

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Madison, Wisconsin

Held in Room 1820 Van Hise Hall
Friday, September 10, 1993
9:00 a.m.

- President Steil presiding -

PRESENT: Regents Benson, Budzinski, Davis, Dreyfus, Flores,
Gelatt, Grebe, Gundersen, Hempel, Hirsch, Krutsch,
Lubar, Nicholas, Schilling, and Steil

ABSENT: Regents Barry and Lyon

President Steil reported that Regent Lyon was unable to attend the meeting because of attendance at an out-of-state funeral.

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REPORT OF THE PRESIDENT OF THE BOARD

Report of the Chair of the Council of Trustees of the UW Hospital and Clinics

Regent Flores, Chair of the Council, reported on the September 3, 1993, telephone conference meeting of the Council.

The Council reviewed and approved the bylaws of the Friends of the UW Hospital and Clinics, the Council of Trustees' evaluation summary, and medical staff appointments. Also approved with some discussion was the hospital's quality assessment and improvement plan. The Council was assured that each department has a regular quality assessment report schedule and that some departments are reviewed more than once each year.

The Council received a competence assessment for all patient-care providers who are not part of the medical staff. Further clarification was requested about the "needs improvement" category and the way in which improvement of these employees is monitored.

Superintendent Derzon presented the home health annual summary of activities and indicated that the joint commission

will be doing a separate survey of that organization later this month.

The Council was informed that 1992-93 year-end figures were better than expected. While the total of gross patient revenues was \$9 million less than budgeted, revenue deductions were \$6 million less. Other revenues were \$.8 million under budget, resulting in a shortfall of \$3.8 million. However, payroll and supplies and other expenses were less than budgeted, resulting in a net income of \$10.9 million.

Mr. Derzon reviewed the first eight weeks of fiscal 1993-94, which show a decrease in patient volume by 8.5 percent and a decrease in patient days of 5.4 percent. There was an increase, however, of 15 percent in emergency room visits.

There was a brief discussion of the legislative audit focusing on restructuring, including the timetable for the review.

The meeting ended with an expression of congratulations to Dr. Carl Getto, who has accepted the position of Medical School Dean at Southern Illinois University.

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Report on Legislative Matters

A written report was provided to the Board.

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Report on the July 21, 1993, Meeting of the State VTAE Board

The Board received a written report on the July 21, 1993, meeting of the State VTAE Board.

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Faculty Teaching Load

Regent Steil recalled that at the July meeting, the Board received and discussed the Legislative Audit Bureau report concerning faculty teaching loads. At that time, President Lyall noted that the audit report posed--but did not answer--the question of whether UW faculty are devoting an appropriate portion of their time to undergraduate teaching and further noted that faculty are expected to devote time to activities and responsibilities not measured by the audit, including advising, committee work, and public service. She indicated--and Regents agreed--that faculty productivity improvements should be included in the determination of individual institution enrollment targets for Enrollment Management III.

In response to questions raised by members of the Joint Audit Committee, President Steil emphasized that there should be no doubt that faculty work load, not just teaching load, will be

an important factor in establishment of enrollment management targets for 1995 to 2000. The intention is to accommodate these standards to the differing missions, programs, and student

mix in UW institutions. As discussed in July, the Board will review the campuses' draft workload policies which are due to President Lyall in mid-October.

In deliberating the faculty workload question and enrollment management policies, President Steil stated, a key consideration for the Board of Regents will be how the UW System can provide quality education in the most cost-effective manner.

Expressing the hope to have further discussion with legislators before arriving at final decisions, President Steil commented that it is appropriate to develop policies in this area deliberately and carefully, because they will determine not just how much time faculty stand before a class, but how many students can be served and whether faculty can adopt new and more effective teaching technologies. The goal is to create not more work, but better results for students. The Education Committee, under the leadership of Regent Davis, will consider these issues in its enrollment management study.

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Administrative Costs in the UW System

Regent President Steil noted that Chancellor Ward had decided to fill the vacant position of Vice Chancellor for Business Affairs at UW-Madison by naming John Torphy, Director of Budget on the Madison campus, to the Vice Chancellorship, while retaining his duties as Director of Budget, without any increase in salary. Commending the Chancellor for his effort to reduce administrative costs, President Steil pointed out that this arrangement will result in a savings of over \$100,000 in administrative costs on an annual basis when fringe benefits are considered.

In a memorandum dated November 24, 1992, Regent President Steil noted, Senior Vice President Bornstein directed that no vacancy in System Administration will be filled until it has been determined that the duties of the position cannot be assigned to other administrative personnel. As part of the continuing effort to reduce administrative costs, President Lyall will inform all Chancellors that before a search can be instituted, or an administrative position filled, the Chancellor will have to certify in writing that the duties cannot be assigned to other personnel.

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REPORT OF THE PRESIDENT OF THE SYSTEM

Presentation of Regents Teaching Excellence Awards

At a special ceremony, the Board of Regents presented outstanding teaching awards to two faculty members and one academic department. Winners of the Regents Teaching Excellence Award were Martha Schuh, Assistant Professor of Mathematics at the UW Center-Manitowoc, Joseph Moran, Professor of Environmental Science at UW-Green Bay, and the Chemistry Department at UW-Eau Claire.

Award winners were selected by a Regent Committee from a slate of nominees representing all fifteen UW System institutions. The individual awards honor career achievement in teaching, based on nominees' commitment to teaching and learning, use of extremely effective teaching strategies, and impact on students' intellectual development. The department/program award, one of the first of its kind in the country, recognizes outstanding teaching across an entire academic department or program. Each award carries a stipend of \$5,000.

Regent Krutsch, Chair of the Committee that reviewed the nominations, introduced the winners and presented them with plaques recognizing their accomplishments. The awardees then made some brief remarks. Professor Schuh discussed the challenges and excitement of teaching students from a range of backgrounds, abilities, and attitudes, and the particular exhilaration of getting through to students who begin the semester with a profound fear of mathematics. Professor Moran outlined his philosophy of teaching, which includes high standards, a belief in the potential for excellence in all students, and the importance of teaching how to analyze ideas critically and how to communicate effectively. Speaking on behalf of the UW-Eau Claire Chemistry Department, Department Chair Professor Robert Eierman talked about the benefits of research experiences for undergraduates, the hallmark of the Eau Claire program.

