

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Madison, Wisconsin

Friday, November 7, 1997

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MINUTES OF THE REGULAR MEETING

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BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Madison, Wisconsin

Held in room 1820 Van Hise Hall

Friday, November 7, 1997

9:00 a.m.

- President Lubar presiding -

PRESENT: Regents Barry, Benson, Boyle, Brandes, DeBraska, DeSimone, Grebe, Hempel, James, Lubar, MacNeil, Marcovich, Mohs, Orr, Randall, Smith, and Staszak

ABSENT: None

APPROVAL OF MINUTES

There being no corrections, the minutes of the meeting of the Board of Regents held on October 10, 1997 were approved as distributed.

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REPORT OF THE PRESIDENT OF THE BOARD

Report of the November 6th meeting of the Hospital Authority Board

Regent Lubar observed that Regent Orr had provided a written report of the November 6th, 1997 meeting of the Hospital Authority Board, and would answer any questions regarding it. Regent Orr expanded on the report by noting the following:

- First quarter statistics show that hospital operations continue to be doing well: Admissions were up about 3.9%; patient length of stay is down from 6.3% to 6.0%; overall patient day are about 2.1%; and clinic visits are up 5.8%. Revenues were over expenses \$8.4 million, which was better than last year and better than predicted in the budget. Regent Orr added that, as a result of a provision in the affiliation agreement, the Authority transferred \$14.8 million to the Medical School, which has affected the current cash position.
- Regent James, chair of the Quality Assurance Committee, presented a report on two new initiatives, one in hospital-wide customer relations and another in performance management.
- There was a report on capital projects funded with a \$50 million bond issued by the authority several months ago. Ground was broken for UW Clinics East in October; building is expected to begin in early spring 1998 for completion in spring 1999. UW Clinics West, also expected to open in spring 1999, requires more permits, with ground-breaking and footings still to be completed this fall. Regent Orr observed that this new facility is expected to house the primary care clinical practice in a more “patient-friendly” and accessible facility.
- Regent Orr concluded his report by noting that the Authority Board had heard clinical program reports on the Ophthalmology program and Clinical Cancer Center. The former report was presented by Dr. Daniel Albert, Chair, who noted that this program is ranked second in the area of federal research funding, and first in the area of federally funded researchers. Dr. John Niederhuber, the new Director of the Clinical Cancer Center, presented the report on that nationally-recognized program. A proposed merger between the Clinical Cancer Center and the McArdle Laboratories (also recognized nationally) would create a “formidable force in cancer research.”

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Legislative Report

Regent Lubar stated that Margaret Lewis (Acting Vice President for University Relations) had provided a Legislative Report and would be able to answer questions concerning it.

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ECB Study Commission

Reporting that Governor Thompson had set up a commission to study public broadcasting in Wisconsin, Regent Lubar announced that he had appointed Regent Boyle to serve as the Board’s representative on that commission.

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REPORT OF THE PRESIDENT OF THE SYSTEM

President Lyall began her report by offering her welcome to the members of the UW-Extension Administrative Leadership Program who were in attendance. She noted that this program serves faculty and staff holding administrative appointments in county extension offices or within a UW institution; by allowing them an opportunity to gain a greater understanding of UW-Extension and the UW System, the program encourages participants to expand their range of administrative skills and their understanding of the state and university.

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Presentation: UW-Whitewater's "Project Assist"

