

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Kenosha, Wisconsin

Held in Wylie Hall, Galbraith Room

Friday, May 07, 1999

9:00 a.m.

- President Orr presiding -

PRESENT: Regents Barry, Benson, Boyle, Brandes, DeBraska, DeSimone,
Gottschalk, James, MacNeil, Marcovich, Mohs, Olivieri, Orr, Randall,
Smith and Staszak

ABSENT: none

APPROVAL OF MINUTES

The minutes of the meeting of the Board of Regents held on April 9, 1999, were approved as circulated.

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REPORT OF THE PRESIDENT OF THE BOARD

Presentation of Academic Staff Excellence Awards

Making the presentation of the 1999 Regents' Academic Staff Awards for Excellence was Regent MacNeil, Chair of the Special Regent Committee that selected the award recipients.

Regent MacNeil noted that the strength of UW institutions depends on the excellence of their academic staff. There are approximately 5600 FTE administrative and professional non-teaching academic staff, representing over 34 percent of all unclassified employees and 22 percent of all employees in the UW System. With these awards, the Board of Regents recognizes their dedication and their outstanding service.

In addition to Regent MacNeil, the Regent Committee was comprised of Regent Mohs, Regent Olivieri, and Regent Staszak. The two award winners were selected from an impressive group of 16 nominees. They each will receive \$5,000 to support their professional development or to enhance their department's programs.

Before introducing the awardees, Regent MacNeil identified the other nominees, commenting that their contributions demonstrate the range of dedication and invaluable services provided by UW academic staff:

--Diane Gilbertson, Director of University Centers and Programs at UW-Eau Claire, under whose direction the National Youth Sports Program for community youth from economically challenged families was recognized by the NCAA with its highest honor.

--Joan Evans, Assistant Registrar at UW-Green Bay, who is credited with developing an on-line registration system to help track academic programs for athletes and the four-year degree contract which allows students to map out their course-work and graduate on time with fewer credits.

--Laura Kucharski, a Master Teacher at UW-Milwaukee's Children's Center, who oversees a nationally recognized student internship center that ensures the safety, nurturing, care and education of very young children in the UW-Milwaukee academic community.

--Tom Fojtik, Assistant Director of Residence Life at UW-Oshkosh, who has developed programs and services that balance student needs with other important objectives and who has made continuous improvements in the way residence halls provide services.

--Roseann Mason, Coordinator of the HUD Community Outreach Partnership Center at UW-Parkside. For prisoners at the Racine Correctional Institution, she has designed a liberal arts non-credit program, persuaded UW-Parkside faculty to volunteer their time to teach, and developed a pre-release program in conflict resolution and citizenship.

--Dawn Drake, Director of Distance Education at UW-Platteville, who has been praised for her campus leadership in the extended degree program, classroom teaching, faculty development on Web-based instruction, and campus strategic planning.

--Marlys Nelson, Senior Systems Programmer with Information Technology Services at UW-River Falls, who has been instrumental in developing and maintaining campus-wide network services, including a system whereby all UW-River Falls students have a home page on the World Wide Web.

--Robert E. Moiser, Director of Residential Living at UW-Stevens Point, who has created a strong link between academic and student affairs by forming the Freshman Interest Group and Faculty Mentoring programs. He has written significant articles on student affairs and is a national leader in the Association of College and University Housing Officers.

--Nancy Ninas, an Information Manager in UW-Stout's Financial Aid Office, who has demonstrated her strong professional commitment to helping students find ways to afford a college education by creating an IT-based financial aid module.

--Carolyn Petroski, Director of UW-Superior's Extended Degree Program, which enables students to earn a bachelor's degree with an individualized major through distance education. She has worked with the faculty in course development for this program and has also provided extensive university and community service.

--Steve Wildeck, Director of Business Services at UW-Rock County, who is responsible for budget planning and management, facilities planning, risk management, technical and information systems, and auxiliary enterprises. He has overseen the campus master plan, managed the construction of the Williams Hall Science Building, and created a student information system.

--Vicki Washington, UW-Extension's Director of Equal Opportunity and Diversity Programs, who has provided institutional and systemwide services in matters pertaining to diversity, equal opportunity, affirmative action, and civil rights. Under her leadership, her office has become a visible force in changing the culture of UW-Extension. Her involvement and expertise have been recognized at the community, state, national, and international levels.