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1993 Annual Report: Progress on Recommendations of Governor's Task Force on Accountability

Last spring, President Lyall recalled, the Governor's Task Force on UW System Accountability Measures recommended that the System President issue an annual report to UW stakeholders. In the next four months, UW institutions and the Board of Regents will be developing specific accountability measures for submission to the Legislature in January of 1994. To begin the process, President Lyall presented a report on the state of the University System in the seven accountability areas that were identified by the Task Force: Quality, effectiveness, efficiency, access, diversity, stewardship of assets, and compelling state need.

The University of Wisconsin's stakeholders, President Lyall stated, have many reasons to be very pleased with their

investment in the UW System. UW institutions this fall have enrolled the ablest and the best-prepared freshman class ever, reflecting more challenging UW admissions standards and the excellence of Wisconsin's K-12 schools. UW students are learning well and score substantially above the national norms in English and mathematics on nationwide standard tests administered by UW institutions. Graduation rates are rising throughout the UW System, with 60 percent of UW undergraduates expected to complete their degrees in the UW System, up from 50 percent several years ago, and well above the national average. That rate is expected to continue to rise. Thirty-one percent of all Wisconsin high school graduates now attend a UW institution, compared to a nationwide average of about 19 percent. In addition, UW Extension reaches more than one million adults with credit and non-credit programming throughout the state--nearly one in every four Wisconsinites. These figures attest to the fact that the UW affords exceptional access to students and citizens of Wisconsin compared to many other states.

UW academic programs are ranked in quality among the very best, with 49 academic programs at UW-Madison ranked among the top ten in the nation. Accounting students at UW institutions pass the national CPA exams at rates well above the national average, and engineering students at UW-Platteville, UW-Milwaukee, and UW-Madison do likewise on their national test. Distinguished UW faculty include 40 fellows in the National Academy of Sciences, 19 Fulbright Scholars during the 1992-93 year and 25 Presidential Young Investigators awardees over the past three years.

A UW education, President Lyall continued, remains reasonably priced and affordable, with tuition for Wisconsin residents the second lowest in the Big Ten. Resident undergraduate tuition has remained at about six percent of average Wisconsin family income since the 1970s. This significant achievement, she noted, compares to double-digit tuition increases in many surrounding states, and is a result of concerted cost containment efforts, \$26 million of self-help reallocations by the university, and a sustained state effort to maintain access and affordability for students.

Noting that about half of UW undergraduates graduate with some debt, the average being \$6,000 in constant dollars, President Lyall pointed out that this is about five percent less than five years ago, and the hope is to reduce it still further.

A UW education remains an excellent investment, President Lyall stated. Because a baccalaureate degree adds about \$450,000 to average lifetime earnings, the investment in a UW degree is recovered, with the payback period being between two and three years.

The UW is working very hard to hold administrative costs to a minimum consistent with good service to its clients, President Lyall stated. Systemwide administrative overhead consumes one-third less of total budget than the average peer institutions

nationwide, with about six-and-one-half percent of the total UW budget spent on administrative overhead, compared to nine-and-one-half percent nationwide. These costs will be reduced by an additional million dollars during 1993-95, and further administrative streamlining will be aggressively pursued throughout the biennium. Both System Administration and the institutions have reconstructed, combined, or eliminated functions as positions are vacated, and will continue to do that. The university, however, also is experiencing cost shifting, chargebacks, and the effects of unfunded federal and state mandates, including such laws as the Student Right to Know Law, required training in the use of hazardous chemicals in laboratories, underground storage tank regulations, OSHA rules and the blood-borne pathogens rule, all of which put upward pressures on administrative costs at the same time efforts to streamline continue. President Lyall stated her intention to make systemwide administrative streamlining a continuing focus this year.

Stating that the UW System seeks diversity in a faculty, staff, and student body that mirrors the world in which UW graduates will live and work, President Lyall reported that, over the past five years, goals for minority faculty and staff hires have been met or exceeded, but only 80 percent of minority student enrollment goals have been met. The UW will renew recruitment and retention efforts for minority students and step up pre-college programs to help students become better prepared for the college experience.

Women faculty are now hired in the UW System at or above their availability rates among new Ph.D.s, and women faculty are now promoted and tenured at essentially the same rates as men. Eighty-nine percent of the men and 91 percent of the women eligible for tenure this past year received it. A continuing challenge is to create and maintain a welcoming campus climate for all faculty and staff, and particularly for women and minorities. This will be a major focus of efforts in the coming year.

Noting that the university and the state have a joint responsibility to preserve and update both physical and human assets, President Lyall reported that the maintenance backlog on the 1500 UW buildings has in the past year been reduced by about seven percent, in accordance with the long-range plan. The capital planning process has been streamlined so that 15 new building projects and more than \$36 million were eliminated from the long-range capital needs of UW institutions. In addition, UW institutions will raise nearly \$34 million, or 28 percent, of their capital needs from private gifts.

There has been less success, President Lyall said, in maintaining and upgrading its human assets. Currently, the UW System invests less than a half of one percent of its budget to update the professional skills of faculty and staff. This is not enough, she noted, to keep abreast of new knowledge and new learning technologies; and ways must be found to do better.

Alumni, friends, and businesses expressed their support of the university by increasing their contributions nine percent last year to \$174 million, or the equivalent of about \$1,100 for every student in the System. This support, President Lyall stated, provides the margin of excellence in programs and facilities that helps keep the UW System at the forefront of education.

Stating that university research continues to yield spectacular human and financial dividends for Wisconsin, President Lyall reported that, in 1992-93, UW institutions attracted more than \$350 million in research and student aid to Wisconsin and created more than 4800 jobs statewide--the equivalent of about four Kenosha Chrysler plants. The fruits of such research include an environmentally safe way to reduce woodchips to paper by bio-pulping; a new laser surgery technique that turns one kind of back surgery into an outpatient procedure; fast-growing plants and new varieties of alfalfa that can weather Wisconsin storms.

In reinventing the university, President Lyall stated, the Wisconsin Idea of public service and outreach throughout the state must be reemphasized as a vital part of the state's heritage.

