds, which affects or has the appearance of affecting the judgment of a UWM researcher.

3. Significant Financial Interest

Significant financial interest means anything of monetary value, including, but not limited to, salary or other payments for services (e.g., consulting fees or honoraria earned from outside enterprises or entities), equity interests in business enterprises or entities (e.g., stocks, stock options, or other ownership interests), and intellectual property rights (e.g., patents, copyrights and royalties from such rights) for the researcher, researcher's spouse or domestic partner, and immediate family.

Significant financial interest does not include university related remuneration such as salaries, benefits, and royalties; investments in mutual funds; or a financial interest in business enterprises that does not exceed \$10,000 or represent more than 5% ownership interest for any one enterprise or entity, whichever is smaller.

4. Researcher

A Researcher is any UWM employee involved in the research activities including the development of research proposals and the performance of research projects.

B. Principles Governing Conflict of Interest Management

1. General Statement of Principle

Researchers are expected to avoid conflicts of interest because of their potential to affect UWM's interests, compromise UWM's objectivity in fulfilling its mission, or otherwise compromise the researcher's performance. In no event shall the design, conduct or reporting of research be biased by any conflicting financial interest of the researcher(s).

2. Compatibility with UWM Duties

Researchers should report situations that would cause the researcher's interests to appear to be incompatible with his or her duties and obligations to UWM.

3. Diversion of Potential Opportunities

Researchers should not divert to an external entity in which the researcher has a significant financial interest opportunities that could have been performed by UWM (for instance, research support, delivery of services or training).

4. Use of Facilities

Except as otherwise set forth in UWM policies and procedures, including (but not limited to) S-23, UWM facilities and resources should not be used for non-UWM activities.

5. Compliance with Government Policy

State and federal agencies require that research they sponsor be free of bias due to financial interests or other personal considerations of the researcher and institution, that funds are expended as intended, and that the commitment of

time and effort is appropriate. Failure to comply may jeopardize existing or future funding. Most governmental agencies require that the institution assume responsibility for ensuring that these concerns are addressed. Therefore, researchers must cooperate to ensure that UWM can resolve and/or manage conflicts in conformity with regulations of the granting agencies.

6. Adherence to UWM and University of Wisconsin System Missions

Agreements with external entities shall not undermine the university's mission or basic academic principles, including but not limited to, the development and dissemination of knowledge. Likewise, no activity should impede or diminish the educational experience of UWM students. Interference in the choice of the scholarly pursuits or diversion of university resources from UWM's mission is not permissible.

C. Disclosure of Potential Conflicts of Interest

The Vice Chancellor for Research shall manage the presentation of conflict of interest matters before the Conflict of Interest Committee. That process begins with the full disclosure of a potential conflict of interest by the researcher. Full disclosure of potential conflicts is in the interest of the researcher as it demonstrates good faith and it protects his or her and UWM's reputation. There are several different means for disclosure:

1. Preliminary Discussions

Prior to writing a proposal or entering into a transaction involving a significant financial interest, researchers are encouraged to consider whether a conflict of interest may emerge. Early discussion with and review by the chair or director and the dean of relevant financial information may help to identify existing or potential conflicts of interest.

2. Discussion During the Performance of a Research Project

Researchers may confront situations during a project that were not anticipated but which may give rise to a conflict or the appearance of a conflict. In such cases, researchers are encouraged to discuss the situation with their dean to initiate an examination of an actual or potential conflict of interest.

3. Financial Disclosure and Outside Activities/Interest Form

In the Spring of every year, researchers shall submit to their chair or director a form that contains a listing of outside activities and financial interests. This form shall be on file prior to any proposal submission. It is important that this form be updated as additional significant financial interests or outside activities are acquired throughout the year.

The researcher's chair or director shall review the information from discussion with the researcher (if any) and the completed disclosure form, indicate whether or not a potential conflict exists, sign and forward to the dean. If a potential conflict is found, the dean will notify the researcher, the Office of Research Services and Administration, and the appropriate chair or director. The chair, director or dean may propose conditions to manage

or eliminate the conflict on the Transmittal Form and in a memo to the Vice Chancellor for Research.

If, after review, the dean, chair or director does not believe that a conflict is present, they shall indicate so in the signature space on the Transmittal Form.

4. Administrative Assessment of Conflicts of Interest

The dean will refer any actual or potential occurrences of conflict to the Vice Chancellor for Research. The Vice Chancellor for Research will refer the matter to the Conflict of Interest Committee as described in Section D (1) and D (2) below.

If at anytime the chair, director or dean does not feel sufficiently informed to determine whether a conflict exists, he or she may ask the researcher for additional information or documentation.

D. Conflict of Interest Management Procedure

1. Conflict of Interest Committee Composition and Chair

a. Committee's Role

The Committee has three roles. First, the Committee must evaluate each case by reviewing all pertinent documentation relating to the case and making a determination whether an actual or potential conflict of interest exists. Second, the Committee shall recommend actions to manage conflicts. Third, the Committee should advise the Vice Chancellor for Research and the Research Policy Committee about recommended changes to this policy.

b. Composition

The Conflict of Interest Committee shall be a standing administrative committee that works closely with the Vice Chancellor for Research. The Committee shall be composed of seven voting members and five non-voting members who shall be appointed by the Chancellor according to the following guidelines:

Three elected members of the Faculty Ethics Committee. Each shall serve three-year terms.

Two additional tenured faculty members selected to ensure that the committee has at least one member from each of the four faculty divisions (i.e., arts and humanities, natural sciences, social sciences, professions). The Vice Chancellor for Research, in consultation with the University Committee, shall recommend them for service, and each shall serve three-year terms.

Two full-time academic staff members involved in research or research administration. The Vice Chancellor for Research, in consultation with

the Academic Staff Committee, shall recommend them for service, and each shall serve three-year terms.

The Provost shall recommend one senior administrator from the Office of Academic Affairs for annual service on the Committee (*ex officio*, non-voting).

One senior administrator from the Office of Administrative Affairs shall be recommended for annual service on the Committee by the Vice Chancellor for Administrative Affairs (*ex officio*, non-voting).

The Chair of the Research Policy Committee (*ex officio*, non-voting).

The Director of Research Services and Administration shall be the Committee's *ex-officio* non-voting secretary.

The Technology Transfer Manager shall serve as an *ex-officio* non-voting Committee member.

c. Chair

The Committee shall elect the Chair annually from among the seven voting members of the Committee.

2. Committee Process

a. Confidentiality

The Conflict of Interest Committee shall review all information relevant to a matter taking precaution to protect confidential information, consistent with all applicable federal and state law.

b. Researcher's Right to Presentation

Upon finding that an actual or potential conflict of interest exists, the Committee shall give the researcher an opportunity to present information to the Committee per UWS 8, Wis. Admin. Code.

The Technology Transfer Manager shall be available to answer questions relevant to the preparation or process of the presentation to the Committee.

The researcher shall have the burden of proof in any disputed matter. All Committee hearings will be closed pursuant to UWS 8.035, Wis. Admin. Code.

c. Conflict of Interest Management Plan

A conflict of interest management plan may be developed and presented by the researcher in consultation with his or her chair or director and dean. The management plan shall consist of:

- A description of the proposal under consideration;

- A description of what actual or potential conflict of interest issues are implicated by the proposal; and
- A description of the means proposed to rectify actual or potential conflicts.

The Committee may endorse the management plan without change or propose alternate provisions.

d. Committee's Recommendation

The Committee shall recommend to the Vice Chancellor for Research what conditions and restrictions, if any, should be imposed by UWM to manage the actual or potential conflicts.

3. Vice Chancellor's Determination

The Vice Chancellor for Research, with due regard for the Committee's recommendations, shall assess the whether the proposed management plan is consistent with UWM's academic principles and the development and dissemination of knowledge. The Vice Chancellor for Research may require any conditions or restrictions he or she deems necessary in order to ensure that the researcher and UWM are not compromised by a research project.

The Vice Chancellor for Research may allow the research or scholarly activity to go forward without imposing conditions or restrictions if he or she concludes that potential negative impact of the conflict is outweighed by the interests of scientific progress, technology transfer, or public health and welfare and that the research is also permissible under applicable regulations. The Vice Chancellor for Research shall inform the researcher and his or her dean in writing of his or her findings prior to the initiation of the proposed activity. The University Committee or the Academic Staff Committee will be copied. The Institutional Review Board for the Protection of Human Subjects in Research and the Institutional Animal Care and Use Committee will be copied when applicable.

If the Committee and/or the Vice Chancellor are unable to manage a conflict of interest, the Vice Chancellor for Research will inform the affected parties that the researcher may not engage in the proposed research or transaction.

4. Appeal

Faculty members may appeal the Vice Chancellor's determination to the Faculty Appeals and Grievances Committee. Academic staff members may appeal the determination to the Academic Staff Hearing and Appeals Committee. These committees may then make recommendations concerning the research proposal in question to the Provost. The decision of the Provost regarding conflict of interest matters shall be final.

III. RECORDS

UWM will maintain records of all financial disclosures and of all actions taken to resolve actual or potential conflicts of interest until five years after the termination or completion of the activity which gave rise to the conflict or the resolution of any legal action involving the aforementioned activity.

IV. EMPLOYEE RESPONSIBILITY

Employees will be held accountable for full disclosure of significant financial or other personal interest, or potential activities that might be presumed to interfere with the employee's duties or responsibilities to UWM as defined in this policy and for compliance with any conditions or restrictions imposed by UWM in order to manage any actual or potential conflict of interest. Failure to abide by the policy may result in sanctions imposed on the employee under, for all persons holding faculty rank, UWS 6.01, Wis. Admin. Code and UWM Policies and Procedures 5.40 *et seq.* or, for all academic staff members, UWS 13.01, Wis. Admin. Code and UWM Academic Staff Policies and Procedures Chapter 111.

Amendments to
Faculty Personnel Rules
University of Wisconsin-Stevens Point

EDUCATION COMMITTEE

Resolution I.1.e(2):

That, upon recommendation of the Chancellor of the University of Wisconsin-Stevens Point and the President of the University of Wisconsin System, the Board of Regents approves the amendments to the UW-Stevens Point Faculty Personnel Rules.

**FACULTY PERSONNEL RULES
UNIVERSITY OF WISCONSIN-STEVENSON POINT**

EXECUTIVE SUMMARY

BACKGROUND

Section UWS 2.02, Wisconsin Administrative Code ("Faculty Rules: Coverage and Delegation") requires that rules, policies, and procedures developed by each institution in the System pursuant to Chapters UWS 3, 4, 5, 6 and 8 must be approved by the Board of Regents before they take effect.

The proposed additions to the UW-Stevens Point Faculty Personnel Rules have been debated and approved by the appropriate faculty governance bodies, and are recommended by Chancellor Linda Bunnell and Provost Virginia Helm. These revisions have also been reviewed by the UW System Office of the General Counsel and the Office of Academic Affairs.

The additions are to the UW-Stevens Point University Handbook and bring the procedures for personnel decisions into better alignment with the Wisconsin Open Meetings Statute.

REQUESTED ACTION

Approval of Resolution I.1.e.(2), approving the amendments to the UW-Stevens Point Faculty Personnel Rules.

DISCUSSION AND RECOMMENDATIONS

UW System Administration recommends approval of these revisions.

[Changes to Chapter 4B of the UWSP University Handbook regarding open and closed meetings for appeal of nonrenewal of probationary faculty and academic staff and appeal tenure or indefinite appointment denial.](#)

P 16-18 (Faculty)

GENERAL PRINCIPLES...

...Right to Open Meeting.

Under the provisions of UWSP 3.06 (1)(d), a probationary faculty member has the right to request and receive an open meeting for any meeting of a department or unit or subunit involving consideration of tenure for that individual.

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Meetings to consider retention of probationary faculty shall normally be held in closed session.

19.85 Wis. Stats.

Under the Open Meetings Law, even when departmental policies provide that subunit or committee meetings be restricted to members of the subunit or committee, a faculty member under consideration for tenure has the right to request and receive an open meeting for the portion of the meeting that constitutes an evidentiary hearing for the tenure decision or at which final action is taken on the tenure decision for that individual.

Departmental Policies.