Congratulating all of the distinguished nominees, Regent MacNeil announced the recipients of the 1999 Regents' Academic Staff Awards for Excellence, both of whom are involved with media and the dissemination of scholarly information, but each in a different way: Elizabeth Steinberg, Chief Manuscript Editor and Associate Director of the University of Wisconsin Press, UW-Madison; and James Jorstad, Director of Media Services and the Educational TV Center, UW-La Crosse.

A 40 year veteran of the UW Press, Ms. Steinberg is credited with overseeing the production of many books of great academic distinction, including Hult's *Print in the Western World*, the reissue of Gomme's *Birds of Wisconsin*, and Mollenhoff's and Hamilton's *Frank Lloyd Wright's Monona Terrace*. Distinguished scholars and writers of national renown have praised her work and sought her out to edit their manuscripts. One author dedicated his book to her. Described as the "soul" of the University of Wisconsin Press, she was the unanimous nomination of UW-Madison. It was felt that recognition by the Regents would be the capstone of her distinguished and dedicated career.

Expressing gratitude for the award, Ms. Steinberg considered it a great honor and one that also belongs to her colleagues at UW Press. The Press is very proud, she stated, for the part it plays in the UW's mission: that publication is as much a function of the university as is research or teaching and that research without publication leaves the task half done. However, she added, all the Press's publications are not research reports or narrow monographs; some are intended for a much broader audience. Noting that the books published by the Press carry the University's name far afield, both geographically and intellectually, she remarked that it is the Press' business to see that the books do credit to that name. Noting that the world of publishing is changing rapidly, she said the challenge is to stay abreast of new developments and to use them to advantage in disseminating information. The stipend that comes with the award will be used by the Press to become more knowledgeable about new technology, particularly in the area of electronic editing.

Introducing, James Jostrad, Regent MacNeil pointed out that he was an early visionary of instructional technology and a leader in the creation of the WONDER Network, linking distance education classrooms around the state. He oversaw classroom modernization and the construction of new IT facilities to enhance teaching on and off campus; and he and his staff work closely with faculty on the use of technology in the classroom. Mr. Jorstad also is known as an award-winning creator of several public television programs, including *Battle at Bad Axe*, *Forest of Gold*, and *Midway – A Vision of the Past*.

Expressing appreciation for the award, Mr. Jorstad commented that it is a great honor for him and for his team at UW-La Crosse to receive this recognition. Noting that neither of his parents had the opportunity to go to high school, he said both he and his sister went to college, graduate school and on to successful careers. The formula for success, he feels, is strong family values, a supportive family, a great work environment, a Chancellor with strong leadership and vision, and the opportunity to hire exciting and dedicated employees who share a vision of customer service. Multiply this by self-motivation, pursuit of excellence and passion for one's work. add the desire to create a product that people will always remember and create a message that stirs emotion. Then add a sense of pride and commitment, with a dash of humor.

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Report of the Educational Communications Board

Regent President Orr noted that Senior Vice President Olien had attended the Educational Communications Board on April 16 and was available for any questions or comments.

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Report on the May 5th meeting of the Hospital Authority Board

Regent President Orr noted that a written report of the May 5 meeting of the Hospital Authority Board had been provided. Regent Boyle, Regent James and Regent Mohs are members of that Board.

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Legislative Report

Regent President Orr referred to a written report on legislative matters that had been provided to the Regents.

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Presentation Graying of the Faculty

Regent President Orr introduced Associate Vice President Frank Goldberg, who provided a summary of the report he had given the Education Committee at the April meeting. In a population of 6,208 tenured and tenure-track faculty who were surveyed, about half were in the 40-54 age group. Thirty-five percent were in the over-age-55 group, and only 15 percent were in the under-age-40 group. Noting that a printed Occasional Research Brief on this subject provides more detailed information, Mr. Goldberg pointed out that the UW Colleges have the largest percentage of faculty over the age of 55, and the Comprehensive Universities have the next largest proportion. Breaking the data down by gender shows that 40 percent of the men were age 55 and over, while only 20 percent of women were in that age category. Of all those in the 55 and over group, 83 percent are male; in the 40-54 year group, 68 percent are male; and in the less-than-40 group, 62 percent are male. A large number of the retirements in the upcoming years, therefore, will be male faculty.