Turning to major challenges for the year ahead, President Lyall indicated first that enrollment management plans to the year 2000 must be completed in consultation with elected representatives and communities throughout the state, and policies must be adopted for serving the maximum number of students with the highest quality education possible, given existing resources. New enrollment targets must reflect reasonable faculty and staff productivity increases as well as the opportunities inherent in new learning technologies and distance learning. The individual missions, programs, and student mix at each institution must also be taken into account. The next step will be to review the campuses' draft workload policies that are due in mid-October.

Another challenge identified in the President's report is continued improvement to the quality of undergraduate education at all institutions, to which end faculty must be encouraged to learn about and apply new technologies for better learning outcomes. Intellectual risk taking and entrepreneurship in the development of new teaching methods and materials are essential to respond to different learning styles among students. Regular surveys of UW clients--students, employers, faculty, and the general public--will be continued, and efforts will focus on addressing their concerns.

President Lyall stated that the UW must work to make its institutions welcoming to all students, faculty, and staff, and to redouble efforts in attracting and graduating minority students. Other challenges are to sustain excellence in research and share the resulting knowledge to foster a better quality of life for all, and to improve productivity and streamline administrative costs in all aspects of the university's mission.

It is necessary, President Lyall stated, to shift from the outmoded concept of accountability as control to accountability for performance. The 1993 Annual Report indicates that the UW System is doing well: Quality education has been maintained with exceptional access and reasonable affordability; learning outcomes and graduation rates are well above average and rising; and the UW is becoming more attuned to its clients and streamlining its programs and operations. There is also room for improvement, which presents challenges for the coming year. Continuing public dialogue about these issues, the President concluded, is critical to the future of higher education and to the future of the state.

Regent Gundersen suggested that efforts also be focused on creating improved relationships with the media and better communications with the Legislature.

Regent Dreyfus suggested that the number of administrative staff in System Administration be compared with the number of staff in the two central administrations that existed prior to merger. President Lyall agreed that it would be useful to obtain that information.

Regent Lubar inquired about pre-college programs and about the responsibility of the university in preparing high school graduates for college.

Indicating that perspectives on this subject have changed over the years, President Lyall explained that it used to be felt that the University System and the K-12 system each should perform its mission with relatively little formal interaction. In the past six years, however, that view had changed to recognize education as a continuum, and the level of interaction had heightened accordingly. Because students served well by the university are those who come well prepared, the UW increasingly has felt an obligation to work with high schools to improve preparation of students who plan to go to college. All UW institutions now have pre-college programs to help students choose the right courses to take in high school and to help them understand what a college campus is like. The Department of Public Instruction has been an effective partner with the UW, President Lyall said, in offering these successful programs.

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Introduction of New System Staff

President Lyall introduced Donald Hanna who had recently taken office as Chancellor of UW-Extension; Marie Wunsch, new Vice Chancellor of the UW Centers', and Robert Culbertson, new Chancellor of UW-Platteville.

REPORT OF THE BUSINESS AND FINANCE COMMITTEE

Regent Gelatt, Chair, presented the report of the Committee.

Consent Agenda

Having been adopted unanimously by the Business and Finance Committee, Regent Gelatt moved adoption by the Board of Resolutions 6484-6487 as consent agenda items. The motion was seconded by Regent Lubar and carried unanimously.

Agreement with Private Profit-Making Organization

Resolution 6484: That, on the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the Board formally accept, prior to execution, the agreement between Tele Planning International, Inc. (TPI) and the University of Wisconsin-Madison to play the Japan Bowl football game in Tokyo on December 5, 1993.

Bequest of Velma Christensen

Resolution 6485: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the bequest of the late Velma M. Christensen, of Baraboo, Sauk County, Wisconsin, be accepted; and that the Trust Officer or Assistant Trust Officers be authorized to sign receipts and do all things necessary to effect the transfer for the benefit of the McArdle Laboratory, University of Wisconsin, Madison, Wisconsin.

(The Will states:

TWO: All of the rest of the property which I own at my death is hereby given in equal shares to the McARDLE LABORATORY FOR CANCER RESEARCH of the University of Wisconsin, Madison, Wisconsin. I intend no use or trust upon said bequest.

\$150,000 has been received to date on our 1/3 interest in the residue and it is anticipated an additional \$104,000 will be received.)

Report on Base Salary Adjustments to Recognize Competitive Factors

Resolution 6486: That, upon the recommendation of the President of the University of Wisconsin System, the Report on Base Salary Adjustments to Recognize Competitive Factors Required by Section 36.09(1)(j). Wisconsin Statutes, be accepted for transmittal to State Officials.

Modifications of Investment Guidelines

Resolution 6487: That, upon recommendation of the President of the University of Wisconsin System, the revisions to the Investment Guidelines and Objectives be approved.

Annual Report on Maintenance of Brittingham Properties

Vice President Marnocha presented to the Committee the Annual Report on Maintenance of Brittingham Properties. At its May 1990 meeting, the Business and Finance Committee had authorized an annual allocation of \$30,000 from the Tripp Trust to fund a program of maintenance and refurbishment of the Brittingham properties. Over the past three fiscal years, approximately \$56,000 of the \$90,000 authorized had been expended for maintenance and refurbishing of the structures on the properties.

The three-year plan for the period 1993-94 through 1995-96 included, for the first time, upgrading of the landscape. The plan presented to the Committee also proposed to seek approximately \$23,000 in State Building Commission small project funding for some of this work.

The Committee recommended that funding for projects on parking expansion and sign replacement, totaling \$16,000 in 1994-95, be added to the state small project funding request. This change will keep the annual expenditure from the Tripp Fund below the small fraction spending plan cap.

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Personnel Issues

Annual Report of Sick Leave Usage

Associate Vice President Wright presented to the Committee the Annual Report of Sick Leave Usage. All institutions have received a waiver of the cap on sick leave accumulation. As a

condition of the waiver, the Board must annually receive a report of the use of sick leave by employees of the institutions. Faculty and teaching academic staff used an average of 1.2 sick leave days per year and non-teaching academic staff used an average of 4.2 sick leave days per year. Regents asked about the rules governing a faculty member's responsibility for arranging backup when choosing not to declare a sick day.

In discussion at the Board meeting, Regent Gundersen inquired about what becomes of unused sick leave at retirement. The response was that it is converted into health benefits. Regent Gundersen asked if total sick leave days used seem excessively low compared to the number earned.