President Lyall asked Chancellor Greenhill (UW-Whitewater) to introduce John Truesdale (Director, Disabled Student Services) and Deborah Hall ("Project Assist"), who presented information on UW-Whitewater's mission and its special emphasis on serving disabled students. In his introduction, the Chancellor noted that UW-Whitewater's select mission includes a specific reference to its responsibility to provide support services and programs for students with disabilities. Dr. Truesdale began by observing that UW-Whitewater was a "pioneer" in Wisconsin when it began providing a formal program and services for students with disabilities in 1970-71; it is the only campus in Wisconsin and is one of the few institutions across the nation that provides comprehensive services to these students. Beginning as a partnership between the university and the State Division of Vocational Rehabilitation, the university's original grant had an annual budget of \$20,000, employed two staff and served only a few students. Twenty-six years later, the campus budget for direct services exceeds \$1 million, and the Disabled Student Services office accounts for nearly \$900,000 of that amount, with an eight person staff serving between 250 and 300 students. Recognized as one of nation's leaders in higher education in developing and providing services for students with disabilities, Dr. Truesdale noted that UW-Whitewater could credit its success first to the supportive 1973 Board of Regents that assigned this special mission, and second, to the university's early interpretation as requiring the provision of services in the broadest sense. From the beginning, the focus was on developing services to meet the needs of students with severe disabilities, from retention and graduation to employment. As a result, UW-W has retained and employed students at a high rate. Addressing the question of cost of services, Dr. Truesdale cited statistics supporting the benefits of moving people with disabilities from being tax-liabilities to being tax assets. Overall, constituents, parents and students favor these programs. Finally, Dr. Truesdale stressed that the success of students who happen to have disabilities is due, not to the work of a single office or department, but to the campus-wide commitment to the special mission of the University of Wisconsin Whitewater, from instructors who accommodate students in the classroom, to non-instructional staff who make necessary exceptions to campus policies, to those who make possible specially modified residence halls rooms and the expeditious removal of snow, to a strong central administration and a Board of Regents that supports these efforts and this mission.

Deborah Hall then discussed the special support required by students with learning disabilities and Project Assist, a program designed to meet those needs. She began by observing that learning disabilities are often misunderstood, adding that these students have average or above average intelligence. When Project Assist works with these students, the standards used to measure success remain unchanged; however, the program does accommodate the fact that these students gather the information they need to learn differently and that these students need different ways to express information once they've learned it. Students (most of whom are freshmen) enter Project Assist during a summer transition program, and during the school year they learn skills they need (through workshops or one-on-one tutoring) to become independent learners. Ms. Hall noted that the goal of the program is to develop independence by the junior year for successful transition to employment. Project Assist organizes study groups for all freshman for courses offered at UW-Whitewater, where students can "learn *how* to learn" from each other and develop support networks; Project Assist students are also offered a variety of leadership opportunities where they can not only gain further insight about their own needs, but perform outreach work to ease the transition for other students who may be in similar circumstances. Occasionally, faculty will refer students who are having trouble; if appropriate, they are assessed and diagnosed (in collaboration with the psychology department) and accommodations are made (such as note taking and test administration) as needed.

Project Assist began in 1979 when the faculty and the Department of Special Education recognized that students with learning disabilities who entered college needed additional support. Dr. George Mischio, who began the program, worked with students individually at first. As the program developed, faculty incorporated it as part of their clinical experiences for undergraduate and graduate students in special education. In 1985, Federal Grant support allowed coordinators to train tutors, providing clinical experience for those students while also providing a more tutors for students. A 1986 Federal Grant provided funding for the summer transition program, and in 1987 financial support from the UW System helped the UW-W take over the financial support for the program until 1992, when it became a fee- based program, supporting itself except for mandated accommodations that are supported by the university.

Today, approximately 50 students enter the summer transition program each year, direct services are provided to 160 students, and 250 other students also use the program, which indicates that it is reaching its goal of fostering independence for its learners. Students in the program are enrolled in every college on campus and their average grade point achievement is comparable to their peers'. Ms. Hall concluded her presentation by reporting that parents express gratitude that the program exists and has, as one parent stated, "helped so many students to fulfill their dreams of going to college."

Following this presentation, Regent James asked whether the students with disabilities who are served by these programs are able to live in the dorms; Dr. Truesdale noted that, while the specific situation depends on the student, the goal is to integrate them into the campus community so that they have the same experience as non-disabled students. He added that a further goal is to move them toward independence, too, so later in their university careers they are encouraged to move into the community. Regent

Smith, who cited the special programs at UW-Oshkosh and UW-Madison, asked whether other campuses were making efforts to assist students with learning disabilities. Dr. Truesdale stated that the Americans with Disabilities Act requires all campuses to make accommodations for students with disabilities; however, Ms. Hall observed that, while these campuses offer assistance to these students, UW-Whitewater's program offers an "educational level" of support, in keeping with the university's unique mission. Regent Hempel asked if there were instances in which learning disabilities were discovered when students arrive at the university. Ms. Hall observed that, since many students with learning disabilities are quite bright, they may cope better with a high school curriculum; yet when these students arrive at university, the increased demands of more difficult courses may bring attention to previously undiagnosed learning disabilities. To help address this, Project Assist has a relationship with the Department of Psychology, which provides assistance in diagnosis and assessment.