Data also show that the disciplines with the largest proportion of faculty over the age of 55 are engineering and physical sciences, followed by the humanities. Over time, the proportion of faculty in the 40-54 age group has remained quite constant at about 50 percent of the faculty. The 55 and over group has been increasing, while the less-than-40 age group has been decreasing. This is partly explained, Dr. Goldberg noted, by the fact that the large number of faculty hired in the 1960s and 1970s are reaching the age 55 and older category. With respect to the decrease in proportion of younger faculty, it has been suggested that the budget cuts of 1995-97 have had an impact. In addition, some institutions are beginning to hire more senior entry-level faculty.

Viewed by institution, the data show similar increases in the age 55 and over group for UW-Madison and UW-Milwaukee; a more pronounced increase for the Comprehensive Universities; and a very pronounced increase for the UW Colleges. Viewed by gender, the percentage of female faculty age 55 and over has remained fairly constant, while the proportions of younger women faculty are growing.

Application of retirement projections to the data shows that the UW Colleges will face the largest proportion of retirements over the next 10 years, with almost 49 percent of the faculty projected to retire. For the Comprehensive Universities, the figure is 41 percent; 35 percent for UW-Madison; and 33 percent for UW-Milwaukee.

There is a potential, Dr. Goldberg pointed out, for smaller institutions to lose entire departments to retirement. Indicating that the demographics present both challenges and opportunities, he noted that the challenge will be to replace a significant portion of the knowledge base over the next 10 years and to deal with increasingly intense competition in recruitment. At the same time, there will be the opportunity to adjust to changes in market demand and to adjust program strengths to meet the needs of the future.

Referring to discussion at the previous day's Education Committee meeting about how to meet these challenges, Regent Smith noted that universities and systems across the country face the same demographic facts. It is important, he commented, to see this situation as an opportunity rather than a crisis and to think in terms of a process to deal with the larger issue, rather than looking at one job at a time. The first need, he felt, is to articulate the requirements for taking the UW to the next level, including what kind of faculty are needed and what kind of economic package will attract them. In addition, he considered it very important to create an environment and quality of life that will attract the kind of people who are wanted. He felt that, in the future, economic situations are likely to even out across institutions and that quality of life will become increasingly important in successful recruitment.

Regent DeBraska inquired about the possible impact of an optional retirement system on this situation. Senior Vice President Olien replied that younger faculty are attracted to portable retirement systems and interest rates that reflect their investment.

Regent President Orr thanked Associate Vice President Goldberg for a very interesting and relevant presentation.

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Comments by Outgoing United Council President

John Grabel, outgoing United Council President, emphasized the need to focus attention on the university's basic mission of educating the citizens of Wisconsin and improving the quality of life for everyone in the state. He felt too much time is spent on discussing the economic benefits of the UW System to the State and concepts like marketability, flexibility, efficiency, and cost-benefit analysis. He thought too little time is devoted talking about innovation, access and affordability.

Michelle Diggles, the incoming President of United Council was introduced. Ms. Diggles spent the last year as the Legislative Affairs Director for United Council.

Mr. Grabel expressed appreciation to the Board, System Administration and the Chancellors for being accessible to him throughout his term as President. Noting that United Council and the Board are on the same side of most issues, Mr. Grabel observed

that working together has often brought success. As examples, he cited improved funding of the UW System, Supreme Court acceptance of the UW's appeal in the *Southworth* segregated fee case, improvements in advising, and reduced transfer problems. In closing, he expressed the hope that the Board and the UW would continue to see United Council as a valuable resource and use the information it provided as an important component in the decision-making process.

Regent President Orr commended Mr. Grabel for his dedicated and professional leadership of United Council; and President Lyall added her appreciation to Mr. Grabel for his good work with System Administration and the Board on a large number of issues.

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Resolution of Commendation for Regent Staszak

The following resolution of commendation for Regent Staszak was presented by Regent Randall and adopted with a round of applause.