In reply, Regent Gelatt explained that annual sick leave used by non-teaching academic staff is close to the state average-- four to five days per person. The sick leave usage by faculty and teaching academic staff, which is only about one day per year, is significantly less than other averages. One reason for this is that current policy does not require a faculty member, whose duties for a day are covered by a colleague, to report that day as sick leave. Regents asked what constitutes fulfilling obligations for the day, and there was some indication that meeting scheduled classes is all that is required. Regents pointed out that classroom teaching is only 10 to 20 percent of total faculty responsibilities, and there may be other responsibilities which are pre-scheduled, such as committee meetings and student office hours. They asked whether it is a responsibility for faculty to have coverage for those activities as well.

Regent Flores commented that, if used sick leave is considerably less than that earned, there might be some adjustments made as to the number of sick days allowed. In response, it was noted UW sick leave policy is tied to that of other state employees and the amount allowed is specified in state statute.

Regent Dreyfus commented that in his experience non-teaching staff tend to be younger and more likely to view sick leave as an entitlement to be used rather than as an asset to be saved.

Regent Flores commented that staff who are closely supervised may be more likely to report use of sick leave than those who are not.

Regent Dreyfus noted that faculty frequently teach their classes even though they are not feeling well. Colleague coverage, he pointed out, is reciprocal. A faculty member whose obligations are met by a colleague will do the same for other faculty members when they are ill.

Regent Gelatt said that there is no indication that academic staff are inappropriately using sick leave, and that the figures are quite comparable to sick leave usage in the private sector.

Associate Vice President Wright reported to the Committee on the changes in family and medical leave necessitated by the Federal Family and Medical Leave Act of 1993. Presently, the state is reviewing with the U. S. Department of Labor the appropriate interpretation of the federal law relative to the state law. Principal among the areas of concern is substitution of paid leave for unpaid leave. The state expected to finish its analysis with the Department of Labor by the end of the year. As soon thereafter as possible, proposed changes in Board policies will be presented to the Regents.

Annual Report of Tax Shelter Annuity Review Committee

Associate Vice President Wright presented the Annual Report of the Tax Shelter Annuity Review Committee. This program is used by approximately 9,500 UW System employees who have over 10,000 accounts valued in excess of \$400 million. It is an important part of the retirement planning of System employees.

The report states that the number of employees making contributions to "grandfathered" vendors (who do not meet the present criteria but were previously authorized) is shrinking, and that the number of vendors in this group also is shrinking.

The Committee is studying issues such as the transfer of funds to non-approved vendors, minimum interest rates, and vendor stability rating systems. A modest annual fee, not to exceed \$10, is being considered for each TSA account in order to make the program self-sustaining. Any proposal for an annual fee will be brought to the Business and Finance Committee for approval.

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UW-Stout Continuous Quality Improvement Presentation

UW-Stout Chancellor Charles Sorensen introduced Student Center Director Robert Johnson, who discussed UW-Stout's Continuous Quality Improvement Program, "Emphasis on Excellence." UW-Stout's Memorial Student Center launched its program in the fall of 1992. Its purpose is to provide quality facilities, services, and programs, with a goal of 100 percent customer satisfaction. The program concentrates on five areas: the customer, leadership, involvement, data-based decision making, and continuous improvement.

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Report of the Vice President

Gifts, Grants and Contracts

Vice President Marnocha reported to the Committee that total gifts, grants, and contracts for the two-month period ending August 20 were \$159 million, a decrease of about \$9 million compared to the preceding year. Federal awards decreased \$13

million, while non-federal awards increased \$4 million.

Frequent Flyer Update

Vice President Marnocha provided the Committee with an update on the frequent flyer situation. He had sent letters to the seven major airlines serving Wisconsin cities asking about their policy on having separate accounts for business travel. Two airlines, United and Midwest Express, replied that they only allow one account; and one airline, Northwest, responded that an individual may have more than one account but that there must be some difference in the account name or information so that the two are not treated as one in their computer system.

Processing Center Merger

Assistant Vice President Durcan updated the Committee on activities relating to the consolidation of the computer processing centers. Significant progress has been made in planning for the merger of the two centers into a single UW processing center, and several of the initial action steps have been taken. For example, a governance structure has been established and customer focus user groups have been set up to determine and analyze priorities to be served by the processing center. Each institution is represented in the user group, having equal say on the prioritization of needs.

As previously reported, the hardware has been transferred to the UW-Madison campus and personnel within System Administration in the areas of accounting, payroll, and information technology, who have been identified as performing processing center functions, will be transferred to the Madison campus this fall and winter.

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Comments by The Association of UW Professionals

Regent Gelatt reported that Gloria Toivola, President of TAUWP presented a salary step structure plan to the Committee.

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Audit Subcommittee Meeting

UW-Madison Student Family Housing Audit

Regent Lubar, Audit Subcommittee Chair, reported to the subcommittee on the UW-Madison Student Family Housing Audit. On August 5, the Legislative Audit Bureau released an audit report on UW-Madison family housing. The audit included a review of the master plan for the repair and renovation of student family housing apartments at Eagle Heights and Harvey Street. The master plan was accepted by the Regents at the February 5, 1988, meeting. The audit found that the project was behind schedule, and renovation costs have been significantly higher than

originally anticipated. The report contained two recommendations: That the Division of Housing develop a plan for improving the maintenance of its apartments; and that the Division reassess its plan for completion of the remodeling project and revise its financing plan. Norman Sunstad, Director of Housing, gave the Subcommittee historical information on renovation costs for the student family housing units. He promised that UW-Madison will bring a revised master plan and an improved maintenance plan to the Regents in November.

In discussion at the Board meeting, Regent Flores inquired about the reasons for the increase in the remodeling cost estimates.

Regent Gelatt replied that, in addition to the cost of asbestos removal, other factors included wiring for data so that students could access campus-wide networks from home.

Mr. Sunstad added that the cost of asbestos abatement had increased substantially in the past five years.

Student Government Role in Audits of Student Fee-Funded Activities

Vice President Marnocha reported to the Subcommittee on student government role in audits of student fee-funded activities. At the July 1993 meeting of the Audit Subcommittee, Ron Sissel, President of the United Council of UW Student Governments, suggested that student government be informed any time audits are performed on campus, particularly those involving Fund 128 operations or allocable segregated fee accounts.