Normally, departmental policies will require a written request for an open meeting reasonably in advance of the meeting.

P 27-33 (Faculty)

Presence at Meetings.

No Exclusions.

Under the provisions of 19.89 of the Open Meetings Law, no member of a governmental body may be excluded from any meeting of that body. In addition, no member may be excluded from meetings of the body's subunits unless the rules of the parent body specifically state otherwise.

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No faculty member under consideration for any personnel matter may be excluded from a department meeting at which the matter is to be considered, even if the meeting is moved into closed session. No faculty member may be excluded from any departmental committee meeting at which the matter is to be considered unless departmental rules specifically state to the contrary.

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Right to Open Meeting.

Under the provisions of UWSP 3.06 (1)(d), a probationary faculty member has the right to request and receive an open meeting for any meeting of a department or unit or subunit involving an

evidentiary hearing or final action on consideration of tenure for that individual.

Deleted: retention or

Meetings to consider retention of probationary faculty shall normally be held in closed session.

NOTE. A meeting with an administrator for the purpose of performance evaluation, even where the end result of the discussion will be a recommendation on retention or the granting of tenure, is not subject to the provisions of the Open Meetings Law: an individual administrator is not a "formally constituted subunit."

19.85 Wis. Stats.

Under the Open Meetings Law, even when departmental policies provide that subunit or committee meetings be restricted to members of the subunit or committee, a faculty member under consideration has the right to request and receive an open meeting for the portion of the meeting that constitutes an evidentiary hearing or final action on consideration of tenure for that individual.

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Departmental Policies.

Normally, departmental policies will require a written request for an open meeting reasonably in advance of the meeting.

DESCRIPTION OF NONRENEWAL PROCESS...

...Written notification of the hearing must include statements

- ♦ of the date, time, and place of the hearing;
- ♦ that all parties may be represented by an individual(s) of their choice, which may include legal counsel;
- ♦ that normally, by a vote of the committee, the evidentiary hearing and the deliberative sessions will be closed but the appellant, upon timely written request to the chairperson, has the right to request an open evidentiary meeting. Any such request in the case of an appeal of denial of tenure shall be honored.

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- ♦ of whether the evidentiary hearing and the deliberative meetings will be closed or open;...

Deleted: **NOTE.** System legal counsel has advised the university that if an individual requests that either the evidentiary hearing or a deliberative session be open, both parts must be open.¶

GUIDELINES FOR HEARINGS...

Closed and Open Sessions.

General Guideline.

Evidentiary hearings and deliberative meetings will normally be closed, as permitted by the Open Meetings Law, except the evidentiary meeting on an appeal of a tenure denial will be open if requested by the appellant. Closed meetings require a majority vote of the hearing committee, by a roll call vote.

Deleted: , at the request of the appellant,

Deleted: unless the chairperson of the hearing committee receives from the appellant a written request for an open session, in which case all evidentiary and deliberative sessions will be open

Evidentiary Hearings: Who May Attend/Speak.

Closed Hearings.

If the evidentiary hearing is closed, only parties directly involved in the appeal may attend. Those permitted to attend, who may speak when recognized by the chairperson for that purpose, are

- members of the hearing committee;
- the appellant;
- the maker(s) of the decision under appeal;
- representatives for the parties;
- witnesses for the parties;
- individuals specifically called or designated by the hearing committee, which may include legal counsel; and
- an appointed secretary, who need not be a member of the committee.

Open Hearings.

If the evidentiary hearing is open, anyone may attend but only those parties directly concerned with the appeal and recognized for the purpose of speaking by the chairperson of the hearing committee are permitted to speak.

Deliberative Meetings: Who May Attend/Speak.

Only members of the hearing committee, an appointed secretary (who need not be a member of the committee), and the committee's legal counsel (if any) are permitted to attend, and may speak when recognized by the chairperson for that purpose. Only members of the hearing committee participate in determining findings of fact and decision.

P 49 (Academic Staff)

PRESENCE AT MEETINGS.

No Exclusions.

Under the provisions of 19.89 of the Open Meetings Law, no member of a governmental body may be excluded from any meeting of the body. In addition, no member may be excluded from meetings of the body's subunits unless the rules of the body specifically state otherwise.

Right to Open Meeting.

Under the provisions of UWSP 10.03 (2)(a)4, a probationary academic staff member has the right to request and receive an open meeting for any meeting of a unit or subunit involving consideration of indefinite appointment for that individual.

NOTE. A meeting with one's supervisor for the purpose of performance evaluation, even where the end result of the evaluation will be a recommendation on retention or the granting of indefinite

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If the deliberative meeting is open, anyone may attend but only members of the hearing committee, an appointed secretary (who need not be a member of the committee), and the committee's legal counsel (if any) may speak when recognized by the chairperson for that purpose. Only members of the hearing committee participate in determining findings of fact and decision.¶

Deleted: Personnel Matters. ¶
No academic staff member under consideration for any personnel matter may be excluded from a unit meeting at which the matter is to be considered, even if the meeting is moved into closed session. No academic staff member may be excluded from any unit committee meeting at which the matter is to be considered unless unit rules specifically state to the contrary.¶

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appointment, is not subject to the provisions of the Open Meetings Law: an individual administrator is not a "formally constituted subunit."

P 69-77 (Academic Staff)

Presence at Meetings.

No Exclusions.

Under the provisions of 19.89 of the Open Meetings Law, no member of a governmental body may be excluded from any meeting of the body. In addition, no member may be excluded from meetings of the body's subunits unless the rules of the body specifically state otherwise.

Right to Open Meeting.

UWSP 10.03.

Under the provisions of UWSP 10.03 (2) (a) 4, a probationary academic staff member has the right to request and receive an open meeting for any meeting of a unit or subunit involving consideration of indefinite appointment for that individual.

Unit/Departmental Policies.

Normally, unit/departmental policies will require a written request for an open meeting reasonably in advance of the meeting...

FILING AN APPEAL...

...Written notification of hearing must include statements

- ♦ of the date, time, and place of the hearing;
- ♦ that all parties may be represented by an individual(s) of their choice, which may include legal counsel;
- ♦ that normally, by a vote of the committee, the evidentiary hearing and the deliberative sessions will be closed but in an appeal of the denial of indefinite appointment, the appellant, upon timely written request to the chairperson, has the right to an open evidentiary meeting;
- ♦ of whether the evidentiary hearing and the deliberative meeting will be closed or open;...

GUIDELINES FOR HEARINGS. ...

...Closed and Open Sessions.

General Guideline.

Evidentiary hearings and deliberative meetings will normally be closed, as permitted by the Open Meetings Law, except the evidentiary meeting on an appeal of a indefinite appointment denial will be open if requested by the appellant. Closed meetings require a majority vote of the hearing committee, by a roll call vote.

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No academic staff member under consideration for any personnel matter may be excluded from a department or unit meeting at which the matter is to be considered, even if the meeting is moved into closed session. No academic staff member may be excluded from any departmental or unit committee meeting at which the matter is to be considered unless departmental or unit rules specifically state to the contrary.¶

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Deleted: NOTE. A meeting with an administrator for the purpose of performance evaluation, even where the end result of the discussion will be a recommendation on retention or the granting of indefinite appointment, is not subject to the provisions of the Open Meetings Law: an individual administrator is not a "formally constituted subunit."¶
19.85 Wis. Stats. ¶
Under the Open Meetings Law, even when departmental or unit policies provide that subunit or committee meetings be restricted to members of the subunit or committee, any academic staff member under consideration has the right to request and receive an open meeting for the portion of the meeting pertaining to consideration of that individual.¶

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Evidentiary Hearings: Who May Attend/Speak.

Closed Hearings.

If the evidentiary hearing is closed, only parties directly involved in the appeal may attend. Those permitted to attend, who may speak when recognized by the chairperson for that purpose, are

- members of the hearing committee;
- the appellant;
- the decision-maker;
- representatives for the parties;
- witnesses for the parties;
- individuals specifically called or designated by the hearing committee, which may include legal counsel; and
- an appointed secretary, who need not be a member of the committee,

Open Hearings.

If the evidentiary hearing is open, anyone may attend but only those parties directly concerned with the appeal and recognized by the chairperson of the hearing committee for the purpose of speaking are permitted to speak.

Deliberative Meetings: Who May Attend/Speak.

Only members of the hearing committee, an appointed secretary (who need not be a member of the committee), and the committee's legal counsel (if any) are permitted to attend, and may speak when recognized by the chairperson for that purpose. Only members of the hearing committee participate in determining findings of fact and decision.

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If the deliberative meeting is open, anyone may attend but only members of the hearing committee, an appointed secretary (who need not be a member of the committee), and the committee's legal counsel (if any) may speak when recognized by the chairperson for that purpose. Only members of the hearing committee participate in determining findings of fact and decision.¶

Changes to Chapter 4B of the UWSP University Handbook regarding open and closed meetings for appeal of nonrenewal of probationary faculty and academic staff and appeal tenure or indefinite appointment denial.

P 16-18 (Faculty)

GENERAL PRINCIPLES...

...Right to Open Meeting.

Under the provisions of UWSP 3.06 (1)(d), a probationary faculty member has the right to request and receive an open meeting for any meeting of a department or unit or subunit involving consideration of tenure for that individual.

Meetings to consider retention of probationary faculty shall normally be held in closed session.

19.85 Wis. Stats.

Under the Open Meetings Law, even when departmental policies provide that subunit or committee meetings be restricted to members of the subunit or committee, a faculty member under consideration for tenure has the right to request and receive an open meeting for the portion of the meeting that constitutes an evidentiary hearing for the tenure decision or at which final action is taken on the tenure decision for that individual.

Departmental Policies.

Normally, departmental policies will require a written request for an open meeting reasonably in advance of the meeting.

P 27-33 (Faculty)

Presence at Meetings.

No Exclusions.

Under the provisions of 19.89 of the Open Meetings Law, no member of a governmental body may be excluded from any meeting of that body. In addition, no member may be excluded from meetings of the body's subunits unless the rules of the parent body specifically state otherwise.

Right to Open Meeting.

Under the provisions of UWSP 3.06 (1)(d), a probationary faculty member has the right to request and receive an open meeting for any meeting of a department or unit or subunit involving an

evidentiary hearing or final action on consideration of tenure for that individual.

Meetings to consider retention of probationary faculty shall normally be held in closed session.

NOTE. A meeting with an administrator for the purpose of performance evaluation, even where the end result of the discussion will be a recommendation on retention or the granting of tenure, is not subject to the provisions of the Open Meetings Law: an individual administrator is not a "formally constituted subunit."

19.85 Wis. Stats.

Under the Open Meetings Law, even when departmental policies provide that subunit or committee meetings be restricted to members of the subunit or committee, a faculty member under consideration has the right to request and receive an open meeting for the portion of the meeting that constitutes an evidentiary hearing or final action on consideration of tenure for that individual.

Departmental Policies.

Normally, departmental policies will require a written request for an open meeting reasonably in advance of the meeting.

DESCRIPTION OF NONRENEWAL PROCESS...

- ...Written notification of the hearing must include statements
- ♦ of the date, time, and place of the hearing;
 - ♦ that all parties may be represented by an individual(s) of their choice, which may include legal counsel;
 - ♦ that normally, by a vote of the committee, the evidentiary hearing and the deliberative sessions will be closed but the appellant, upon timely written request to the chairperson, has the right to request an open evidentiary meeting. Any such request in the case of an appeal of denial of tenure shall be honored.
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General Guideline.

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- representatives for the parties;
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Deliberative Meetings: Who May Attend/Speak.

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P 49 (Academic Staff)

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NOTE. A meeting with one's supervisor for the purpose of performance evaluation, even where the end result of the evaluation will be a recommendation on retention or the granting of indefinite

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Under the provisions of UWSP 10.03 (2) (a) 4, a probationary academic staff member has the right to request and receive an open meeting for any meeting of a unit or subunit involving consideration of indefinite appointment for that individual.

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- individuals specifically called or designated by the hearing committee, which may include legal counsel; and
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Deliberative Meetings: Who May Attend/Speak.