- Resolution 7901: **WHEREAS**, Grant E. Staszak has served with distinction as a member of the University of Wisconsin System Board of Regents since 1997; and
- WHEREAS**, he has worked diligently as a member of the Education Committee, the Committee on Student Discipline and Other Student Appeals, the Special Regent Committee for the UW-Eau Claire Chancellor Search, and the Committee for Academic Staff Excellence Awards; and
- WHEREAS**, he will graduate on May 22 from UW-River Falls with a bachelor's degree in agricultural business and political science, will deliver the commencement address, and was recognized recently as the outstanding senior in the College of Agriculture, Food and Environmental Sciences; and
- WHEREAS**, he has served as president and treasurer of the UW-River Falls Student Association Student Senate, during which time he led the implementation of a revised governance structure; and
- WHEREAS**, he has been active in United Council of UW Students, the Wisconsin FFA, Alpha Zeta National Honorary Agricultural Fraternity, the *Student Voice*

newspaper, and the varsity men's varsity men's cross country team; therefore

BE IT RESOLVED, that the Board of Regents does express its deep appreciation to Grant E. Staszak for his two years of service, confers upon him the title of Regent Emeritus, and extends best wishes for continued professional success, personal fulfillment, and community service.

Regent Staszak was presented with a framed resolution and plaque in appreciation for his service.

Stating that he greatly enjoyed serving on the Board, Regent Staszak recalled that his philosophy as a Regent has been to ask students, faculty, staff, and citizens of the state, "What can I do for you to have the UW System serve you in the best possible way?" This continued a practice of public service that he had begun in his community and continued at UW-River Falls.

Several issues that were important when he began his term, he noted, were now coming to resolution. As examples, he cited Plan 2008 and distance education pricing policy, as well as the funding provided in the Governor's biennial budget.

In conclusion he thanked Governor Thompson and the State Senate for appointing him and confirming the nomination; Chancellor Thibodeau for the knowledge and opportunities he had shared during Regent Staszak's six years at UW-River Falls; and the UW-River Falls community for all their help in making it possible for him to serve. Thanking UW System Administration for accessibility and willingness to listen to the ideas he put forth, he stated his great respect for President Lyall and her leadership of the UW System. He thanked the Chancellors and Deans for making it possible for him to visit all the UW campuses and UW-Extension. He thanked the Board of Regents' staff for their help and thanked colleagues on the Board for allowing him to voice the opinion of students, for listening to that opinion, and for respecting what students have to say.

Thanking Regent Staszak for his service, Regent President Orr remarked that he has brought dedication and enormous energy to the position of student Regent.

President Lyall added her appreciation to Regent Staszak for his service on the Board, noting that it is a challenging assignment for anyone and particularly for a student who has to keep up with studies as well. Noting that his graciously offered advice had changed her mind on occasion, she reaffirmed that the opinions of students do matter to System Administration and to the Board. She thanked Regent Staszak for being an excellent representative of those views.

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REPORT OF THE PRESIDENT OF THE SYSTEM

UW-Parkside Presentation: “Building Connections to the Region”

Chancellor Keating began the presentation by noting that, when he had been hired by the Board, he was given the mandate to increase the enrollment and to get the campus involved with the community. Stating that the process to accomplish these goals is off to a good start, he reported that applications for admission are up 16 percent from a year ago. African American applications are up 29 percent; Hispanic applications are up 42 percent; and Asian American applications are up 39 percent. Of fourteen recently completed job searches, five out of nine hires are minority group members, and seven of the nine are women. There are five outstanding offers, three of which are to minority faculty.

Turning to the matter of involvement with the community, Chancellor Keating referred to a new booklet titled *Building New Partnerships for Learning*, which chronicles extensive community involvement on the part of UW-Parkside faculty and staff. While it was intended as a means of demonstrating the extent of community involvement to those outside the university, he said, it also has been an excellent tool internally to show faculty and staff what colleagues are doing and what impact the university is making on the community.

Introducing a video presentation, the Chancellor recognized and thanked UW-Parkside’s Public Relations Director, Dave Buchanan, for his excellent work in making the video, which shows that for 30 years UW-Parkside has been preparing students for success through the many advantages it offers. In the video, faculty, staff, students and alumni commented on benefits offered by UW-Parkside, including one-on-one education in small classes, opportunities for leadership in student organizations, and opportunities for hands-on-research.

A UW-Parkside alumnus who is President and CEO of a successful local company spoke to the advantages of a broad education in improving quality of life as well as providing skills for a lifetime. Faculty members spoke of being able to give students personal attention and to require them to develop critical thinking skills, problem solving strategies and abilities to work with others as a team. Students noted that small classes and organizations also improve the student experience by allowing beginning students to have learning experiences often reserved for upperclassmen, such as appearing on stage in a performance or having works of art included in an exhibition. UW-Parkside supporters Jim and Connie Ferwerda spoke of the importance of private dollars in helping students who need assistance, particularly since the state funds less than half of the budget.