In the future, whenever an audit of a student fee-funded activity is scheduled at an institution, the campus student government will be informed and asked to submit in writing any concerns with the operation of the activity to be audited. For unscheduled audits which require confidentiality, student government will be notified only when their involvement is necessary to complete the audit. Mr. Sissel stated that the students are in favor of this change in practice.

Just Cause and Due Process Protection for Faculty and Academic Staff

Regent Lubar reported to the Subcommittee on just cause and due process protection for faculty and academic staff. At the July meeting of the Audit Subcommittee, questions were raised regarding the procedural guarantees afforded faculty and academic staff in disciplinary matters. The report of the working group appointed to study this issue outlined the just cause and due process entitlement of faculty and academic staff, as provided in the Wisconsin Statutes, the Wisconsin Administrative Code, Board of Regents Bylaws, and UW System policy papers.

Senior Council Patricia Brady explained due process procedures for dismissal of faculty and academic staff. The

Subcommittee expressed the concern that quick action was not taken by institutions because of the need, per UW System policy, to wait for completion of criminal cases before the UW takes internal action. The Subcommittee asked that an analysis of FPPP #16 be done, to give chancellors more discretion to take action in cases where such action will not interfere with criminal investigations.

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REPORT OF THE EDUCATION COMMITTEE

The Committee's report was presented by Regent Davis, Chair.

Consent Agenda

Regent Davis presented and moved adoption by the Board of Regents as consent agenda items of Resolutions 6488-6498, which had been approved unanimously by the Education Committee. The motion was seconded by Regent Gelatt and unanimously adopted by the Board.

Faculty Policy and Procedures, UW-Extension

Resolution 6488: That, upon recommendation of the Chancellor of the University of Wisconsin-Extension and the President of the University of Wisconsin System, the revisions to UWEX Chapter 3, UW-Extension Faculty Policies and Procedures, be approved.

Faculty Policy and Procedures, UW-Milwaukee

Resolution 6489: That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, UW-Milwaukee Faculty Document No. 1873 (the revisions to ss. 3.12 and 4.05, UW-Milwaukee's Faculty Personnel Policies and Procedures), be approved.

Faculty Policy and Procedures, UW Centers

Resolution 6490: That, upon recommendation of the Chancellor of the University of Wisconsin Centers and the President of the University of Wisconsin System, the revision to the Constitution of the UW Centers (Faculty Personnel Policies and Procedures) be approved.

Revision to Resolution 6438

Resolution 6491: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Resolution 6438 be revised to read:

that Professor David Sorkin, Department of History, be appointed the Frances and Laurence Weinstein Chair in Jewish Studies, College of Letters and Science, UW-Madison, retroactive to August 24, 1992.

Authorization to Recruit Dean, School of Veterinary Medicine, UW-Madison

Resolution 6492: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the Chancellor be authorized to recruit for a Dean, School of Veterinary Medicine, University of Wisconsin-Madison.

Appointment of Named Professor, UW-Green Bay

Resolution 6493: That, upon recommendation of the Chancellor of the University of Wisconsin-Green Bay and the President of the University of Wisconsin System, the status of Professor Joyce Salisbury be changed to Frankenthal Professor, UW-Green Bay, for the period July 1, 1993 through June 30, 1998.

Appointment of Named Professors, UW-Madison

Resolution 6494: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor Allen Buchanan be appointed to the Grainger Chair of Business Ethics, School of Business, UW-Madison, effective immediately.

Resolution 6495: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the status of Professor R. D. Nair be changed to Price Waterhouse Professor of Accounting and Information Systems, School of Business, UW-Madison, effective Immediately.

Resolution 6496: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the status of Professor Mark A. Covalleski be changed to Robert Beyer Professor in Accounting, School of Business, UW-Madison, effective immediately;

the status of Professor Larry E. Rittenberg be changed to Robert Beyer Professor in Accounting, School of Business, UW-Madison, effective immediately.

Resolution 6497: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the status of Professor Edward W. Frees be changed to Time Insurance Professor of Actuarial Science, School of Business, UW-Madison, effective immediately.

Appointment of Named Professor, UW-Stevens Point

Resolution 6498: That, upon recommendation of the Chancellor of the University of Wisconsin-Stevens Point and the President of the University of Wisconsin System, Professor Mark S. Boyce be appointed the Vallier Chair of Quantitative Ecology, College of Natural Resources, UW-Stevens Point, effective August 29, 1993.

Report of the Senior Vice President

Report on Business Funding

Senior Vice President Portch presented to the Committee the Annual Report to the Joint Finance Committee on Private Matching Funds for UW System Schools of Business, which shows that all institutions were able to raise more in total than the required private matching funds for 1992-93. In addition, all have received commitments for the private matching funds required for 1993-1994 base funding.

Improvements to Campus Undergraduate Orientation Programs

Concerning Undergraduate Imperative UI-10, which includes improvements to orientation programs, Senior Vice President Portch reported that all UW campuses have implemented changes in these programs, including evaluation procedures.

One innovative approach to orientation was undertaken by UW-Eau Claire as a pilot effort to introduce incoming freshmen to their new community of learning. A colloquium was offered for new freshmen, each in a small group setting with faculty and academic staff, and all discussing a common book: Jill Ker Conway's "The Road from Coorain". The collaborative course consisted of 111 sections, each including approximately 20 freshmen, a faculty member and academic staff from different disciplines, departments, and units. Commenting on some outcomes of this innovative program, Vice Chancellor Marjorie Smelstor said it had achieved two important results. First, it had provided a welcoming environment for first-year students and

provided each of them an opportunity to relate to faculty and staff before the year began. As an important side benefit, over 200 UW-Eau Claire faculty and academic staff had the opportunity to connect and interact as partners in a common academic enterprise.

Review of Campus Academic Programs in the Major

Regent Davis noted that UI-3 directs each institution to review credits required for academic majors. The discussion of credits-to-degree at the April 1993 meeting illustrated how the number of credits required can make a significant difference in the numbers of students the UW will be able to graduate under Enrollment Management III.

Dean John Bollinger, UW-Madison College of Engineering, described how that college undertook a review of the curriculum and the number of credits required for an undergraduate engineering degree. The driving force in the process was strategic planning which, blended with faculty governance and total quality management, produced significant curricular reform.

Required credits in the undergraduate engineering program have been reduced from 156 in 1960, to 132-136 in 1990, and 120-133 by 1994. In 1992-93, however, graduates still averaged 146.7 credits. The college's goal is to reduce that average "consumption" of credits as the requirement goes down.