Only members of the hearing committee, an appointed secretary (who need not be a member of the committee), and the committee's legal counsel (if any) are permitted to attend, and may speak when recognized by the chairperson for that purpose. Only members of the hearing committee participate in determining findings of fact and decision.

I.2. Business and Finance Committee Meeting

Thursday, June 9, 2005
UW-Milwaukee
Wisconsin Room, Union

11:00 a.m. All Regents

- The Equity Scorecard: An Institutional Strategy to Achieve Equity and Excellence
- Biennial Budget Update

12:30 p.m. Lunch

1:30 p.m. Business and Finance Committee Meeting – Union, Room E280

- a. Approval of Minutes of the May 6, 2005 meeting of the Business and Finance Committee
- b. UW-Milwaukee Presentation: UWM's Fraud Hotline - A Proposed Pilot Program to Implement Sarbanes Oxley Directives on Campus
- c. Revised 2005-06 Pay Plan Guidelines
[Resolution I.2.c]
- d. Trust Funds
 - (1) Strategic Asset Allocation and Spending Plan Review: Final Recommendations
[Resolution I.2.d.(1)]
 - (2) Acceptance of Bequests over \$50,000
[Resolution I.2.d.(2)]
- e. Business of the Committee
 - (1) Biennial Budget Update
- f. Report of the Vice President
- g. Additional items, which may be presented to the Committee with its approval
- h. Closed session to consider trust fund matters as permitted by s.19.85(1)(e) *Wis. Stats.*

BUSINESS AND FINANCE COMMITTEE

Resolution:

Upon the recommendation of the President of the University of Wisconsin System, the Board of Regents, in order to permit greater flexibility in addressing specific institutional salary needs, revise Regent Resolution 8933 adopted on November 5, 2004 such that institutions be permitted to use the 2003-05 pay plan distribution guidelines for 2005-07 if the unclassified pay plan is two percent or greater in any year.

However, the Board suspends those pay plan distribution guidelines if the authorized amount of unclassified pay plan is less than two percent in any year, and directs that in such instances the pay plan percentage be distributed across-the board to all those who have at least solid performance rating, with any unused funds distributed by the chancellor, in consultation with governance bodies, to address salary needs specific to their institution.

Further, if the pay plan is two percent in any year, the Board permits institutions to distribute the two percent across-the board to all those who have at least solid performance rating, with any unused funds distributed by the chancellor, in consultation with governance bodies, to address salary needs specific to their institution.

Revised 2005-06 Pay Plan Guidelines

EXECUTIVE SUMMARY

BACKGROUND

On November 5, 2004 the Regents adopted Resolution 8933 setting basic principles for distribution of the pay plan including the following:

“That the Board of Regents adopts the 2003-05 pay plan distribution guidelines for 2005-07 if the pay plan exceeds two percent each year. However, the Board suspends those pay plan distribution guidelines if the authorized amount for an unclassified pay plan is two percent or less in any year, and directs that in such instances the pay plan percentage be distributed across-the-board to all those who have at least a solid performance rating, with any unused funds distributed by the chancellor in consultation with the governance bodies to address salary needs specific to their institution.”

REQUESTED ACTION

Approval of Resolution I.2.c., Revision to Regent Resolution 8933 to allow institutions to use the Regent Approved Pay Plan Guidelines if the unclassified pay plan is two percent or more in any year.

DISCUSSION

This revision is being requested because specific institutional needs to address salary concerns are varied and will provide maximum institutional flexibility to address these needs given the prospect of only a two percent pay plan in the first year of the 2005-07 biennium. This revision will permit institutions, if we have only a two percent increase in any year to use either across-the-board increases for those with solid performance or apply the 2003-05 Regent approved pay plan distribution guidelines.

RELATED REGENT POLICIES

Regent Resolution 8933, adopted 11/04/04.

Regent Resolution 8639 adopted 12/06/02, 2003-05 General Compensation Distribution Plan Guidelines (see attached)

2003-05 General Compensation
Distribution Plan and
Guidelines

BUSINESS AND FINANCE COMMITTEE

Resolution: 8639

That upon the recommendation of the President of the University of Wisconsin System, the 2003-05 General Distribution Plan Guidelines for unclassified staff be approved as follows:

- (1) Each chancellor is directed to proceed with faculty and academic staff salary evaluation using a suitable evaluation system, the results of which can be converted to a salary, once the pay plan is known. The salary review should be conducted in accordance with the performance standards outlined in Recommendation #9 of the 1992 Report of the Governor's Commission on University of Wisconsin Compensation. A record of the evaluation judgments shall be made before July 1, as provided in s. 36.09 (1)(j), Wis. Stats.
- (2) The 2003-05 compensation adjustments for faculty, academic staff, and university senior executives shall be provided such that not less than one-third of total compensation shall be distributed on the basis of merit/market and not less than one-third of the total compensation plan shall be distributed on the basis of solid performance. The remaining one-third pay plan allocation may be used to address these and other compensation needs with appropriate attention to pay compression. The President, following consultation with the chancellors, is authorized to earmark up to 10 percent of the total pay plan each year for the chancellors' discretionary use to meet special compensation needs such as: specific market shortfalls by faculty rank; and/or academic staff internal/external pay problems, or to reward faculty and academic staff innovative, and/or collaborative program delivery, and/or exceptional performance in support of institution goals; and/or to correct gender pay inequities in the faculty and academic staff, etc.

Merit/Market determinations for faculty should be based on a systematic performance evaluation program, which identifies positive contributions by the faculty member to teaching, research, public service and/or the support functions inherent in the institution's mission. Assessment of teaching faculty shall include consideration of student evaluations (Regent Policy Document 74-13, October 4, 1974).

Merit/Market determinations for academic, limited and other unclassified staff shall be based on a systematic performance evaluation program which allows supervisory assessment of meritorious performance in their areas of assigned responsibility.

Solid performance adjustments shall be provided to those faculty and academic staff who have demonstrated satisfactory performance.

- (3) Any and all compensation adjustments must be based on performance; across-the-board compensation adjustments not based on merit are prohibited. At a minimum, continuing staff who have performed at a satisfactory level shall be entitled to a compensation adjustment from funds set aside to recognize solid performance, except when an employment contract or administrative practice holds to the contrary.
- (4) Each institution will be required to submit its plans for distribution of the compensation adjustments to System Administration for approval before implementation can be accomplished. System Administration is directed to return any institution's distribution plan not in compliance with the Board guidelines to the involved chancellor for corrective action by the appropriate governance body. Implementation of pay plan adjustments shall be deferred until a distribution plan meets the Board's guidelines.
- (5) Unless otherwise specified by executive/legislative action, the effective dates for the payment of the 2003-05 pay plan rates will be July 1 each year for annual basis employees, the start of the academic year for those on academic year appointments, and other dates as set by the chancellors for persons with appointment periods commencing at times other than July 1 and the beginning of the academic year.
- (6) The President is authorized each year to increase the systemwide faculty salary minima by up to the full amount of the pay plan and rounded to the nearest hundred dollars. For Category B research and instructional academic staff, the Board authorizes the continuation of the current policy linking titles to the faculty salary minima based on percentage relationships approved in the 1994 Gender and Race Equity Study. Salary ranges for Category A academic staff and university senior executives will be established in accordance with the pay plan approved by the Joint Committee on Employment Relations. Unless otherwise provided by law, the Board authorizes the President to adjust the Category A salary ranges by up to the full amount of the pay plan.
- (7) Base salaries shall not be less than the salary minima or pay range minimum. The salary increase shall not move the base salary above the academic staff salary range maximum. Unclassified staff who are currently paid above the maximum shall be eligible for a salary increase of up to half of the amount by which the salary ranges have been adjusted.
- (8) Salary adjustments for promotion in faculty rank shall, on an academic year basis be no less than \$1,000 for promotion to assistant professor, \$1,250 for promotion to associate professor, and \$1,500 for promotion to professor. Institutions may set policies on adjustments for promotions on an annual basis appointment, consistent with these minima.

- (9) The pay plan funding allocation shall be distributed as soon as possible after final approval of the pay plan by executive/legislative action and after the distribution plan is approved by System Administration as being in compliance with these guidelines.
- (10) Each institution shall complete its actions on stipend schedules for non-represented graduate assistants prior to July 1 and shall establish a factor for adjustments, which can be applied expeditiously to determine stipend increases. Stipend schedules for each graduate assistant category shall be separately established.
- (11) The Board affirms the delegated authority of the President of the System to establish individual salaries at or below 75 percent of the salary of the UW System President within state policy and the funds appropriated for that year. Appropriate annual budget documentation will be reported to the Regents for information.
- (12) If the Regent's meeting schedule does not afford an opportunity for timely action by the full Board on salary adjustments, the Board authorizes the Executive Committee of the Board, in consultation with the System President, to approve any discretionary salary adjustments effective for 2003-04. Appropriate information shall be provided to all members of the Board.
- (13) Compensation actions related to the unclassified pay plan and delegated to the chancellors shall be completed in accordance with statutory requirements, legislative intent, Regent's policy, and shall be reported to System Administration to make possible the preparation of payrolls and reporting to the Board of Regents.

If changes are required to these guidelines as a result of either the Joint Committee on Employment Relations or legislation, the Executive Committee, in consultation with the System President, is authorized to act to modify the guidelines to be consistent with those actions.

University of Wisconsin System Trust Funds
Strategic Asset Allocation and Spending Plan

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon recommendation of the Regent Business and Finance Committee, the Board of Regents approves the following changes to the Strategic Asset Allocation and Spending Plan:

- 1) Treasury Inflation Protection Securities (TIPS), Timber, Real Estate, Commodity Futures (via indexes of futures), and Emerging Market Debt as additional approved asset classes;
- 2) Revision of the Statement of Investment Objectives and Guidelines to accommodate the addition of the following approved asset classes:

Under the section "Investment Guidelines & Restrictions" and "Approved Asset Classes," add:

- ◆ *Treasury Inflation Protection Securities* and *Emerging Market Debt* (under "Fixed Income-Oriented Vehicles"),
 - ◆ *Timber, Real Estate, and Commodity Futures* (under the "Alternatives category"); and
- 3) Reduction of the small fraction spending plan rate from 4.5 percent to 4.0 percent effective June 30, 2005.

**UNIVERSITY OF WISCONSIN SYSTEM TRUST FUNDS
STRATEGIC ASSET ALLOCATION AND SPENDING PLAN REVIEW:
FINAL RECOMMENDATIONS**

EXECUTIVE SUMMARY

BACKGROUND

The single most significant decision in the investment process is that of asset allocation; that is, deciding how assets are to be allocated among the major investment categories (or asset classes). Studies indicate that well over 90 percent of a portfolio's return can be explained simply by its asset allocation. The strategic (policy) asset allocation for UW System Trust Funds' Long Term Fund should be viewed as the long-term, "equilibrium" asset class positions for the portfolio, positions that under normal conditions should best meet the Fund's liabilities (i.e., a reasonable spending rate, plus inflation and expenses). Decisions regarding the spending rate (i.e., the percentage of assets to be distributed for spending purposes each year), in conjunction with reasonable return expectations, also impact the sustainability of an endowment. Both the strategic asset allocation and spending plan are critical policies that the Business and Finance Committee has ultimate responsibility for. As such, both elements are to be periodically reviewed.

REQUESTED ACTION

Approval of Resolution I.2.d.(1).

DISCUSSION

A preliminary review of the strategic (or policy) asset allocation and spending plan for the UW System Trust Funds' Long Term Fund was provided to the Committee at its meeting of May 5, 2005; the attached report provides final recommendations. Specifically, the following additional asset classes are recommended for approved use: Treasury Inflation Protection Securities (TIPS), timber, commercial real estate, commodity futures (via indexes of futures), and emerging market debt. Also, the investment strategy referred to as *global tactical asset allocation* is strongly recommended for approval and adoption for a significant portion of the Fund's assets, namely, 25 percent of the portfolio. Further, it is recommended that the revised strategic asset allocations presented in the body of the report be approved. These strategic asset allocations, which include meaningful allocations to the additional asset classes, would apply to the portion of the Fund not dedicated to the global tactical asset allocation strategy (i.e., 75 percent of the Fund), or the entire Fund if this strategy is not adopted. Relative to the current strategic asset allocation, the recommended revisions should improve investment returns, lower absolute risk of loss and volatility of returns, provide greater diversification, and give the Fund a meaningful tilt towards inflation-hedging assets, important in a perpetual endowment setting where the liabilities are essentially "inflation-indexed." Finally, the asset allocation analyses conducted suggest that a reasonable annual target rate of return for the Fund is in the range of 7.5 to 7.75 percent

(excluding consideration of any additional return from active management). Assuming that some additional return can be achieved from active management efforts, after covering both expected inflation and expenses (together, approximately 4 percent), a spending distribution rate of 4.0 percent seems most prudent. As the rate is currently set at 4.5 percent, it is recommended that the rate be lowered to 4.0 percent effective with the June 30, 2005 distribution. This rate will better ensure that endowments are maintained into perpetuity and provide annual levels of support that grow with inflation.