In conclusion, it was noted that, in its 30 years of providing education, UW-Parkside has graduated 12,900 students, about 9,000 of whom live in Wisconsin and contribute to its quality of life.

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Update on Biennial Budget Request

President Lyall provided an update on the status of the biennial budget, noting that the UW System portion of the Governor's budget may be voted on by the Joint Finance Committee in the next week or two. President Lyall, the Chancellors and friends of the UW across the state had been in touch with members of the Joint Finance Committee to let them know how important this budget is for the UW System as it moves into the next century. Editorial opinion across the state has been supportive of the dollars in the budget for libraries, technology, international education, advising, and diversity, and also has supported the management flexibilities in the budget for continuing appropriation of tuition revenues and the one percent position flexibility recommended by the Governor.

A pay plan recommendation for UW faculty and staff is scheduled to be made to the Joint Committee on Employment Relations by the DER Secretary on June 9. The Board's request for a 5.2 percent pay plan for each year of the biennium, President Lyall pointed out, would bring the UW to market by the end of the biennium. Noting the large number of retirements expected in the coming years, she remarked that the pay plan recommendations are essential in meeting the challenge of replacing retiring faculty with individuals of equal promise and distinction.

Following action on the operating budget and the pay plan, the budget will go to each house of the Legislature for a vote and ultimately to the Governor for vetoes and signature.

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UW-Madison's Engineering Expo

President Lyall noted that UW-Madison's Engineering Expo is an annual event that gives students a chance to showcase engineering and technology projects. First place this year was taken by a group of UW-Stout seniors whose project involved manufacturing a full set of dominoes from a common manufacturing system. It is encouraging, she felt, that students from other parts of the UW System, along with UW-Madison students, are participating in the Engineering Expo.

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UW-Stevens Point Chancellor Tom George

It was reported by President Lyall that UW-Stevens Point Chancellor Thomas George has co-authored a book entitled *Computational Studies of New Materials*. The other author is Dr. Daniel Jelski, Associate Professor of Chemistry at SUNY-Fredonia. This is the second book published this year by Chancellor George.

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UW-Eau Claire Undergraduate Research

President Lyall reported that ten students from UW-Eau Claire will spend the summer researching topics involving attention deficit and hyperactivity disorders in Wisconsin. They have received a \$50,000 grant from the Lancy Foundation to look at how medication treatment of attention deficit disorders affects students, teachers, and health professionals in area schools. The Eau Claire group is one of only six such projects to be funded out of more than one hundred which competed for the grant. This is a wonderful example, President Lyall pointed out, of how undergraduates are having more and more hands-on research experience at UW institutions.

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Dr. Walker D. Wyman

President Lyall noted the death of Dr. Walker D. Wyman, who served as UW-Whitewater's ninth president from 1962-67. Dr. Wyman, was a historian at UW-River Falls and a Wisconsin folklorist who wrote about the state's ranchers, lumberjacks and Native Americans because he believed history is best understood through small stories of common people. His most noted book, *Wisconsin Folklore*, originated from his Extension radio course heard weekly around the state.

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REPORT OF THE BUSINESS AND FINANCE COMMITTEE

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

Presenting Resolutions 7902-7903, which had been approved unanimously by the Business and Finance Committee, Regent Marcovich moved their adoption by the Board of Regents as consent agenda items. The motion was seconded by Regent DeSimone and carried unanimously.

UW System: Draft Instructions for an Optional Retirement System

Resolution 7902: That the Board of Regents hereby expresses its continued support for its faculty and staff, reaffirming its budget requests for (1) competitive salary plans; (2) the provision of health insurance from the first day of employment; and (3) the elimination of the 5% cap on

the amount of interest that may be earned on WRS retirement accounts; and further

That the attached Drafting Instructions for an Optional Retirement System be approved, and the UW System President be directed to forward them to the legislature in compliance with the requirement of the 1998 Budget Bill.

University of Wisconsin System 1999-00 Preliminary Budget Allocation Decision Rules

Resolution 7903: That upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves the 1999-00 preliminary budget allocation decision rules.