Working with engineering/math, engineering/chemistry and engineering/physics subcommittees in the College of Letters and Science, engineering departments are looking at curricular innovations that improve quality, yet reduce credits-to-degree. The College also is examining the role of distance learning and instructional technology.

This was an impressive demonstration, Regent Davis commented, of the use of data to determine problems and identify solutions that should benefit students in engineering. It was also an excellent example of what could be achieved by dedicated leadership within a faculty governance environment.

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REPORT OF THE PHYSICAL PLANNING AND DEVELOPMENT COMMITTEE

Regent Dreyfus, Chair, presented the Committee's report.

Consent Agenda

Having been approved unanimously by the Committee, Regent Dreyfus presented Resolutions 6499-6505 for approval by the Board of Regents as consent agenda items. Upon request by Regent Gelatt, Resolution 6505 was removed from the consent agenda.

Concerning Resolution 6499, Regent Davis inquired about a

window efficiency standard in replacements, and he was assured that a consistent basis is being used on each individual project to achieve energy efficiency.

Adoption of Resolutions 6499-6504 was moved by Regent Dreyfus, seconded by Regent Gundersen and carried unanimously.

UW-Eau Claire: Authority to Construct Horan Residence Hall Window and Screen Replacement Project

Resolution 6499: That, upon the recommendation of the UW-Eau Claire Chancellor and the President of the University of Wisconsin System, authority be granted to construct a Horan Residence Hall Window and Screen Replacement project for an estimated total project cost of \$182,000 of Program Revenue (Housing) funds.

UW-Green Bay: Authority for Temporary Construction and Permanent Easement

Resolution 6500: That, upon the recommendation of the UW-Green Bay Chancellor and the President of the University of Wisconsin System, authority be given to grant two easements as follow:

- a. A temporary construction easement to the city of Green Bay, for a 30 foot by 195 foot parcel on the south side of State Highways 54/57 Frontage Road, near the UW-Green Bay heating plant. This easement will permit the City to fill in a hole to improve drainage of surface water for the highway and surrounding lands.
- b. A permanent easement to the city of Green Bay, for a 30 foot by 30 foot parcel on the south side of State Highways 54/57 Frontage Road, also near the UW-Green Bay heating plant. This easement will provide space for the minor extension, improvement, and future maintenance of an existing culvert passing under the highway.

UW-Milwaukee: Authority to Construct Klotsche Center Multipurpose Arena Floor Replacement

Resolution 6501: That, upon the recommendation of the UW-Milwaukee Chancellor and the President of the University of Wisconsin System, authority be granted to construct a 1993-95 Klotsche Center Multipurpose Arena Floor Replacement project, on the campus at UW-Milwaukee, for an estimated total project

cost of \$525,000 of General Fund Supported Borrowing - All Agency Funds.

UW-Madison: Approval to Convey Property to DNR

Resolution 6502: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to convey 138.75 acres of unimproved property in Iowa County to the Wisconsin Department of Natural Resources for \$33,300.

UW-Oshkosh: Authority to Construct Clow Faculty Building Air Conditioning Replacement

Resolution 6503: That, upon the recommendation of the UW-Oshkosh Chancellor and the President of the University of Wisconsin System, authority be granted to construct a 1993-95 Clow Faculty Building Air Conditioning Replacement project, for an estimated total project cost of \$300,000 of General Fund Supported Borrowing - All Agency Funds.

UW-Superior: Authority to Construct Crownhart Hall Remodeling

Resolution 6504: That, upon the recommendation of the UW-Superior Chancellor and the President of the University of Wisconsin System, authority be granted to construct a Crownhart Hall Remodeling project, on the campus at UW-Superior, at an estimated total cost of \$295,000 Program Revenue Bonding.

UW-Madison: Approval to Purchase Parking and Land from UW Foundation

Adoption of the following resolution was moved by Regent Dreyfus and seconded by Regent Flores:

Resolution 6505: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to:

- (1) purchase from the UW Foundation the upper two levels of a parking structure and proportional share of the land within the 1800 block of University Avenue at an acquisition cost of \$1,333,000 of Program Revenue Supported Borrowing - Parking Funds and

- (2) negotiate a condominium agreement between UW-Madison and the UW Foundation related to the ownership, operation and maintenance of the parking structure.

Noting that parking costs are to be paid by user fees, Regent Gelatt pointed out that proposed parking space charges would not come close to paying the cost of the structure and that use of reserves to pay for such projects will result in depletion of those reserves.

Regent Dreyfus noted that the problem arises in the case of parking structures, whereas charges for surface parking areas generally cover the actual cost.

It was noted by Regent Flores that parking rates could be increased if necessary to address the problem.

It seemed to Regent Gelatt that, before approval of the project, a plan should be in place to show that the structure will be self-supporting.

Regent Dreyfus felt the key question is whether parking in total is self-supporting, or whether each parking site should be self-supporting.

Mr. Duane Hickling, Assistant Vice Chancellor for Facilities Planning and Management, UW-Madison, explained that UW-Madison's policy is that the parking utility as a whole will be self-sustaining. For example, the users of the new Grainger Building ramp, which cost \$15,500 per space, will not pay the whole cost of the ramp. It will be paid for over the life of the bond by the entire parking utility. This means that individuals who park in other lots will be subsidizing that particular ramp. The reason for taking that approach, Mr. Hickling said, is the need to make the campus more accessible to customers, including campus visitors, such as conference attendees, and visiting professors.

In response to a question by Regent Hirsch, Mr. Hickling said only about 500-600 parking permits per year are sold to students, mostly to non-traditional students, and almost none to campus residents, due to severe restrictions on land available for parking in the campus area.

While he could appreciate the need for access by visitors, Regent Davis questioned whether that is sufficient justification for subsidizing ongoing parkers on a daily basis. He commented that underpricing a valuable good causes it quickly to become oversubscribed. The closer valuable commodities are placed to market prices, the more choice people have as to whether they really want to pay that much. Noting that the Chancellor is instituting a parking study, Regent Davis suggested that the group also consider the impact of introducing some price

elasticity into the parking system.