Regent Grebe asked whether funds from the Division of Vocational Rehabilitation are provided through the institution or to individual students, and whether they are renewed annually or if they are requested year to year. Dr. Truesdale responded that these funds are provided as direct support, purchased services, or as grants, and that the timing also varies, with some funds renewed on an annual basis and other awards based on performance. Dr. Truesdale also stated, in response to Regent Grebe's inquiry about private funding, that a \$10,000 private grant was helping support a summer recreation program for youngsters with disabilities.

Regent MacNeil asked if Dr. Truesdale could provide student case histories, asking in particular about their success after graduation. Several students were mentioned, including a physician, a successful salesman and a supervisor at a computer company. Yolande Derni, a student currently working with the Project Assist program, was asked whether she had ever encountered any resistance to accommodations required for her learning disability; she replied that she has never had problems and that faculty are helpful and willing to provide any accommodation requested.

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Good News Items

Carnegie Foundation Wisconsin Professor of the Year

Professor Donald Kummings (UW-Parkside, Department of English) has been named the 1997 Carnegie Foundation Wisconsin Professor of the Year. A scholar specializing in the work of poet Walt Whitman, Dr. Kummings was nominated for this award by his colleagues and his students. Annually, only one Carnegie Professor is named from each state. President Lyall observed, however, that Dr. Kummings is the second UW-Parkside faculty member to receive this honor — Professor John Buenker was so honored in 1990. She commended Dr. Kummings, and congratulated him and UW-Parkside.

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Wisconsin Blue Book

President Lyall also observed that the 1997-98 *Wisconsin Blue Book*, the standard reference source for information on state government, had been recently released. She noted that this year's edition contains a feature essay by Professor Susan Paddock (UW-Extension) on "The Changing World of Wisconsin Local Government."

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Wisconsin Public Radio Governor's Award

Congratulations were offered to Wisconsin Public Radio for receiving the first Governor's Award in the Humanities for its nationally syndicated program, "Morning Edition." President Lyall, noting that she frequently listens to this program, praised the breadth of topics, personal interviews, and good humor of this program, observing that "we can be proud of this Wisconsin export."

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UW-Milwaukee in Library Collaborative

Noting that "collaboration" and "partnership" are indicative of the continuing effort to stretch resources and operate efficiently, President Lyall reported on one such effort between UW-Milwaukee's Golda Meir Library and the libraries at Marquette University and Medical College of Wisconsin. The Cooperative Access Program, which shares research collections between the faculty and students of all three institutions, was spurred by the skyrocketing cost of journal subscriptions and other library materials. These expenses could have forced all three institutions to cancel subscriptions to stay within their budgets; a problem of particular concern for UWM, since UW libraries have not had budget increases for a decade. President Lyall commended UWM Library Director, Peter Watson-Boone, for leading this collaborative effort which will benefit all three institutions.

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UW-La Crosse: Environmental Protection Agency Grant

UW-La Crosse recently received an Environmental Protection Agency grant of \$650,000 to support research to predict agricultural discharges in the lower Minnesota River watersheds. The project seeks to estimate the pollution contribution of urban areas, waste water treatment plants, and point sources, point sources of pollution in order to calculate the non-point pollution load in the Mississippi River. The results will be useful to help farmers evaluate the adoption of specific soil and conservation management systems that would help to enhance water quality in the lower Mississippi water shed. President Lyall noted that this is the single largest research grant received at UW-La Crosse, and that it will be used in part to provide research opportunities for undergraduates at that institution.

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Memorial: Regent Emeritus Nancy Barkla

President Lyall concluded her report by noting the passing of former Regent Nancy Barkla, who received her law degree from UW-Madison and served in Washington as secretary to Senator William Proxmire and in the Johnson White House before returning to private law practice in Pierce County. Appointed to the UW Board of Regents in 1972 by Governor Lucey, she served until 1980 as the first woman Regent of the newly merged UW System.