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Presentation on Partnering: Harley-Davidson Style

In this presentation by UW-Parkside, Dean Stolz, of the School of Business and Technology, introduced Cory Mason, Director and CIO of Harley-Davidson. Mr. Mason outlined Harley-Davidson's decision to use concepts of supply management in considering schools as a supplier of human capital. The objective of the partnership is to improve the skills and competencies of graduates relative to business needs. The partnership includes investment of hardware and software and includes faculty, students, and Harley-Davidson advisors working on a data warehouse concept and externships for faculty.

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Building A Common Systems Infrastructure

In this presentation, Vice President Bromberg explained the system-wide approach to emerging technology by building a common technology infrastructure. System-wide information technology planning goes back to 1995 and includes the Common Library System and BudgetNet. Best business practice techniques have been helpful in assessing technology needs and obtaining money. The current infrastructure includes the library system, the financial system, the student information system and collaterals, and the Lotus Learning Space and other distributed learning tools. Pending

additions to the infrastructure are a human resources, payroll and benefits system; the Microsoft and other desktop software system-wide agreements; an identification, authentication and authorization system; and a forms and work-flow system. It was pointed out that a common systems infrastructure has a major impact on the UW System, with an estimated statewide savings of a least \$4.5 million, more timely system-wide transition to new technologies, leveraging the learning curve, and improved synergy of working collaboratively.

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Best Business Practices Report on Appointment, Payroll and Human Resources System

As background to this report, Vice President Bromberg recalled that, in September 1998, she had appointed a subcommittee of the UW System Best Business Practices Committee to study and review the appointment, payroll and benefits systems (APBS) of the UW System. The subcommittee was comprised of institutional representatives with a broad range of expertise, including human resources, budgeting, finance, payroll, benefits, and information technology. In addition, staff from the UW Processing Center and UW System Administration were assigned to provide technical assistance. The subcommittee was charged with researching best business practices, defining the APBS needs of UW institutions, UW System Administration and external agencies; and recommending best business practices for the UW System.

Elton Waak, who chaired the subcommittee, reported that the subcommittee found that the scope of an APBS encompasses all aspects of the university's management of its human resources, including pre-recruitment authorizations, recruitment record-keeping, affirmative action and equal opportunity concerns, appointment offers, pay-rolling, appointment records and history, fringe benefits enrollments, deductions, and claims processing. It also expands to accounting, budgeting, reporting and other campus systems. The subcommittee agreed on a set of 12 principles for an ideal APBS, compared the current operating environment with these ideal principles, and developed a list of shortcomings of the current APBS. The subcommittee surveyed other organizations to learn what APBS best business practices and systems they used, and extensively interviewed six organizations in the fields of health care, finance, manufacturing, and higher education.

Three software vendors were invited to discuss the subcommittee's ideal APBS principles and research findings to validate the process. The subcommittee reached consensus on a list of ten best business practices for an APBS, and these were presented to the Committee in draft form. The key recommendation was to pursue a common system approach, as was done for the financial system. A final report is in process.

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Quarterly Gifts, Grants and Contract Report

The Business and Finance Committee received a report by Vice President Bromberg that total gifts, grants and contracts for the nine-month period ending March 31, 1999, were \$560 million, an increase of \$54.6 million from the comparable period of the previous fiscal year. Federal awards increased \$54.1 million, while non-Federal awards increased \$0.5 million.

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Student Involvement in Differential Tuition Initiatives

Vice President Bromberg presented to the Business and Finance Committee guidelines formulated at Regent request to outline student involvement in differential tuition issues. John Grabel, President of United Council, indicated that United Council was pleased to see a set of guidelines developed, but asked for changes to the language to reflect increased participation of student government.

After discussion, the Committee approved incorporating an amendment to the third principle which provides that the Board of Regents will be informed on “any official stance forwarded by the student government organization.”

Adoption by the Board of Regents of Resolution 7904, which was approved unanimously by the Committee, was moved by Regent Marcovich and seconded by Regent Staszak, who thanked Vice President Bromberg, her staff, Regent Marcovich and the Business and Finance Committee for their work on this issue. Put to the vote, Resolution 7904 was adopted unanimously.

UW System: Student Involvement in Differential Tuition Initiatives

Resolution 7904: That upon the recommendation of the President of the University of Wisconsin System, guidelines outlining student involvement in differential tuition initiatives be approved.

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REPORT OF THE EDUCATION COMMITTEE

Regent Brandes, Chair, presented the Committee’s report.

Presenting Resolutions 7905-7908, which had been approved by the Education Committee, Regent Brandes moved their adoption by the Board of Regents as consent agenda items. The motion was seconded by Regent Boyle and carried unanimously.