Agreeing that the point is well taken, Mr. Hickling added that the committee will address traffic demand management, including van pools, car pools, and alternative transportation encouragement. Parking at UW-Madison, he explained, is oversubscribed in all lots, surface lots as well as parking ramps. People tend to choose the least costly lot that is close to their workplace. If that lot is filled, however, they may be placed in a more expensive lot. If the disparity between surface lots and ramps is too great, Mr. Hickling said, there will be resentment from customers because the ramp is not seen as fundamentally better parking.

Regent Flores commented that some structures could not be built without subsidies because the charge would be so high that people would not pay that amount to park in the structure. On the other hand, he noted that it would be unacceptable to subsidize to the extent that convenient underground parking would cost the same as distant surface parking.

Regent Gelatt suggested that future parking proposals include documentation of the extent to which the proposed structure or lot either provides subsidies for other lots or needs to be subsidized by other lots.

Put to the vote, Resolution 6505 was adopted unanimously by the Board.

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UW-Milwaukee: Approval to Name Historical Gallery in
Cunningham Hall

Adoption of Resolution 6506 was moved by Regent Dreyfus, seconded by Regent Davis, and adopted unanimously by the Board of Regents.

Resolution 6506: That, upon the recommendation of the UW-Milwaukee Chancellor and the President of the University of Wisconsin System, authority be granted to name the Historical Gallery, in Cunningham Hall's Center for Nursing History, "The Inez Hinsvark Historical Gallery."

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UW-Madison: Approval to Name Room in Memorial Library

Adoption by the Board of Regents of Resolution 6507 was moved by Regent Dreyfus, and seconded by Regent Lubar, and adopted unanimously by the Board of Regents.

Resolution 6507: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be

granted to name the Slavic and East European Studies reading room (Room 212) in the Memorial Library the "Michael Boro Petrovich Reading Room."

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UW-Madison: Approval to Name Room in Memorial Library

Upon motion by Regent Dreyfus, seconded by Regent Flores, the following resolution was adopted unanimously by the Board:

Resolution 6508: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to name Room 424 in the Memorial Library the "Ruth Miller Kuhlman Greek and Latin Reading Room."

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UW-Madison: Authority for Eagle Heights Apartment Buildings Remodeling

Presenting Resolution 6509, which was approved unanimously by the Physical Planning and Development Committee, Regent Dreyfus noted that Regent Gundersen toured the Eagle Heights facilities and was of the opinion that the repairs and renovations are being carried out very effectively. Norman Sunstad, Director of UW-Madison Housing, was present at the Committee meeting to answer questions, particularly about issues raised in the LAB audit.

Regent Dreyfus moved adoption by the Board of Resolution 6509, and the motion was seconded by Regent Budzinski.

Resolution 6509: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to construct a 1993-94 Eagle Heights Apartment Buildings 408, 502, 503, 504, 506, 509 Remodeling Project, on the campus at UW-Madison, for an estimated total project cost of \$2,200,000, using Program Revenue or Program Revenue Supported Borrowing.

Regent Hirsch asked if it might not be advisable to delay action until an updated master plan is presented in November, given that the project is four years behind schedule and may run \$12 million over budget.

Mr. Sunstad replied that delay would further slow the project and run counter to the Legislative Audit Bureau's recommendations.

Regent Gundersen noted that inflation, along with discovery of unanticipated problems with asbestos, lead paint and drainage,

had caused much of the increase in cost. He did not believe the project should be delayed further.

Regent Flores added that delay in moving forward with the project would only increase the cost.

Mr. Sunstad noted that the cost of remodeling is \$55 per square foot, whereas it would cost \$100-110 per square foot to demolish the buildings and construct new ones--\$25 for demolition and \$85 for construction

In response to a question by Regent Davis, who thought the \$85 figure seemed too high, Mr. Sunstad said the estimate was provided by one of the construction companies that is doing the remodeling.

Put to a vote, Resolution 6509 was adopted by the Board of Regents, with Regents Hirsch and Schilling voting "No."

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UW-Oshkosh: Approval to Adjust Campus Boundary and Acquire Properties for Parking

Regent Dreyfus moved and Regent Flores seconded the adoption by the Board of Regents of the following resolution, which was approved unanimously by the Committee:

Resolution 6510: That, upon the recommendation of the UW-Oshkosh Chancellor and the President of the University of Wisconsin System, authority be granted to:

- (1) adjust the campus boundary,
- (2) acquire property for the development of university parking, and
- (3) enter into an agreement with the City of Oshkosh to assist in the acquisition of this property.

Acquisitions will be funded by approximately \$700,000 of Program Revenues from the University's parking utility and by the exchange of property presently owned by the University.

While there is no doubt that UW-Oshkosh needs additional parking space, Regent Flores noted, the issue is a sensitive one because the plan calls for the demolition of some 24 residential properties, and it is not yet known if there will be strenuous objection.

Regent Dreyfus added that UW-Oshkosh now has approximately one parking space for every 50 students.

In response to a question by Regent Davis, Chancellor Kerrigan indicated that the new parking area would primarily serve commuting students, but would not be restricted to that group.

Put to the vote, Resolution 6510 was adopted unanimously by the Board.

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Report of the Vice President

Report on Benefits of Building Automation Systems

This report was presented by Mr. Richard Panke, System Senior Mechanical Engineering Specialist, and a nationally-recognized expert on this subject. He reported to the Physical Planning and Development Committee on the benefits of building automation systems, which have saved the state more than \$700,000 per year in energy costs.

Informational Report on Bloodborne Pathogens

This report to the Committee was provided by Leigh Leonard, the System Administration environmental and occupational health expert and chair of a systemwide committee on this subject. It was expected that by December 1993 exact procedures will be in place on all UW campuses to assure that campus faculty, staff, students, volunteers, and visitors are protected to the greatest extent possible from blood-borne diseases.

Annual UW System Landholding Report

The Committee received the Annual Landholding Report which showed that the UW System has 18,000 acres of land under its jurisdiction, 5,000 of which consist of campuses, 6,000 of arboretum land, and the other 7,000 of experimental farms. Regent Gundersen inquired about whether all the land designated for experimental farms is being used effectively for that purpose. Any that is not, he felt, should be sold and put back into productivity.

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Request for Review of Agenda Items

Regent Gundersen asked that agendas be examined to eliminate any items that do not have to come to the Committee or the Board.