RELATED REGENT POLICIES

Regent Policy 90-4 (and modifying resolutions): Small Fraction Spending Plan.

Regent Policy 91-11 (and modifying resolutions): Investment Objectives and Guidelines.

UNIVERSITY OF WISCONSIN SYSTEM TRUST FUNDS

Strategic Asset Allocation and Spending Plan Review: Final Recommendations

Introduction

At its meeting of May 5, 2005, the Business and Finance Committee considered a preliminary review of the *strategic* (or policy) *asset allocation* and *spending plan* for the UW System Trust Funds' Long Term Fund. This report provides specific, final recommendations. The *strategic asset allocation* should be viewed as the long-term, "equilibrium" or "normal" asset class positions for the portfolio, positions that under normal conditions should best meet the Fund's liabilities (i.e., a reasonable spending rate, plus inflation and expenses). The *spending plan* involves the setting of an annual distribution rate (currently at 4.5 percent) and how, or to what, this rate is to be applied (currently it is applied to the three-year moving average of the Fund's market value).

Also provided at the May 5th meeting, was a paper and presentation (by investment manager Grantham, Mayo, Van Otterloo & Co. LLC) suggesting that the investment strategy referred to as *global tactical asset allocation* has merit in the search for "alpha" or excess risk-adjusted returns. As the presented material and discussion indicated, this strategy involves making limited tactical shifts away from a strategic asset allocation, based on views that certain asset classes represent unusual, disequilibrium return potential in the shorter term. The strategy seeks to capitalize not only on perceived over- and undervaluations of individual securities, and sectors, etc., but of entire asset classes as well.

This report offers recommendations on and requests approval of the following:

- Additional asset classes.
- A newly-considered investment strategy (i.e., global tactical asset allocation) and the method of implementation.
- A revised strategic asset allocation, with acceptable ranges (minimum to maximum percentages) as well as exact percentage targets by asset class.
- A revised spending rate.

The more detailed discussion that follows considers each of these recommendations in turn.

Approval of Additional Asset Classes

Consistent with the conclusions drawn in the previous studies and reports supplied to the Business and Finance Committee, it is recommended that the following additional asset classes be approved for potential use within the Long Term Fund:

1. TIPS - Treasury Inflation Protection Securities (TIPS) are U.S. Treasuries that provide a fixed real rate of return; that is, a fixed return above the inflation rate. A real return is accomplished because both the interest payments received and the par/principal amount are adjusted by the rate of inflation (CPI-U is used as the inflation index). Therefore, both the coupon interest payments and the par/principal repayment at maturity grow with inflation over the life of the bond. TIPS can be considered a distinct asset class primarily because they react quite differently to a major economic factor: inflation. Whereas unexpected increases (decreases) in inflation cause stock and nominal bond prices to decline (rise), the

UNIVERSITY OF WISCONSIN SYSTEM TRUST FUNDS
Strategic Asset Allocation and Spending Plan Review: Final Recommendations

prices of TIPS will rise (decline). Therefore, not only is the expected risk/return profile of TIPS unique, but the correlations of their returns to the returns of other asset classes are quite low. In theory, since TIPS provide a guaranteed (known) real rate of return if held to maturity, they would seem to provide the lowest risk solution to the endowment spending rate dilemma. That is, if an endowment could simply live with paying out its real rate of return from a portfolio of TIPS each year, the principal value of the endowment would indeed grow with inflation as desired. Of course this real rate of return will vary over time and historically has averaged only around two percent. The trade-off for this reduced risk is possibly lower real returns than other asset classes and portfolio mixes might provide, especially over longer terms. The principal conclusion drawn from the research conducted on this asset class is that TIPS deserve a meaningful, dedicated allocation in an endowment portfolio, where inflation is a significant risk. (Note: Although current fixed income managers can and have used TIPS in their portfolios, the approval being requested here is that they be considered a distinct asset class and assigned a dedicated role in the Long Term Fund's strategic asset allocation.)

2. Timber - A timber investment consists of productive land and growing hardwood and/or softwood trees. These forests are either natural forests (generally hardwoods) or plantations (generally softwoods). Harvested timber, depending largely on the age, size and species of trees, can be used as pulp (e.g., for making paper products), "chip-n-saw" (e.g., for making plywood, oriented-strand board, and other engineered wood products), and mature "sawtimber" (e.g., for lumber, furniture). In theory, the primary source of return from timber investments should come from the actual biological growth of the trees during the holding period. Typical biological growth rates might range from four percent for hardwoods in the Eastern U.S. up to ten percent for softwoods. Additional return can come from changes in timber or wood product prices, and changes in the value of the underlying land (typically due to potential use for other purposes). If supply and demand for timber remain in relative equilibrium, wood and therefore timberland prices should keep pace with inflation, both expected and unexpected. The biological growth of the timber should therefore provide a healthy, desirable real return component. In addition to the inflation-hedging and real return capabilities of timber, the returns from this asset class have very low or even negative correlations with the returns from virtually all other asset classes. Although needing to be tempered by consideration of its illiquidity, timberland should have a place in a long term-oriented endowment portfolio.
3. Real Estate - Commercial, generally income-producing, real estate constitutes a unique and significant asset class available to institutional investors. Commercial properties that are bought, sold, and rented-out or leased fall into five broad categories: office, industrial (including warehouses), retail (such as power-center malls and strip-malls), hotels, and apartments. What are the characteristics of commercial real estate that make it a unique asset class worthy of consideration for a diversified investment portfolio? Real estate has both bond-like and equity-like qualities, suggesting that its risk/return profile should fall somewhere in between. The bond-like component is the net rental income, or *net operating income* (NOI), which constitutes a major, if not primary, source of return. In addition, at the end of the lease term or investment horizon, the property has a residual, equity-like value. It has been shown that real estate provides a partial hedge against inflation, expected and

UNIVERSITY OF WISCONSIN SYSTEM TRUST FUNDS
Strategic Asset Allocation and Spending Plan Review: Final Recommendations

unexpected, particularly via its residual valuation and return component. Furthermore, it has been shown that the returns from commercial real estate are subject to many factors quite distinct from those affecting other major asset classes, therefore providing low correlations with other assets and improved portfolio diversification. The dichotomy between the characteristics (returns, volatilities, and correlations) of private equity real estate and publicly-traded real estate investment trusts (REITs) remains troubling and apparently still not fully resolved. The strategic asset allocation being recommended suggests an allocation simply to “real estate;” it is anticipated, however, that the vehicle(s) eventually recommended will provide for a strong tilt towards private equity real estate.

4. Commodity Futures - A commodity represents a consumable or transformable asset that is indistinguishable from producer to producer and by consumer to consumer. Commodities are typically mined, extracted, or agriculturally-produced products, and many are used as raw materials in physical production processes. Commodities (and other real assets) provide a very beneficial hedge against unanticipated inflation in particular. Furthermore, commodity and capital asset (stock and bond) prices have been shown to react quite differently from one another (in an uncorrelated fashion) at various points in the business cycle. Commodities also generally react positively to major negative events (e.g., wars, natural disasters, terrorism, etc.) while financial assets react very negatively. In short, commodities have positive *event risk*, while financial assets have negative event risk. Commodities therefore provide much better downside protection. It has been shown that investing in *commodity futures*, rather than in the physical commodities themselves, provides the most economical way to gain exposure to the underlying commodities. Components of commodity futures returns will result from unexpected changes in spot prices (related to unexpected changes in inflation as well as unexpected supply/demand shocks), the underlying collateral yield (that should track and reflect expected changes in inflation), and the risk premium. As the first two components provide primarily an inflation-hedge, it is the risk premium that provides the real return component. Studies have shown show that this real return has historically been about 5 percent. Finally, it has been suggested that investing in *indexes of commodity futures* allows for an inexpensive means of investing passively in a diverse basket of the major commodities reflective of the entire asset class.
5. Emerging Market Debt – Emerging market debt represents bonds or other fixed income instruments issued by the governments, and to a much lesser extent the private corporations, of emerging market countries. Although this asset class has not yet been the subject of any detailed analyses or reports to support its consideration, approval to include this asset class is also being requested here. This is in anticipation of the fact that most providers of the global tactical asset allocation strategy, being recommended in the next section, utilize emerging market debt as one of their distinct asset classes. However, emerging market debt is not being recommended as part of the Long Term Fund’s strategic asset allocation at this time; should this be contemplated at a later date, the Business and Finance Committee will be presented with analysis to support such a recommendation before a commitment is made.

All of these recommended asset classes, with the exception of emerging market debt, can be classified as “real” or “inflation-protection” assets. A key characteristic of the “liabilities” of an endowment (for example, annual scholarship awards, professorships, research expenditures, etc.)

UNIVERSITY OF WISCONSIN SYSTEM TRUST FUNDS

Strategic Asset Allocation and Spending Plan Review: Final Recommendations

is that they grow with inflation. (They therefore differ from the liabilities that must be supported by most defined benefit pension plan, fixed annuities, and social security, etc., which unfortunately are not normally indexed to inflation.) Because of this, endowments should have a meaningful tilt towards assets that protect against inflation. Including the asset classes discussed above in the portfolio mix for the Long Term Fund will provide for such a tilt. Recommended specific target allocations, and ranges, to each of these new asset classes, as well as existing asset classes, are provided in a later section.

Approval of Investment Strategy

As it is structured today, the only way that the Long Term Fund can generate any excess risk-adjusted returns (“alpha”) is if the investment managers within their specific asset classes (and, in some cases, specific investment styles, such as growth or value) can do so, by consistently identifying and capitalizing on inefficiencies and mispricings of individual securities and/or sectors within those asset class-specific universes. *Global tactical asset allocation* provides for another potential source of adding alpha: in this case, identifying and capitalizing on valuation inefficiencies or relative mispricings between entire asset classes or markets. The crux of this strategy involves the following: some form of current valuation of asset classes or markets as a whole, determination of the “proper” risk-adjusted valuation (whether an “equilibrium” or average historical value, etc.), determination of the current level of over- or under-valuation and what this implies for expected returns going forward. Based upon relative levels of over-/under-valuation and expected future returns (for some period) among the asset classes/markets available, under- and over-weightings versus some strategic norm or benchmark are implemented. (This is no different than what an active long-only stock picker does, but he does it at the individual security level; the asset allocator does it at the asset class level.)

The analyses and presentations provided previously to the Business and Finance Committee gave compelling support for the use of such a strategy in a risk-controlled fashion. *Global tactical asset allocation* is therefore being recommended for approval, provided a capable manager(s) can be found to implement it. (As with any active management strategy, it is one thing to say that it is a plausible, viable strategy for adding value; it is often another to find managers that can successfully do it.) Furthermore, it is being recommended that the strategy be implemented by hiring a global asset allocation manager(s) who would be given a meaningful portion - specifically, 25 percent - of the Long Term Fund’s assets to manage (as opposed to other possible means of implementation, such as an “overlay” technique). Such a manager(s) would therefore likely be providing active management both within individual asset classes or markets and between asset classes. Desirable managers for this active asset allocation mandate will need to have all of the following characteristics: a strong, dedicated and utterly defensible conviction that it can be done successfully; a long and strong track record that supports this conviction; a sophisticated risk-control platform; strong global presence and expertise; strong active management expertise within individual asset classes and markets; and very bright people and leadership that reflect a strong cultural continuity.