UW-Milwaukee: Approval of Charter Schools Contract

Resolution 7905: That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Board of Regents approves the UW-Milwaukee Charter School contract in principle, with the understanding that any specific contract executed between UW-Milwaukee and a Charter School must be returned to the Board or Executive Committee for final approval.

UW System: Requests to Trustees of the William F. Vilas Trust Estate

Resolution 7906: That, upon recommendation of the Chancellors of the University of Wisconsin-Madison and the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Board of Regents approve the request to the Trustees of the William F. Vilas Trust Estate for \$20,075,232 for fiscal year July 1, 1999 to June 30, 2000, subject to availability, as provided by the terms of the William F. Vilas Trust, for support of scholarships, fellowships, professorships, and special programs in arts and humanities, social sciences, biological sciences, physical sciences and music, and a special construction fund for the proposed Engineering Center.

UW-Milwaukee: Revision to Faculty Personnel Rules

Resolution 7907: That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the revision to Chapter 5.135 of the UW-Milwaukee Faculty Personnel Rules be approved.

UW-Madison: Appointment of Names Professors

Resolution 7908: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the following named professorships be approved:

Klaus L. Berghahn
German/Jewish Studies

Max and Frieda Weinstein-Bascom
Professorship (effective July 1, 1999);

John Cooper

E. Gordon Fox Professorship

History (effective August 23, 1999);

Niels Ingwersen
Scandinavian Studies Torger Thompson Chair of
Scandinavian Studies (effective
August 23, 1999);

Anthony Michels
History/Jewish Studies George Mosse Assistant Professorship
in American Jewish Studies (effective
August 23, 1999).

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Discussion of UW-Milwaukee Charter Schools Contract

Regent Brandes reported that all Regents were present for the discussion of the UW-Milwaukee charter schools contract. Regent Randall and Regent Olivieri raised questions about the apparent inflexibility of the contract and whether it focuses too much on issues unrelated to academic goals. UW-Milwaukee Provost Kenneth Watters responded that the university will be sensitive to these issues in negotiating with potential providers.

Regent Benson expressed opposition to the contract, asking whether it provides sufficient due process for students and expressing his concern that the UW-Milwaukee Center for Charter Schools might become so large and expensive as to draw resources away from students.

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Report of the Senior Vice President for Academic Affairs

UW-Whitewater student to present at national conference

Senior Vice President Ward announced that Tom Scola, a senior biology major at UW-Whitewater, was one of 98 students from across the country chosen to present his research at the National Undergraduate Research Conference in Washington, D.C.

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Cyrill O. Houle International Scholar

It was announced by Dr. Ward that Dr. Julie Furst-Bowe, Assistant Vice Chancellor for Academic and Student Affairs at UW-Stout, was chosen a Cyrill O. Houle International Scholar in Adult and Continuing Education. This \$40,000 award is given

annually to nine recipients, five of whom are from the United States and two each from South America and South Africa.

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Presentation: Revisions in Teacher Education

Senior Vice President Ward introduced a presentation on Revisions in Teacher Education, including the process by which the revisions have been developed over the past five years and the different licensure levels proposed by the revised model. These levels are: 1) Model educator (requiring proficiencies in specific areas); 2) professional educator (involving increased proficiencies); and 3) master educator (a ten-year renewable license entailing mastery and leadership).

Among concerns raised by the panelists were the efficacy and cost of standardized content and the strain on UW education faculty if the proposal to include them on teams evaluating new teachers is approved.

William Steiger, Education Consultant to Governor Thompson and a member of the panel, praised the revisions as a step in the right direction and encouraged recognition of models for training teachers other than traditional teacher education programs.

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Panel: The Graying of the Faculty

This panel was formed as a follow-up discussion to the presentation on graying of the faculty at the May Education Committee meeting. Panelists were Provost John Ostheimer, of UW-Parkside, Provost Marie Wunsch, of the UW Colleges, and Dean Marshall Goodman, of the UW-Milwaukee College of Letters and Science. They offered campus perspectives on the issue and observed that the situation provides several opportunities: 1) To review campus programs; 2) to improve faculty diversity; and 3) to consider such options for attracting new faculty as spousal hires, graduate student and post-doctoral opportunities; summer money, and tuition remission for children and spouses. All agreed that a well-planned transition is required if the UW is to respond adequately to this situation.