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ADDITIONAL RESOLUTIONS

Proposed Amendments to Ch. UWS 3.04 and UWS 10.03(2)(a), Wis. Admin. Code

Reporting on the public hearing held the preceding day on amendments to Chapter UWS 3.04 and UWS 10.03(2)(a) of the Wisconsin Administrative Code, Regent President Steil reported that background information was provided by Senior Counsel John Tallman. No persons appeared at the hearing to present testimony and no written testimony was received.

Regent Steil presented Resolution 6511, which directs that the rules be forwarded to the presiding officer of each house of the Legislature. Noting that the presiding officer will refer the amendments to a standing committee for review, he said that, if there is no legislative objection, the rules will be promulgated.

Adoption of Resolution 6511 was moved by Regent Lubar, seconded by Regent Gundersen and carried unanimously.

Resolution 6511: That the Secretary of the Board of Regents, pursuant to s.227.19, Wis. Stats, notify the presiding officer of each house of the Legislature that the amendment of rules in Chapter UWS 3.04, Wisconsin Administrative Code, concerning probationary faculty appointments, and amendment of rules in Chapter UWS 10.03(2)(a), Wisconsin Administrative Code, concerning probationary academic staff appointments, are proposed, and that the proposed amendments are in final draft form, and cause a statement to appear in the Wisconsin Administrative Register that said proposed rules have been submitted to the presiding officer of each house of the Legislature.

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Board of Regents Meeting Schedule Change

Regent President Steil presented a proposed amendment to the bylaws of the Board, which was brought forward in response to a new statutory provision which requires Board action on operating and capital biennial budget requests by August 31 of even-numbered years. Taking into account the necessary processing and preparation time, the logical time for the Board action on these requests would be the third week of August. The bylaw amendment would accommodate this timing and provide for even spacing of other meetings throughout the year. This resolution would result in cancellation of the December meeting because it would be adjacent to the holidays, scheduling of a meeting in late January, and cancellation of the July meeting, circumstances

permitting.

Regent Hirsch moved and Regent Budzinski seconded adoption of the following resolution:

That the Bylaws of the Board of Regents be amended as follows, effective February 1994:

Chapter I, Section 1: The annual meetings of the Board of Regents of the University of Wisconsin System shall be held, unless otherwise specially ordered, on the Friday following the first third Monday in June.

Chapter I, Section 2: Regular meetings of the Regents shall be held on the Friday following the first third Monday in each month, except the month of December, unless otherwise specially ordered.

Regent Lubar suggested changing only the August meeting, since changing all meetings would cause disruption of other plans.

Regent Krutsch noted that the Committee on Regent Orientation and Development was planning a session in late January. If the schedule were not changed, a Board meeting would take place shortly thereafter.

Regent Budzinski felt the proposed change would be helpful in avoiding conflicts with his business schedule.

Regent Dreyfus thought that to implement the change in February would not provide enough lead time and suggested it not be implemented before the following summer.

Regent Nicholas indicated the proposed change would conflict with recurring business meetings scheduled later in the month.

Regent Lubar moved that the motion be amended to provide that only the August meeting be changed to the Friday after the third Monday of the month. The motion was seconded by Regent Nicholas.

In response to a question by Regent Grebe, Regent Lubar said the amendment was not intended to foreclose scheduling of a development program in late January.

Put to the vote, the amendment was adopted, with Regent Grebe voting in opposition.

The following resolution, as amended, then was adopted, with Regent Grebe voting in opposition.

Resolution 6512: That the Bylaws of the Board of Regents be amended as follows, effective February 1994:

Chapter I, Section 2: Unless otherwise specially ordered, Regular meetings of the

Regents shall be held on the Friday following the first Monday in each month, except that the August meeting shall be held on the Friday following the third Monday.

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At 11:10 a.m., the following resolution, moved by Regent Grebe, was adopted unanimously on a roll-call vote, with Regents Benson, Budzinski, Davis, Dreyfus, Flores, Gelatt, Grebe, Gundersen, Hempel, Hirsch, Krutsch, Lubar, Nicholas, Schilling and Steil (15) voting in the affirmative. There were no abstentions and no dissenting votes.

Resolution 6513: That the Board of Regents recess into closed session to consider personnel matters, as permitted by s.19.85(1)(c), Wis. Stats., including annual evaluations and salary adjustments; to consider personal histories concerning appointments to the UW-Green Bay and UW-Milwaukee Boards of Visitors and a UW-Oshkosh honorary degree, as permitted by s.19.85(1)(f), Wis. Stats.; and to confer with legal counsel, as permitted by s.19.85(1)(g), Wis. Stats.

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CLOSED SESSION ACTIONS

The Board arose from closed session at 1:00 p.m., having adopted the following resolutions:

Appointments to UW-Milwaukee Board of Visitors

Resolution 6514: That, upon the recommendation of the Chancellor at UW-Milwaukee and the President of the University of Wisconsin System, the following persons be reappointed to the UW-Milwaukee Board of Visitors for three-year terms ending June 1996:

Audrey George
James DeNomie
JoAnn Molin-Case
Nikola Kostich

And that M. Therese Pandl be appointed for a three-year term ending June 1996.

Appointments to UW-Green Bay Board of Visitors

Resolution 6515: That, upon the recommendation of the

Chancellor at UW-Green Bay and the President of the University of Wisconsin System, Mark Harrison be appointed to the UW-Green Bay Board of Visitors for a three-year term ending June 1996;

And that the following persons be reappointed for three-year terms ending June 1996:

Terry Bush
Wayne Destree
Audrey Waldo

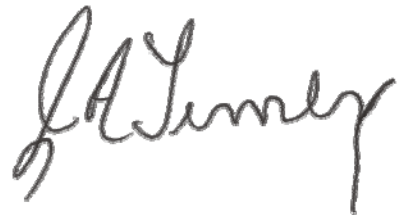
Salary Adjustments

Resolution 6516: That 1993-94 salary adjustments be approved as listed in Schedule A for university administrators in the State Executive Pay Plan and in Schedules B and C for faculty and academic staff whose salaries will be above the maximum of Group 6 of the Executive Pay Plan.

Resolution 6517: That the annual salary of Board Secretary Judith Temby be set at \$52,500, effective January 1, 1994, with 75 percent of the \$1,500 adjustment effective July 1, 1993, and the remaining 25 percent effective January 1, 1994.

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The meeting adjourned at 1:00 p.m.



Judith A. Temby, Secretary

September 30, 1993