Strategic Asset Allocation Recommendations

Given in Attachment 1 are final capital market assumptions (expected returns, volatilities, and correlations) that have been used for strategic asset allocation modeling purposes. Attachment 2

UNIVERSITY OF WISCONSIN SYSTEM TRUST FUNDS
Strategic Asset Allocation and Spending Plan Review: Final Recommendations

gives the recommended percentage targets by asset class as well as recommended ranges (minimum to maximum percentages). The use of permissible ranges will allow for the "ramping up" of exposure to new asset classes over time where it may be desirable or necessary, the "ramping down" of existing asset classes where it may be desirable, the eventual inclusion of already-approved asset classes that must still be more fully explored before commitment (e.g., hedge funds), etc. It will also provide for some limited tactical flexibility to stray from normal, target percentages. However, it is recommended that any deviation in excess of five percentage points from any target allocation be approved by the Business and Finance Committee. It is further anticipated that such limited deviations from target allocations would be generally consistent with positions held by the asset allocation manager(s).

A couple of important things should be noted when looking at the recommendations given in Attachment 2. First, the *strategic asset allocations* being recommended (columns three and four, with and without hedge funds as discussed later) would apply to the entire Fund *in the absence of any separate allocation to a global asset allocation manager(s)*. Therefore, if this investment strategy is not approved or used, these strategic allocations would be applied to the entire Fund.

Second, it should be noted that there are certain desirable "alternative" asset classes represented in the recommended long-term strategic asset allocations that would not likely be represented at all in the portion of the Fund given to a global asset allocation manager(s). Due largely to their illiquidity and/or unusual ownership structures, these would likely include private equity, direct real estate, timber, and commodity futures. Therefore, to maintain the desired strategic allocations to these asset classes for the Fund as a whole, the balance of the Fund outside of the global asset allocation component would require adjusted target allocations by asset class. (For example, if 7.5 percent of the entire Fund is to be in timber, and timber is not represented in 25 percent of the portfolio, then it must represent ten percent of the other 75 percent of the portfolio.) These adjusted allocations that would apply to the balance of the portfolio not in the global asset allocation component are given in columns five and six in Attachment 2.

Third, it should also be noted that for the allocation to investment grade fixed income, the recommendation is that this be made entirely to U.S. Treasuries rather than U.S. "aggregate bonds" (Treasuries, corporates, mortgage-backed securities, asset-backed securities, etc., as represented by the Lehman Aggregate Bond Index) as has heretofore been the case. Investment grade bonds overall do not provide opportunity for significant real return, they do not provide an inflation hedge, and they provide very little opportunity for alpha from active management; Treasuries (nominal coupon bonds, not TIPS) at least provide a significant hedge against *event risks* and therefore provide a diversification benefit that other fixed income cannot. This common-sense conclusion (adhered to by David Swenson, who runs Yale's endowment, among others) seemed to be supported by the asset allocation modeling conducted. (If this approach is adopted for the Long Term Fund, UW-Madison's Applied Securities Analysis Program would be a good candidate to run a simple, passive strategy here.)

Now to the issue surrounding hedge funds: although hedge funds were approved by the Business and Finance Committee in December 2002 as an additional "asset class" for up to a ten percent allocation, no investment has been made to date. Given further significant developments in the hedge fund world, particularly the enormous continued inflows of institutional money to this

UNIVERSITY OF WISCONSIN SYSTEM TRUST FUNDS
Strategic Asset Allocation and Spending Plan Review: Final Recommendations

space, Trust Funds staff has continued to delay the search for a dedicated provider of hedge funds (i.e., a hedge fund of funds manager(s)) to fill this mandate. For this reason, the suggested strategic asset allocations in Attachment 2 show allocations both with and without the previously approved ten percent allocation to hedge funds. Trust Funds staff expects to conduct and provide some further analysis of the hedge fund space before moving forward. It should be noted, however, that certain global asset allocation managers can provide access to their own firm’s hedge funds as part of their overall strategy. (GMO is one example. Their “Real Return Global Balanced Asset Allocation” fund currently has some 30 percent of its assets in their “Multi-Strategy” hedge fund of funds. If for example, 25 percent of the Long Term Fund was in this product, the Fund as a whole would currently have a 7.5 percent exposure to a hedge fund of funds.) If such products are recommended and utilized, the need or desire to select a dedicated hedge fund of funds provider may be partially or completely obviated. (It is important to keep in mind here that hedge funds are not actually an asset class; rather, they represent a class or classes of unique investment strategies.)

All in all, the recommended strategic asset allocations show marked improvements over the current portfolio and the current target portfolio (columns one and two). The recommended portfolios should exhibit substantially lower volatilities, roughly equivalent expected annual returns, and higher expected annualized compound returns over the longer term. As discussed in the preliminary asset allocation review paper, while mean-variance optimization has significant limitations, it can and does lend some quantitative support to what intuitively seems to make good sense. Here it suggests that the recommended allocation revisions are at least “pointing us in the right direction.”

Spending Rate Recommendation

The asset allocation analyses indicate that a reasonable target rate of return for the Long Term Fund, using some additional asset classes, while reducing risk below current levels, should be in the range of 7.5 to 7.75 percent. What plausible spending rates do these results suggest? The table below offers some conclusions.

| | |
|--|----------------------------|
| Achievable Return | 7.50 percent |
| Expected Excess Return (“Alpha”) | 1.00 percent |
| Expected Inflation (HEPI) | (3.25) percent |
| Investment & Administrative Expenses | <u>(0.75) percent</u> |
| <i>Implied Spending Rate – No Alpha Assumed</i> | <u>3.50 percent</u> |
| <i>Implied Spending Rate – Alpha Assumed</i> | <u>4.50 percent</u> |

Using the slightly more conservative return estimate of 7.5 percent and assuming no added value from active management efforts (“alpha”), a rate as low as 3.5 percent is suggested. Assuming that one percent alpha from active management can be consistently achieved, a spending rate of 4.5 percent is suggested, which is the rate currently being used. Realizing that there is considerable uncertainty in all the estimates given above (other than expenses), the recommendation is to err on the somewhat more conservative side. Therefore, it is

UNIVERSITY OF WISCONSIN SYSTEM TRUST FUNDS
Strategic Asset Allocation and Spending Plan Review: Final Recommendations

recommended that the spending distribution rate be reduced from 4.5 percent to 4.0 percent, effective as of the June 30th, 2005 distribution. Should actual experience prove more favorable, the excess net returns will effectively grow the principal base to which the rate is applied. As trustees and fiduciaries, the Board of Regents is entrusted with ensuring that gifted endowments last into perpetuity, providing the same if not higher level of support to benefiting institutions year after year. This recommendation is given with that responsibility in mind.

Next Steps

Should the recommendations be approved as presented, the search for various investment managers for existing and new asset classes and mandates should be able to move forward fairly quickly towards completion, as much work has already been done. Also, a formalized “investment policy statement” will be prepared. This important document will be distinct from the existing, more specific “investment guidelines” (which will require further revisions); it will delineate responsibilities of various parties, incorporate the approved asset classes, target asset allocations and ranges, the spending rate, and qualitative items such as overriding investment philosophies, beliefs, and expectations.

Attachment 1

| | EXPECTED ANNUAL RETURN | EXPECTED VOLATILITY | CORRELATIONS | | | | | | | | | | | | | | | | |
|-------------------------------------|------------------------|---------------------|-------------------------|-----------------------------|----------------------------|-------------------------------------|----------------------|-----------------|-------|-----------------|-------------------------|----------------------|-----------|----------------------------|------------------------------|----------------|-------------------------------|----------------|-------------------|
| | | | U.S. Large Cap Equities | U.S. Small/Mid Cap Equities | Non-U.S. Equities (Hedged) | Emerging Market Equities (Unhedged) | U.S. Aggregate Bonds | U.S. Treasuries | TIPS | U.S. High Yield | Non-U.S. Bonds (Hedged) | Emerging Market Debt | U.S. Cash | Public Real Estate (REITS) | Private Real Estate (Direct) | Private Equity | Hedge Funds (Non-Directional) | Managed Timber | Commodity Futures |
| U.S. Large Cap Equities | 8.25% | 15.0% | 1.00 | | | | | | | | | | | | | | | | |
| U.S. Small/Mid Cap Equities | 8.75% | 18.0% | 0.73 | 1.00 | | | | | | | | | | | | | | | |
| Non-U.S. Equities (Hedged) | 8.50% | 15.0% | 0.70 | 0.62 | 1.00 | | | | | | | | | | | | | | |
| Emerging Market Equities (Unhedged) | 11.00% | 23.0% | 0.63 | 0.66 | 0.66 | 1.00 | | | | | | | | | | | | | |
| U.S. Aggregate Bonds | 5.25% | 5.0% | 0.16 | 0.03 | -0.02 | -0.05 | 1.00 | | | | | | | | | | | | |
| U.S. Treasuries | 5.25% | 6.0% | 0.05 | -0.07 | -0.11 | -0.14 | 0.97 | 1.00 | | | | | | | | | | | |
| TIPS | 4.50% | 5.0% | -0.01 | -0.02 | 0.04 | 0.03 | 0.65 | 0.68 | 1.00 | | | | | | | | | | |
| U.S. High Yield | 7.25% | 10.0% | 0.49 | 0.55 | 0.44 | 0.50 | 0.26 | 0.14 | 0.14 | 1.00 | | | | | | | | | |
| Non-U.S. Bonds (Hedged) | 5.25% | 5.0% | 0.17 | 0.07 | 0.14 | 0.03 | 0.66 | 0.66 | 0.42 | 0.19 | 1.00 | | | | | | | | |
| Emerging Market Debt | 8.00% | 15.0% | 0.51 | 0.47 | 0.61 | 0.65 | 0.27 | 0.20 | 0.28 | 0.47 | 0.32 | 1.00 | | | | | | | |
| U.S. Cash | 3.75% | 0.5% | 0.04 | -0.06 | -0.06 | -0.14 | 0.13 | 0.12 | -0.07 | -0.06 | 0.16 | -0.08 | 1.00 | | | | | | |
| Public Real Estate (REITS) | 7.50% | 13.0% | 0.35 | 0.51 | 0.27 | 0.33 | 0.18 | 0.13 | 0.24 | 0.36 | 0.18 | 0.34 | -0.12 | 1.00 | | | | | |
| Private Real Estate (Direct) | 7.00% | 10.0% | 0.25 | 0.24 | 0.14 | 0.14 | 0.28 | 0.25 | 0.19 | 0.2 | 0.23 | 0.2 | 0.15 | 0.4 | 1.00 | | | | |
| Private Equity | 12.50% | 30.0% | 0.57 | 0.90 | 0.54 | 0.62 | -0.01 | -0.10 | -0.01 | 0.55 | 0.01 | 0.43 | -0.12 | 0.39 | 0.16 | 1.00 | | | |
| Hedge Funds (Non-Directional) | 5.75% | 5.0% | 0.36 | 0.49 | 0.37 | 0.41 | 0.12 | 0.05 | 0.17 | 0.53 | 0.16 | 0.44 | 0.16 | 0.32 | 0.19 | 0.52 | 1.00 | | |
| Managed Timber | 8.50% | 12.5% | 0.35 | 0.35 | 0.29 | 0.28 | 0.22 | 0.22 | 0.20 | 0.21 | 0.05 | 0.28 | 0.00 | 0.19 | 0.17 | 0.33 | 0.25 | 1.00 | |
| Commodity Futures | 7.25% | 15.0% | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.00 |