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REPORT OF THE PHYSICAL PLANNING AND FUNDING COMMITTEE

Consent Agenda Items

Regent Barry, Chair, began his report by introducing Resolutions 7565- 7568, which had been adopted by the Physical Planning and Funding Committee, and presented them for adoption by the full board as consent agenda items. His motion to approve them was seconded by Regent Mohs and passed unanimously. Prior to the vote, Regent Lubar asked whether the financial funding aspects of Resolution 7566 had been completed, and was assured by Regent Barry that they had.

UW-Madison: Environmental Management Center - Phase II (Design Report) \$4,179,375 (\$3,300,000 General Fund Supported Borrowing - WISTAR and \$879,375 Program Revenue Borrowing)

Resolution 7565: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority be granted to construct an Environmental Management Center - Phase II project at an estimated total project cost of \$4,179,375 (\$3,300,000 General Fund Supported Borrowing-WISTAR and \$879,375 Program Revenue Borrowing).

UW-Madison: School of Pharmacy Building (Design Report) \$45,000,000 (\$15,000,000 General Fund Supported Borrowing - WISTAR, \$15,000,000 General Fund Supported Borrowing - Healthstar, and \$15,000,000 Gifts/Grants.)

Resolution 7566: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority be granted to construct a School of Pharmacy Building at an estimated total project cost of \$45,000,000 (\$15,000,000 General Fund Supported Borrowing - WISTAR, \$15,000,000 General Fund Supported Borrowing - Healthstar, and \$15,000,000 Gifts/Grants.)

UW-Madison: Observatory Drive Reconfiguration \$1,200,000 Institutional Funds

Resolution 7567: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to construct an Observatory Drive Reconfiguration project, at an estimated total project cost of \$1,200,000, using Institutional Funds.

UW-Madison: Lathrop Hall Renovation - expand scope and increase budget \$200,000 Gift Funds

Resolution 7568: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to expand the scope and increase the budget of the Lathrop Hall Renovation project by \$200,000 of Gift Funds, for a total revised budget of \$5,130,000 (\$2,730,000 General Fund Supported Borrowing, \$1,500,000 Gift/Grant Funds, \$700,000 Residual Program Revenue Supported Borrowing, and \$200,000 Program Revenue Cash - Recreation Sports).

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Report of the Vice President

Report on Building Commission Actions

Regent Barry reported that Assistant Vice President Ives' report included a report on recent Building Commission Actions. Eight UW System projects were approved at the October State Building Commission meeting:

- * UW Colleges - Baraboo/Sauk - movable and special equipment;

- * UW Colleges - Marshfield/Wood - movable and special equipment;
- * UW Colleges - various locations - special equipment to develop Multi-Media / Distance Education Facilities;
- * UW-La Crosse - Student Life Center North Addition;
- * UW-Madison - Waisman Center Addition / Remodeling;
- * UW-Milwaukee - Engelmann Hall Remodeling increase;
- * UW-Platteville - Student Center concept;
- * UW-Stout - Johnson Fieldhouse Storage Addition.

In addition, Building Trust Funds were released to prepare plans and a design report for UW-Oshkosh Halsey Science Center Renovation.

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Revisions to Administrative Rules of the Board of Regents

Regent Barry reported that Senior Legal Counsel Patricia Brady presented information regarding Resolution 7569, regarding conduct on university lands. This item requested that the Board proceed with the administrative rule-making process to revise Chapter UWS 18 of the Wisconsin Administrative Code. He noted that, since the last significant revisions in 1991, campus police officers have experienced new enforcement problems and have recommended that the rules be revised to deal with these situations. The next steps in this process are the submission of the proposed revisions to the Legislative Council Rules Clearinghouse for review and the scheduling of a required public hearing by the Board. Following the public hearing, the revisions will be forwarded to the Legislature for review. If there is no objection on the part of the Legislature, the rules can then be promulgated. Regent Barry then moved the adoption of Resolution 7569; his motion was seconded by Regent Marcovich and passed unanimously.