Attachment 2

| | | | Recommended Allocation for Entire Fund Assuming No Allocation to GTAA ¹ | | Recommended Allocation for Balance of Fund Assuming 25% Allocation to GTAA ² | | Recommended Ranges |
|--|------------------------------|-----------------------------|--|---------------------|---|---------------------|-----------------------|
| | Current Current Portfolio | Current Target Portfolio | Without Hedge Funds | With Hedge Funds | Without Hedge Funds | With Hedge Funds | |
| <u>Growth Assets/Strategies</u> | | | | | | | |
| U.S. Large Cap Equities | 33.1% | 25.0% | 15.0% | 15.0% | 12.5% | 12.5% | 10-40% |
| U.S. Mid/Small Cap Equities | 21.1% | 20.0% | 10.0% | 10.0% | 8.5% | 8.5% | 0-25% |
| Non-U.S. Equities (Hedged) | 12.1% | 10.0% | 10.0% | 10.0% | 8.5% | 8.5% | 5-30% |
| Emerging Market Equities (Unhedged) | 12.1% | 10.0% | 10.0% | 10.0% | 8.5% | 8.5% | 0-20% |
| Private Equity | 2.4% | 10.0% | 10.0% | 10.0% | 13.0% | 13.0% | 0-15% |
| U.S. High Yield Debt | - | 5.0% | 5.0% | 5.0% | 4.0% | 4.0% | 0-15% |
| Emerging Market Debt | - | - | - | - | - | - | 0-15% |
| <u>Risk Reduction Assets/Strategies</u> | | | | | | | |
| U.S. Cash | - | - | - | - | - | - | 0-20% |
| U.S. Treasuries | - | - | 10.0% | - | 8.5% | - | 0-75% |
| U.S. Aggregate Bonds | 19.2% | 10.0% | - | - | - | - | 0-75% |
| Non-U.S. Bonds (Hedged) | - | - | - | - | - | - | 0-30% |
| Hedge Funds ("Absolute Return") | - | 10.0% | - | 10.0% | - | 8.5% | 0-20% |
| <u>Real, Inflation Protection Assets/Strategies</u> | | | | | | | |
| TIPS | - | - | 7.5% | 7.5% | 6.5% | 6.5% | 0-75% |
| Real Estate ³ | - | - | 7.5% | 7.5% | 10.0% | 10.0% | 0-15% |
| Timber | - | - | 7.5% | 7.5% | 10.0% | 10.0% | 0-15% |
| Commodities (Futures) | - | - | 7.5% | 7.5% | 10.0% | 10.0% | 0-15% |
| Expected Average Annual Return | | | | | | | |
| | 8.24% | 8.48% | 8.24% | 8.29% | | | |
| Risk (annualized standard deviation) | | | | | | | |
| | 12.35% | 12.85% | 10.27% | 10.54% | | | |
| Annualized Compound Return⁴ | | | | | | | |
| | 7.48% | 7.65% | 7.71% | 7.73% | | | |

¹ GTAA = global tactical asset allocation strategy

² In order to maintain the desired allocations for the Fund as a whole to asset classes not represented in the GTAA portion, the asset class allocations shown below would apply to the balance of the portfolio, which would be subject to the chosen strategic asset allocation. The asset allocations shown here may need to change depending on the GTAA product(s) chosen, but the concept will remain the same. Asset classes assumed as not represented in the GTAA portion for this exercise are: Private Equity, Private Real Estate, Timber, and Commodity Futures.

³ Allocation to real estate may be some combination of private and public, but tilted towards private.

⁴ Annualized compound return (geometric mean) = average annual return (arithmetic mean) - 1/2 (standard deviation)².

UW System Trust Funds
Acceptance of Bequests

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon the recommendation of the President of the University of Wisconsin System and the Chancellors of the benefiting University of Wisconsin institutions, the bequests detailed on the attached list be accepted for the purposes designated by the donors, or where unrestricted by the donors, by the benefiting institution, and that the Trust Officer or Assistant Trust Officers be authorized to sign receipts and do all things necessary to effect the transfers for the benefit of the University of Wisconsin.

Let it be herewith further resolved, that the President and Board of Regents of the University of Wisconsin System, the Chancellors of the benefiting University of Wisconsin institutions, and the Deans and Chairs of the benefiting Colleges and Departments, express their sincere thanks and appreciation to the donors and their families for their generosity and their devotion to the values and ideals represented by the University of Wisconsin System. These gifts will be used to sustain and further the quality and scholarship of the University and its students.

**UW SYSTEM TRUST FUNDS
ACCEPTANCE OF BEQUESTS OVER \$50,000**

EXECUTIVE SUMMARY

BACKGROUND

Regent policy provides that individual bequests of \$50,000 or more will be brought to the Business and Finance Committee so that they can, via resolution, be formally accepted and recognized by the President, Board, and appropriate Chancellor if to a specific campus. The resolution of acceptance, recognition, and appreciation will then be conveyed, where possible, to the donor, the donor's family, and other interested parties.

REQUESTED ACTION

Resolution accepting and recognizing new bequests of \$50,000 or more.

DISCUSSION

Details of new bequests of \$50,000 or more that have been or will be received by UW System Trust Funds on behalf of the Board of Regents are given in the attachment to the resolution.

RELATED REGENT POLICIES

Resolution 8559, June 7, 2002 - Process for Presenting and Reporting Bequests

1. Paula Ann McCarty Estate

Ms. McCarty's Will states the following: "...I give, devise, and bequeath all of my property...to the College of Letters and Science at the University of Wisconsin in Madison, Wisconsin, or any successor named college at the University of Wisconsin, absolutely and in fee simple."

Unfortunately, the only information obtained so far about this generous benefactor's connection to the University of Wisconsin-Madison is that she received her B.S. degree in Sociology there in 1954. Ms. McCarty was not married and had no children or siblings; she is survived only by cousins.

(UW-Madison is expected to receive approximately \$3.3 million from this estate.)

2. William T. Comstock Trust

The will of William T. Comstock states the following: "Upon termination of the continued trust at the end of the period provided in Paragraph FOURTH B, or at my wife's death if she survives me by more than twenty years, whatever then remains in the trust, principal and undistributed income, (being the residue of my Estate) shall be paid, assigned and distributed as follows: 1. To the University of Wisconsin as a fund to be known as the 'William T. and Mary Leone Comstock Scholarship Fund' the income to be used for scholarships, on either a loan or a grant basis, as the University may determine, with preference, if reasonably possible, being given to students who are graduates of Columbia County high schools enrolled at the University of Wisconsin."

It should also be noted that since the death of William's wife Mary in 1984, the University of Wisconsin-Madison has been a 20-year beneficiary of 36 percent of the income from the William T. Comstock Trust. These monies provided support to the following funds: the Willard G. Bleyer Journalism Scholarship Fund, the Comstock Journalism Scholarship Fund, the Comstock Scholarship Fund in Conservation, and the Comstock Research Fund in Conservation. With the distribution of the residue of the trust, these funds will receive no further income distributions.

Mr. Comstock received his B.A. in Journalism from the University of Wisconsin-Madison in 1921. He was a journalist for a newspaper in Portage, Wisconsin for many years and had also owned a radio station there for a time. William was also very involved with the Boy Scouts of America for years.

(UW-Madison has received approximately \$340,000 from this trust.)

3. George K. Nitz and Trel Tator Nitz Family Trust

The trust document states the following: "Twenty percent (20%) of this one-half (1/2) share of the residue shall be distributed to the UNIVERSITY OF WISCONSIN SCHOOL OF MEDICINE."

Mr. Nitz, born and raised in Green Bay, Wisconsin, received his undergraduate degree in Zoology from the University of Wisconsin-Madison in 1950 and his M.D. from the Medical School in 1954.

George went on to join the military where he served as a flight surgeon for many years, specializing

in surgery of the eye.

(UW-Madison has received a partial distribution of approximately \$200,000 from this trust.)

4. Helen W. Klingler Charitable Foundation

The trust document governing the Klingler Charitable Foundation states the following: “After the death of Donor all income accruing thereafter from this trust shall be paid annually to the above named educational and charitable institutions in the following proportions: ...Twenty-five percent (25%) to the University of Wisconsin Medical School, Madison, Wisconsin, for research work, in memory of Donor’s father, Sylvester B. Way.”

Neither Helen Klingler nor her father Sylvester B. Way, in whose memory the bequest was made, were University of Wisconsin alumni; rather, Helen, a graduate of Vassar College, was a long-time generous philanthropist to a variety of charitable institutions, many of them located in Milwaukee. Her obituary in the Milwaukee Journal Sentinel noted that “she was one of the top three all-time individual donors to Marquette University.” Her father, Sylvester B. Way, had been the long-time head of a former major Wisconsin utility company, the Milwaukee Electric Railway and Light Company, to which he was named president in October 1925. By all accounts, Mr. Way was a self-made man, receiving his technical training on a scholarship at the then-new Drexel Institute in Philadelphia and beginning his career with utilities as an electrician at a St. Louis power company.

The Medical School has used the initial funding to establish the Sylvester B. Way Memorial Research Fund. Funds will be used for general medical research in memory of Mr. Way.

(UW-Madison will receive approximately \$20,000 per year from this foundation into perpetuity, equating to an endowment of approximately \$500,000.)

I.3. Physical Planning and Funding Committee

Thursday, June 9, 2005
University of Wisconsin-Milwaukee
Wisconsin Room, Union

11:00 a.m. All Regents

- The Equity Scorecard: An Institutional Strategy to Achieve Equity and Excellence
- Biennial Budget Update

12:30 p.m. Lunch

1:30 p.m. Physical Planning and Funding Committee Meeting - Union - E260

- a. Approval of the Minutes of the May 5, 2005 Meeting of the Physical Planning and Funding Committee
- b. UW-Milwaukee Presentation: Addressing Academic, Programmatic, and Housing Needs on the University of Wisconsin-Milwaukee Campus - An Update on the Lapham Hall, Klotsche Center, and Kenilworth Projects
- c. UW-Madison: Renaming of the Laboratory of Limnology Building the "Arthur D. Hasler Laboratory of Limnology"
[Resolution I.3.c.]
- d. UW-Whitewater: Land Exchange with Fairhaven Retirement Community
[Resolution I.3.d.]
- e. UW System: Facility Maintenance and Repair Project
[Resolution I.3.e.]
- f. Report of the Assistant Vice President
 - Building Commission Actions
 - 2005-07 Capital Budget Update
 - Other
- x. Additional items which may be presented to the Committee with its approval
- z. Closed session to consider personal histories, as permitted by s.19.85(1)(f) *Wis. Stats.*, related to the naming of a facility at UW-Madison

Authority to Rename the Laboratory of
Limnology Building the "Arthur D. Hasler
Laboratory of Limnology", UW-Madison

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to rename the Laboratory of Limnology building, located at 680 North Park Street, the "Arthur D. Hasler Laboratory of Limnology".

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2005

1. Institution: The University of Wisconsin–Madison
2. Request: Requests authority to rename the Laboratory of Limnology building, located at 680 North Park Street, the "Arthur D. Hasler Laboratory of Limnology".

The naming was proposed by the Center for Limnology. This request has been reviewed by the dean of the College of Letters and Science, the provost, and chancellor, and has been approved at the campus level.

3. Justification: This request is in accordance with the University of Wisconsin Board of Regents policy 96-1 which requires that every request to name a facility after a person be brought to the Physical Planning and Funding Committee for discussion in closed session at least one month before requesting formal action by the Board of Regents. A proposal to rename the Laboratory of Limnology building after Newell J. Smith was discussed in closed session by the Board of Regents in May 2005.
4. Biographical Information: Arthur D. Hasler passed away on March 23, 2001, having been a member of the UW-Madison scholarly community for 41 years. He earned his bachelor's degree at Brigham Young University in 1932 and his Ph.D. from the University of Wisconsin-Madison in 1937 under the guidance of Chancey Juday and E.A. Birge. He joined the UW-Madison faculty as an instructor in 1937. He was a research analyst for the U.S. Air Force Strategic Bombing Survey while stationed in Germany during 1945. He rose to the rank of professor in 1949, served as chair of the Zoology Department during 1953 and 1955-57, and retired in 1978.

Professor Hasler was a pioneer in developing the science of limnology and one of the preeminent ecologists of the twentieth century. His broad interests included zoology, limnology, ecology, fishery biology, and conservation biology. His publication record spans a period of 50 years and includes authorship or co-authorship of more than 200 scientific publications as well as contributions as author or editor of seven books. A total of 52 doctoral degrees and 43 masters degrees were conducted under his supervision. He was elected to the National Academy of Sciences in 1969. At that time, he was one of only three ecologists to have received this prestigious honor.

During his 41 years as a member of the faculty at UW-Madison, Professor Hasler taught a wide range of courses. In each he expressed the philosophy that a breadth of knowledge should be the goal of a student's time at the university. At most universities, limnology is taught as an advanced course to a modest enrollment, many of whom will

pursue careers in the discipline. Hasler was firmly convinced that understanding the science of freshwater systems was important to any Wisconsin student and organized a limnology course to attract students at an intermediate level. The result was a course that consistently enrolled more than 100 undergraduates. In addition, he was a strong advocate of interdisciplinary degree programs. He was one of the founders of the cross-college undergraduate degree in Biological Aspects of Conservation, the graduate program in Water Resources Management and the graduate program in Limnology and Marine Sciences.

Dr. Hasler's research interests were diverse. He is best known for his seminal work on the role of olfaction in the homing behavior of salmon. He is widely recognized as a pioneer in experimental limnology, conducting one of the first whole-ecosystem manipulative studies of lakes based on rigorous experimental design. His work on land-water interactions focused on agricultural practices and their effects on water quality in Lake Mendota through the process of "cultural eutrophication." That work became a scientific cornerstone of efforts to reduce nutrient loading to the Madison lakes. In each of his research pursuits and those of his students, he emphasized the theme that research work was not done until its application to society was clearly presented.

Hasler's legacy also includes major successes in building institutional infrastructure. In 1963, he secured grants from the National Science Foundation that built the Laboratory of Limnology on the Madison campus. In 1968, he secured NSF funds that built the Trout Lake Biological Station in Vilas County. These facilities now serve as the logistic support base for research and teaching activities conducted on the Madison campus and the Northern Highlands lake district.

Beyond his contributions to the UW-Madison campus, Hasler was a Fulbright scholar at the Max Planck Institute in Germany during 1954-55 and a visiting professor at Finland's University of Helsinki in 1963-64. He was elected to the Societas Zoologica Botanica Fennica in 1966, the American Academy of Arts and Sciences in 1972, the Royal Netherlands Academy of Science in 1976 and the Wisconsin Academy of Sciences, Arts and Letters in 1988. He received 10 distinguished scientist awards including the Award of Excellence from the American Fisheries Society in 1977, the Distinguished Service Award from the American Institute of Biological Sciences in 1980, and the Outstanding Achievement Award for 1993 from the American Institute of Fishery Research Biologists. He served as President of the American Society of Limnology and Oceanography in 1951, the Ecological Society of America in 1961, the International Society for Ecology during 1967-74, and the American Society of Zoologists in 1971. He received honorary D. Sc. degrees from Memorial University of Newfoundland (1967) and Miami University of Ohio (1988). He was a founder of the Institute of Ecology, served as its director during 1971-74 and organized the First Congress of the International Association for Ecology held in the Hague in 1974. He served as an exchange scholar sent by the National Academy of Sciences to China during 1983 and to the Soviet Union in 1986. His sustained commitment to scholarly exchange and as tireless "statesman of science" were recognized in 1992 when he was awarded the Naumann-Thienemann Medal, the highest honor offered by the International Association

of Theoretical and Applied Limnology.

Dr. Hasler is survived by a large extended family including his wife, Hatheway and six children. Hatheway and two of his children, Mark and Karl, reside in the Madison area.

In recognition of this remarkable career and lifelong commitment to the UW-Madison, we request that Laboratory of Limnology be named the "Arthur D. Hasler Laboratory of Limnology".

5. Previous Action: A proposal to rename the Laboratory of Limnology building after Arthur D. Hasler was discussed in closed session at the May 2005 Board of Regents meeting.

Authority to Exchange Land with Fairhaven
Retirement Community, UW-Whitewater

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Whitewater Chancellor and the President of the University of Wisconsin System, authority be granted to: (a) exchange 2.41 acres of land in Jefferson County owned by the Board of Regents, for 2.79 acres of adjacent land owned by Fairhaven Retirement Community, and (b) adjust the campus boundary accordingly. The variance in acreage equalizes appraised values so no money will change hands in this transaction. Both parcels are vacant former agricultural land.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2005

1. Institution: The University of Wisconsin-Whitewater
2. Request: Requests authority to: (a) exchange 2.41 acres of land in Jefferson County owned by the Board of Regents, for 2.79 acres of adjacent land owned by Fairhaven Retirement Community, and (b) adjust the campus boundary accordingly. The variance in acreage equalizes appraised values so no money will change hands in this transaction. Both parcels are vacant former agricultural land. (See location maps attached.)
3. Description and Scope of Project: Fairhaven Retirement Community would like to construct a residential retirement community on 56 acres of land adjacent to property owned by the Board of Regents that is part of the recreation and nature preserve area on the northeast corner of UW-Whitewater campus. The parcel transferred to Fairhaven will be used to create a limited access roadway into a new retirement community to meet emergency access requirements of the city of Whitewater. The parcel transferred to the university will be added to the contiguous recreation and nature preserve area to replace land transferred to Fairhaven. Additionally, Fairhaven will provide a 60 foot wide easement and small parking area to permit more direct access to the interior of the university's recreation and nature preserve area. Interconnecting multi-use paths are also being planned between the university, Fairhaven, and the city of Whitewater.

A Phase I Environmental Assessment indicates the Fairhaven property does not present any environmental concerns.

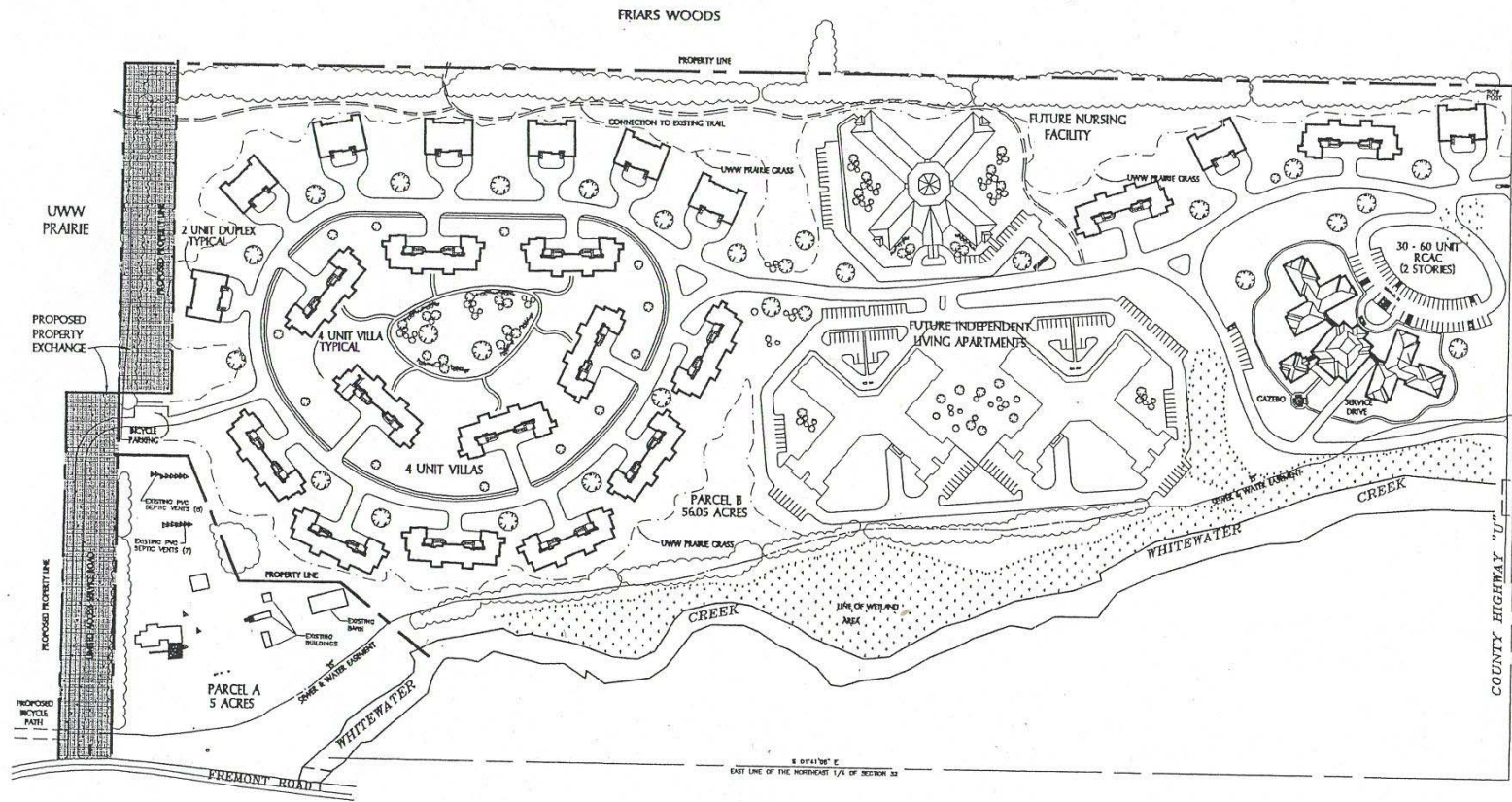
4. Justification of the Request: The exchange of lands benefits both the university and Fairhaven Retirement Community. The university will benefit by being assured the adjacent property will be used in a manner compatible with and complimentary to university goals, and gaining an additional access point to the recreation and nature preserve area. In fact, the recreation and nature preserve area will be expanded by approximately four-tenths of an acre. Further, the access easement and small parking area will provide better access for the university to the interior of its property. The additional acreage and access easement are necessary to help equalize appraised parcel values because the parcel the university will receive does not have direct access from Fremont Road while the parcel being conveyed to Fairhaven has direct access from Fremont Road.

Fairhaven benefits by having land with direct access to Fremont Road thus allowing secondary access to its development as required by the city of Whitewater. The city of Whitewater requires Fairhaven to provide a secondary emergency entrance/egress for the new retirement development before annexation to the city and the issuance of building permits. Primary access to the development is from CTH U on the north. The only viable

secondary access point is from Fremont Road across land currently owned by the Board of Regents. The only other secondary access opportunity involves construction of a bridge to cross the Whitewater Creek flood plain. Exchanging lands with the Board of Regents will be a more cost effective and environmentally friendly method of providing the secondary access to the retirement development.

Fairhaven Retirement Community is a well-established entity in the Whitewater community and operates a very large senior living facility. The new development is in response to an aging population that desires various types and levels of independent and assisted living facilities. The location is ideal for this type of facility.