Authority to conduct public hearings on proposed revisions to UWS18, "Conduct on University Lands"

Resolution 7569: That UW System Administration staff be directed to prepare in proper form, and submit to the Legislative Council Rules Clearinghouse for review, proposed revisions in s. UWS 18.06, Wisconsin Administrative Code, concerning conduct on university lands; and further,

That the Secretary of the Board of Regents be directed to file a notice of hearing with the Reviser of Statutes for inclusion in the Wisconsin Administrative Register, the purpose of the hearing being to consider the revisions to Section UWS 18.06, Wisconsin Administrative Code, concerning conduct on university lands, said hearing to be held on February 5, 1998, in

Room 1820 Van Hise Hall, 1220 Linden Drive,
Madison, Wisconsin at 12:30 p.m.

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Closed session

Regent Barry concluded his report by noting that the Committee had adjourned to closed session at 1:40 p.m. to consider personal histories related to naming of facilities, adjourning at 1:50 p.m.

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REPORT OF THE BUSINESS AND FINANCE COMMITTEE

Public Forum on Trust Fund Investments

Regent Hempel, Chair, began her report with a brief overview of the public forum on Trust Fund investments held the previous day. Observing that the forum had a “pretty good turnout,” she reported that Vice President Marcia Bromberg began by describing the events leading up to the forum, including the Board’s adoption of investment guidelines and policy revisions, as well as a commitment to conducting an annual forum on this topic. Professor Robert Bock commented on his services rendered as an advisor to the Board who looks at potential proxy issues as they arise. Twenty-eight well-informed speakers expressed their continued concern regarding investments in specific countries, such as Burma, Madagascar, East Timor and Indonesia. Many requested a revision to current policy, asking for the establishment of an independent advisory board of faculty, staff, students and elected representatives. Regent Hempel further expressed her admiration for one speaker she cited as most impressive, Zarni, who has been very active in the Free Burma Coalition; she added that the work of the Business and Finance committee had been mentioned in the preface of his book on Burma, which she understands as an indication of the importance of the Board’s participation in “helping [their] struggle for freedom of democracy in a small but significant way”.

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Extension Budget Reduction Plan

When the Business and Finance Committee met later that afternoon, it considered a plan for reducing the budget of UW-Extension. Regent Hempel, summarizing that reduction, reminded her colleagues that the biennial budget had initially reduced general program revenue funding for UW-Extension by \$2 million for the current year; later, half of that was restored for next year and on a permanent basis, leaving in place a reduction of \$1 million. The committee was asked to consider a plan for implementing a base reduction of \$74,000 and the elimination of two positions from the Extension General

Administration and Services Division. The Business and Finance Committee having approved the plan it reviewed, Regent Hempel moved its adoption by the full board. Her motion was seconded by Regent Staszak, and carried unanimously.

Extension Budget Reduction Plan

Resolution 7570: Upon the recommendation of the President of the UW System and the Chancellor of UW Extension, that the plan for taking the UW-Extension 1997-98 and 1998-99 base budget reductions be received and approved for transmittal to the Joint Committee on Finance, in accordance with Wisconsin Act 27, Section 9153(2y) (a and b).

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Update on Best Business Practices

Regent Hempel reported that Associate Vice President Debra Durcan provided a report on the "best business practices" group that has been set up within UW System Administration. That group has reviewed two principal subjects over the course of the last year. Their first subject, simplifying the means of reporting travel expenditures, resulted in seven recommended changes being recommended to the Department of Employment Relations. Of these, only one was approved, regarding which Regent Hempel observed the importance of engaging key people earlier in the process. The second subject, dealing with low dollar procurement procedures, resulted in greater success. These efforts should reduce reporting requirements and be more efficient. Regent Hempel noted that the committee asked this group to continue its work and report again in six months.

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Report of the Vice President

Vice President Bromberg reported that total gifts, grants and contracts for the first quarter of this year are \$221 million which is an increase of \$32 million, more of that in the non-federal award category than not.

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Closed Session

The Business and Finance Committee adjourned to closed session at 1:36 p.m. to discuss trust fund matters. The committee adjourned, issuing with no report.

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Audit Subcommittee

The Audit Subcommittee met following the Business and Finance Committee meeting. Regent Hempel noted that Ron Yates, who has joined the UW System as the new Internal Audit Director, continues to impress the committee with revisions in the way audits are conducted and presented. The audit report on post-tenure review was begun before he assumed his current position, Regent Hempel added, but he clearly presented an overview of each institution's post-tenure review, highlighting weaknesses and strengths. She praised the positive response to the "best practices" model and the use of peer review, suggesting that institutions be encouraged to adopt practices identified as "best" in this review process.

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REPORT OF THE EDUCATION COMMITTEE

Consent Agenda Items

Regent Smith, Chair, provided the report. He began by noting that the Education Committee had approved Resolutions 7571 - 7577, and moved their adoption by the full board. Regent Staszak seconded his motion, which carried unanimously.

Report on Industrial and Economic Development Research Fund, in accordance with s. 36.25(25)(c), Wis. Stats.

Resolution 7571: That the report on projects undertaken in the UW System during fiscal years 1995-96 and 1996-97 and supported by Industrial and Economic Development Funds be received and approved for transmittal to the Joint Committee on Finance, in accordance with s. 36.25(25)(c), Wis. Stats.

UW-Milwaukee: Professor of Finance, School of Business

Resolution 7572: That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Chancellor be authorized to recruit for a Professor of Finance, School of Business Administration, at a salary that exceeds the Executive Salary Group Six maximum.

UW-Milwaukee: Professor of International Finance, School of Business

Resolution 7573: That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Chancellor be authorized to recruit for a Professor of International Finance, School of Business Administration, at a salary that exceeds the Executive Salary Group Six maximum.

UW-Milwaukee: B.S., Information Resources (implementation)

Resolution 7574: That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Chancellor be authorized to implement the B.S. in Information Resources.

Competency-based Admission

Resolution 7575: That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approve implementation of the Competency-Based Admission process on a statewide basis, to be used as a supplement to the traditional admission process.

UW-Stevens Point Board of Visitors

Resolution 7576: That, upon recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Stevens Point, the Board of Regents authorize the Chancellor to increase the size of the UW-Stevens Point Board of Visitors from 18 to 25 members.

UW- Madison: Named Professors

Resolution 7577: 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 make the following named professorship appointments, effective July 1, 1997:

John M. Norman	Rothermel Bascom Professor in Soil Science
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Bonnie L. Svarstad	William S. Apple Professor in Pharmacy
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George Zografi

Edward Kremers Professor in
Pharmacy

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UW-Parkside Revised Mission Statement

Following the adoption of the resolutions comprising the consent agenda, Regent Smith stated that the committee held its second reading of the revisions to the UW-Parkside Mission Statement. As required by statute, a public hearing had been held on the Parkside campus on September 11, 1997, which produced minor changes to the revisions. Regent Smith noted that Regent Staszak reported to the committee regarding the September 11th meeting, and Interim Chancellor Lamb reported on the changes that meeting elicited. Regent Smith reported that the Education Committee approved the revision, and called on Regent DeSimone to move the adoption of Resolution 7578. Regent DeSimone made the motion for the full board to approve the new mission statement for UW-Parkside; his motion was seconded by Regent MacNeil and carried unanimously.

UW-Parkside: Revised Mission Statement

Resolution 7578: That, upon recommendation of the President of the University of Wisconsin System and the Chancellor of UW-Parkside, the Board of Regents approves the revised UW-Parkside mission statement.

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Report of the Senior Vice President for Academic Affairs

Presentation: Achieving Excellence Through Diversity, James Anderson, Vice Provost and Dean of the Division of Undergraduate Studies, North Carolina State University

Regent Smith reported that Senior Vice President Ward introduced a presentation by Dr. James Anderson, Vice Provost and Dean of the Division of Undergraduate Studies, North Carolina State University, who addressed the committee on the topic of "Achieving Excellence Through Diversity". Summarizing Dr. Anderson's remarks, Regent Smith noted that he had distinguished between diversity as a well-reasoned philosophy about how an organization should function and how affirmative action should be understood as a single tool for promoting diversity and asserted that business and industry are well ahead of the academy in recognizing the need to promote diversity. Concurring with this statement, Regent Smith added that "we want to encourage the university to connect diversity and our basic institutional processes, arguing that doing so can only enhance its educational goals." Dr. Anderson also indicated the importance of

avoiding politics, stressing that diversity be tied to academic excellence and fundamental values.