5. Budget: Not applicable.
6. Previous Action: None.



**PDG
DESIGN
GROUP**

A DIVISION OF PDG MIDWEST, INC.
700 WALNUT RIDGE DRIVE
HARTLAND, WISCONSIN 53019
TEL. 262-367-7770 FAX. 262-367-7761

ARCHITECTURE
PLANNING
INTERIOR DESIGN

PROJECT
**FAIRHAVEN
SITE
MASTER PLAN**

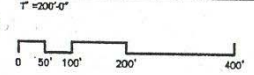
WHITWATER
WISCONSIN

REVISIONS

| | |
|-------------|---------|
| PROJECT NO. | DATE |
| 2037 | 7-16-03 |
| DRAWN BY | CHECKED |
| RL | RLG |



PROPOSED MASTER SITE PLAN



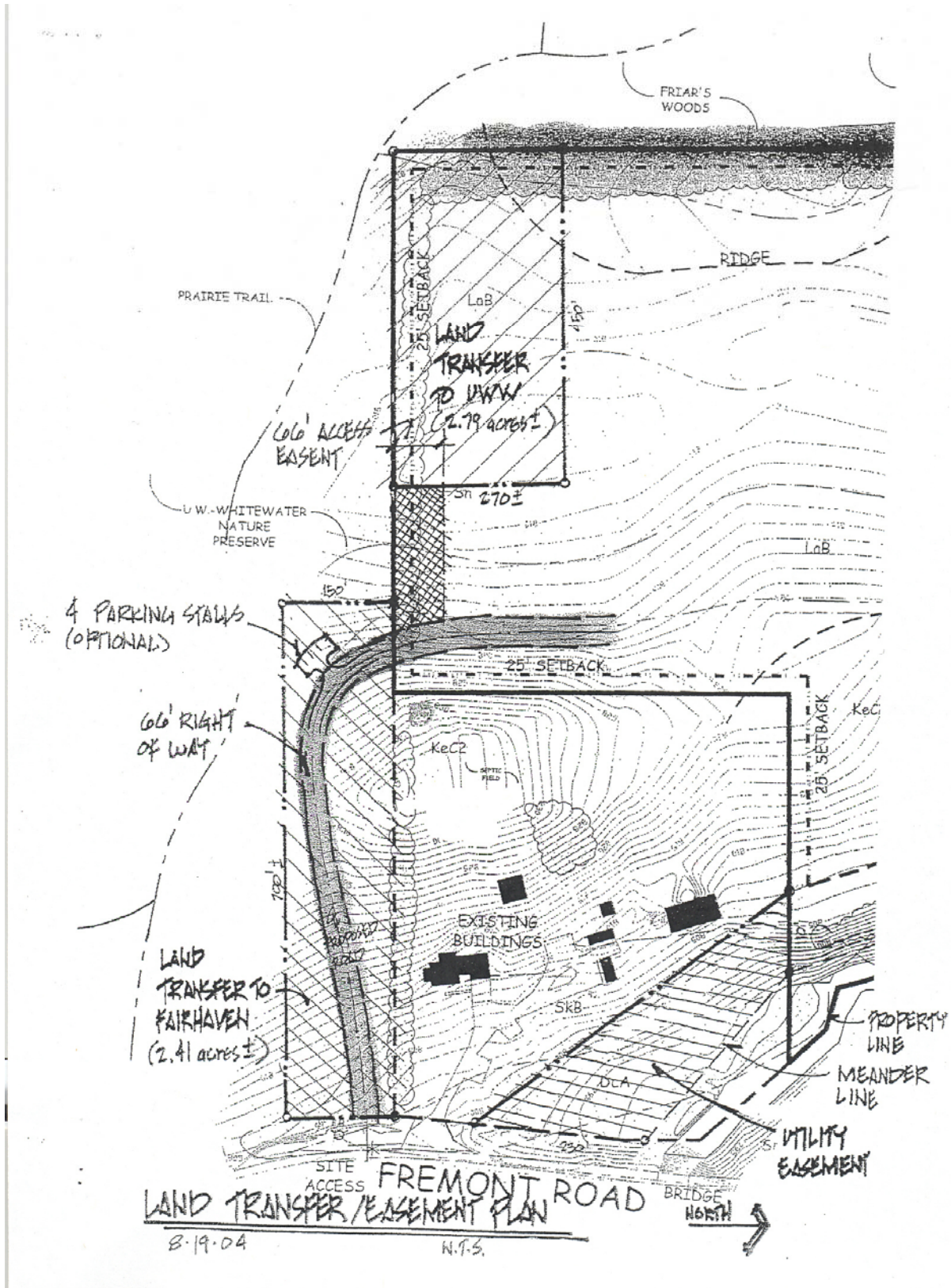
| SENIOR CAMPUS COMPONENTS | |
|----------------------------------|-----------|
| RCAC | 60 UNITS |
| FUTURE INDEPENDENT LIVING APARTS | 120 UNITS |
| FUTURE CARE WINGS | 40 UNITS |
| 4 UNIT VILLAS | 56 UNITS |
| DUPLEX UNITS | 16 UNITS |

PROPOSED UWW PROPERTY EXCHANGE:
68,382.5 SQ. FT. (1.6 ACRES)

SHEET TITLE
**PROPOSED
MASTER PLAN**

SHEET NUMBER
copyright © 2003

C120



Authority to Construct a Facility Maintenance and
Repair Project, UW System

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the President of the University of Wisconsin System, authority be granted to construct an Arey Hall Elevator Installation project at an estimated total cost of \$448,000 Program Revenue Supported Borrowing – Facilities Maintenance and Repair.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2005

1. Institution: The University of Wisconsin System
2. Request: Requests authority to construct an accessibility improvement project at an estimated total cost of \$448,000 Program Revenue Supported Borrowing – Facilities Maintenance and Repair.

FACILITIES MAINTENANCE & REPAIR

| INST | PROJ. NO. | PROJECT TITLE | GFSB | PRSB | PR CASH | GIFT/GRANT | BTF | TOTAL |
|------------------|-----------|---------------------|------|------------|---------|------------|------|------------|
| WTW | 05E1N | Arey Hall Elev Inst | \$ - | \$ 448,000 | \$ - | \$ - | \$ - | \$ 448,000 |
| FM&R SUBTOTALS | | | \$ - | \$ 448,000 | \$ - | \$ - | \$ - | \$ 448,000 |
| | | | GFSB | PRSB | PR CASH | GIFT/GRANT | BTF | TOTAL |
| JUNE 2005 TOTALS | | | \$ - | \$ 448,000 | \$ - | \$ - | \$ - | \$ 448,000 |

3. Description and Scope of Project: This request constructs an accessibility improvement project through the All Agency Projects Program.

Facilities Maintenance and Repair Requests

WTW – Arey Hall Elevator Installation (\$448,000): This project constructs a 5-stop hydraulic passenger elevator addition to Arey Hall, a four-story 234-bed residence hall. Project work includes constructing the elevator shaft alongside the exterior wall with penetrations at each level, allowing access to the existing corridor system and providing elevator service to all floors including the basement. The new elevator and controls will meet all ADA accessibility requirements.

Part of the UW-Whitewater mission includes diversification of the student body and a special mission to meet the needs of persons with disabilities. Students and guests with disabilities can participate fully in residence life programs only if they have access to the alternative housing programs offered in the various residence halls. Options currently include single gender floors, co-ed floors, unique room amenities, academic enrichment facilities, and upperclassmen floors. Fully accessible residence halls provide the same options to all students and allow access to all building services, such as the laundry room, vending machines, and lounges.

This project transforms Arey Hall into a fully accessible residence hall and continues a campus effort to make more residence halls accessible. Arey Hall becomes the sixth of fourteen accessible residence halls. The elevator will also be used to assist with freight delivery, maintenance, and custodial tasks.

4. Justification of the Request: UW System Administration and Division of State Facilities continue to work with each institution to develop a comprehensive campus physical development plan, including infrastructure maintenance planning. After a thorough review of approximately 250 All Agency Project proposals and 520 infrastructure planning issues submitted, and the UW All Agency Projects Program funding targets set by the Division of State Facilities (DSF), this request represents high priority University of Wisconsin System infrastructure maintenance, repair, renovation, and upgrade needs. This request focuses on existing facilities and utilities, targets the known maintenance needs, and addresses outstanding health and safety issues.

5. Budget:

\$ 448,000 PRSB – Utilities Repair and Renovation
\$ 448,000 Total Funding Request

6. Previous Action: None.

REVISED

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

June 10, 2005

9:00 a.m.

UW-Milwaukee Union

Wisconsin Room

9:00 a.m.

AGENDA

1. Calling of the roll
2. Approval of the minutes of the May 6, 2005 meeting
3. Resolutions of Appreciation
 - a. Resolution of Appreciation: Chancellor Jack Miller
 - b. Resolution of Appreciation: Regent Beth Richlen
 - c. Resolution of Appreciation: Regent Jose Olivieri
 - d. Resolution of Appreciation: Regent President Toby Marcovich
4. Report of the President of the Board
 - a. Report on the May 24, 2005, meeting of the Wisconsin Technical College System Board
 - b. Report on the June 8, 2005, meeting of the Hospital Authority Board
 - c. Additional items that the President of the Board may report or present to the Board
5. Report of the President of the System
 - a. UW-Milwaukee Presentation: UW-Milwaukee's Research Agenda – Partnerships Advancing Academics and Economic Development
 - b. Additional items that the President of the System may report or present to the Board
6. Report of the Physical Planning and Funding Committee
7. Report of the Business and Finance Committee
8. Report of the Education Committee
9. Additional resolutions
 - a. Resolution of Appreciation to UW-Milwaukee for hosting the June meetings

10. Communications, petitions, memorials
11. Unfinished or additional business
 - a. Distribution of Regent Meeting Improvement Survey
12. Election of Officers of the Board of Regents
13. Recess into closed session to consider appointment of a chancellor for UW-Whitewater and to consider annual personnel evaluations, as permitted by s.19.85(1)(c), *Wis. Stats*, to confer with legal counsel concerning pending or potential litigation, as permitted by s.19.85(1)(g), *Wis. Stats*, to consider personal histories related to naming of a facility at UW-Madison, as permitted by s.19.85(1)(f), *Wis. Stats*, and to consider a salary adjustment for a faculty member at UW-Madison, as permitted by s.19.85(1)(c), *Wis. Stats*.

The closed session may be moved up for consideration during any recess called during the regular meeting agenda. The regular meeting will reconvene in open session following completion of the closed session.

**Board of Regents of
The University of Wisconsin System**

Meeting Schedule 2005-06

2005

January 6 and 7 (cancelled, circumstances permitting)

February 10 and 11

March 10 and 11

April 7 and 8

May 5 and 6 (UW-Stout)

June 9 and 10 (UW-Milwaukee)
(Annual meeting)

July 7 and 8 (UW-Madison Arboretum)

August 18 and 19
(Cancelled, circumstances permitting)

September 8 and 9 (UW-Extension)

October 6 and 7

November 10 and 11

December 8 and 9

2006

January 5 and 6 (cancelled, circumstances permitting)

February 9 and 10

March 9 and 10

April 6 and 7 (UW-Green Bay)

May 4 and 5

June 8 and 9 (UW-Milwaukee)
(Annual meeting)

July 6 and 7 (cancelled, circumstances permitting)

August 17 and 18

September 7 and 8

October 5 and 6 (UW-Platteville)

November 9 and 10

December 7 and 8

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

President - Toby E. Marcovich
Vice President - David G. Walsh

STANDING COMMITTEES

Executive Committee

Toby E. Marcovich (Chair)
David G. Walsh (Vice Chair)
Mark J. Bradley
Elizabeth Burmaster
Jose A. Olivieri
Jesus Salas

Business and Finance Committee

Mark J. Bradley (Chair)
Eileen Connolly-Keesler (Vice Chair)
Charles Pruitt
Gerard A. Randall
Peggy Rosenzweig

Education Committee

Jose A. Olivieri (Chair)
Elizabeth Burmaster (Vice Chair)
Roger E. Axtell
Danae D. Davis
Gregory L. Gracz
Beth Richlen

Physical Planning and Funding Committee

Jesus Salas (Chair)
Milton McPike
Brent Smith

Personnel Matters Review Committee

Danae D. Davis (Chair)
Roger E. Axtell
Jose A. Olivieri
Gerard A. Randall

Committee on Student Discipline and Other Student Appeals

Charles Pruitt (Chair)
Milton McPike
Brent Smith
Beth Richlen

OTHER COMMITTEES

Liaison to Association of Governing Boards

Hospital Authority Board - Regent Members

Roger E. Axtell (Vice Chair)
Charles Pruitt
Peggy Rosenzweig

Wisconsin Technical College System Board

Peggy Rosenzweig, Regent Member

Wisconsin Educational Communications Board

Eileen Connolly-Keesler, Regent Member

Higher Educational Aids Board

Gregory L. Gracz, Regent Member

Research Park Board

Mark J. Bradley, Regent Member

Teaching Excellence Awards

Danae D. Davis (Chair)
Charles Pruitt
Beth Richlen
Jesus Salas

Academic Staff Excellence Awards Committee

Brent Smith (Chair)
Milton McPike
Jose A. Olivieri

Public and Community Health Oversight and Advisory Committee

Patrick Boyle, Regent Liaison

Regent Meeting Improvement Committee

Eileen Connolly-Keesler (Chair)
Roger E. Axtell
Michael Falbo
Charles Pruitt

Special Regent Committee for UW-Whitewater Chancellor Search

Roger E. Axtell (Chair)
Milton McPike
Peggy Rosenzweig
Brent Smith

Special Regent Committee for UW-Eau Claire Chancellor Search

Peggy Rosenzweig (Chair)
Eileen Connolly-Keesler
Charles Pruitt
Jesus Salas

Special Regent Committee for UW-Colleges and UW-Extension Chancellor Search

Danae D. Davis (Chair)
Mark J. Bradley
Elizabeth Burmaster
Milton McPike