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Wisconsin WebFair '98

Senior Vice President Ward also reported to the committee that the second annual Wisconsin WebFair competition is underway. This project, co-sponsored by the Wisconsin Department of Public Instruction, the Wisconsin Education Association Council, the Urban Superintendents Association, WiscNet, and the University of Wisconsin System, asks students from kindergarten through college to submit their educational web pages in a competition with other students from across the state to showcase the best educational practices of the World Wide Web.

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Announcements

Regent Smith also reported that Senior Vice President Ward had made two announcements: first, that barring regent opposition, the name of the Center for Learning Innovation will be changed to the Learning Innovation Center; and second, that UW-Parkside is reopening its search for a Dean of Arts and Sciences.

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Report on Industrial and Economic Development Research

Regent Smith reported that Dr. Bruce Jones, Director of the Center for Dairy Profitability, had discussed Management Education for agricultural producers and agribusiness managers as part of the report on Industrial and Economic Development Research Fund. He added that both Dr. Jones' presentation and the report give clear indication that the fund is being put to good use, and expressed his sense that these funds are being well spent on good and viable projects.

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General Education Report, UW Colleges

The committee heard a report on the UW Colleges' General Education Program and learned about efforts to make the Associate Degree more coherent and attractive to students. Professor Martha Schuh observed that the revised program places increased emphasis on teaching, with particular attention paid to matching teaching and learning styles.

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Competency-Based Admission

Regent Smith reported that Committee had discussed the Competency-Based Admission process with the understanding that specific language amending Regent Policy 72-11 (regarding freshman admissions) would be brought before it in December. Summarizing this discussion, Regent Smith noted that Senior Vice President Ward described the two basic ways to enter a UW university institution: by traditional transcript number and by exception (limited by Board policy to 5% of the admissions at an individual campus). A competency-based process offers may offer a useful alternative, Regent Smith observed, especially in light of reforms taking place in Wisconsin's high schools.

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Update Reports

Regent Smith concluded his report with a brief overview of two update reports heard by the Education Committee.

Diversity

Tess Arenas (Assistant to the President for Multicultural Affairs) reported to the committee regarding campus visits that have taken place in recent months, with the expectation that a report on this subject will be issued in April.

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21st Century

Associate Vice President Sell discussed budget flexibilities observing that it is now time to plan the next biennial budget. At the next committee meeting, she will present a list of completed recommendations of *The Board of Regents' Study of the UW System in the 21st Century* and identify items that are still open

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CLOSED SESSION

At 10:00 a.m., Regent Orr moved the adoption of Resolution 7579, which was adopted on a unanimous roll-call vote with Regents Barry, Benson, Boyle, Brandes, DeBraska, DeSimone, Grebe, Hempel, James, Lubar, MacNeil, Marcovich, Mohs, Orr, Randall, Smith, and Staszak (17) voting in the affirmative.

Resolution 7579: That, the Board of Regents recess into closed session, to consider salary adjustments above Group 6, Executive Pay Plan as permitted by s.19.85(1)(c), *Wis. Stats.*; to consider

honorary degrees nominations at UW-Madison and UW-Milwaukee, naming facilities after persons at UW-Madison, and appointment to UW-Stevens Point Board Of Visitors, 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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Upon arising, the Board announced adoption of Resolutions 7580 - 7582, which had been adopted in Closed Session.

UW-Stevens Point: Appointments to the Board of Visitors

Resolution 7580: That, upon the recommendation of the Chancellor of the University of Wisconsin-Stevens Point and the President of the University of Wisconsin System, the following persons be appointed to the UW-Stevens Point Board of Visitors:

For terms expiring in 1999: Marg M. Coker-Nelson
Mary K. Croft
James F. Harmon
Daniel O. Trainer

For terms expiring in 2000: Robert J. Knowlton
Roy A. Menzel
Kristina Peters
James P. Schuh

For terms expiring in 2001: Patricia J. Curry
Gerald D. Vance

Salary adjustments above Group Six of the Executive Pay Plan

Resolution 7581: That, 1997-98 salary adjustments for UW System Senior Executives, implementing the 3% pay plan for State Executive Pay Plan Employees approved by the Joint Committee on Employment Relations effective October 1, 1997, be approved as listed in Schedule A; and

That, the UW System President is delegated the authority to establish additional salary adjustments for UW System Senior Executive effective January 1, 1998, to average not

24 November 1997

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