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New Program Authorizations

The committee heard presentations of four proposed new programs:

B.S./B.A. in Athletic Training at UW-Stevens Point;

M.S. in Criminal Justice at UW-Platteville;
B.S. in English as a Second Language at UW-Oshkosh; and
B.S. in Atmospheric Sciences, UW-Milwaukee.

These programs will be considered for final approval at the committee's June meeting in Milwaukee.

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REPORT OF THE PHYSICAL PLANNING AND FUNDING COMMITTEE

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

Report of the Vice President/Assistant Vice President – Study of Improvements at Camp Randall

Assistant Vice President Nancy Ives reported that the Building Commission approved \$100,000 for a feasibility study of various improvements at UW-Madison's Camp Randall Stadium. These might include expanded restroom capacity, addition of elevators, and expanded suite and club seating. Regents requested that the scope of the study be brought to the Physical Planning and Funding Committee for review and discussion.

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UW-Parkside: Update of Campus Development Plan

Chancellor Jack Keating presented the Committee with an update of the UW-Parkside Campus Development Plan. The campus looks forward to making better use of existing space, especially in Molinaro Hall and the Communicating Arts Building. Tallent Hall is being evaluated for new uses that will provide a strong interface with the community, possibly including nursing education. Expansion of the Union and increased student housing also is being considered.

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Consent Agenda

Regent Barry presented Resolutions 7909-7913, which were approved by the Physical Planning and Funding Committee, and moved their adoption as consent agenda items by the Board of Regents. The motion was seconded by Regent Mohs and carried unanimously.

UW Madison: Authority to Construct A Satellite

Resolution 7909: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to construct an Atmospheric, Oceanic and Space Science Building Satellite Tracking System project, at an estimated total project cost of \$617,000 (\$451,000 Federal Grant and \$166,000 Institutional Funds.)

UW-Oshkosh: Conceptual Approval of Design Report and Authority to Bid Halsey Science Center Renovation Project

Resolution 7910: That, upon the recommendation of the UW-Oshkosh Chancellor and the President of the University of Wisconsin System, the Design Report be conceptually approved and authority be granted to bid the Halsey Science Center Renovation project, at an estimated total project cost of \$13,885,000 of 1999-01 General Fund Supported Borrowing.

UW-Oshkosh: Approval of Design Report and Authority to Construct a Chilled Water Plant & Distribution System Project

Resolution 7911: That, upon the recommendation of the UW-Oshkosh Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority be granted to construct the Chilled Water Plant and Distribution System project, contingent upon passage of the 1999-01 Capital Budget, at an estimated total project budget of \$3,221,000.

UW-Platteville: Authority to Accept Gift-In-Kind/Nohr Art Gallery in Ullsvik Student Center

Resolution 7912: That, upon the recommendation of the UW-Platteville Chancellor and the President of the University of Wisconsin System, authority be granted to accept a gift-in-kind from the University of Wisconsin-Platteville Foundation valued at approximately \$300,000 that will develop a new Harry Nohr Art Gallery in the atrium of the Ullsvik Student Center under the terms of a Use Agreement with the Board of Regents.

UW-Whitewater: Approval of Design Report and Authority to Construct Wells Residence Hall Four Elevator Project

Resolution 7913: That, upon the recommendation of the UW-Whitewater Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority be granted to construct a Wells Residence Hall Four Elevator Renovation project at an estimated total project cost of \$673,000 of Program Revenue Supported Borrowing.

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1999-01 Capital Budget Decision Rules

Noting the importance to the UW System of the favorable capital budget being provided by the state, Regent Barry presented decision rules for allocation of \$136 million GPR to be received for the Capital Asset Reinvestment Effort (CARE Program). \$36.5 million is earmarked for four major projects that will be returned to the Regents when designs are completed. \$15 million will be allocated to the campuses for classroom and technology improvements. \$7 million has already been approved for equipping the UW Colleges. \$24 million will be available for small projects requested directly by the campuses.

There is \$53.6 million available in the WisBuild program for renovations and repairs over \$100,000. System Administration was proposing allocation of 90 percent of the funds to the institutions based on percentage of GPR space. The Committee felt that holding only 10 percent for items that must be done but that exceed the formula allocation would limit flexibility to meet high priority needs. Therefore, the Physical Planning and Funding Committee unanimously revised the resolution to increase the amount held centrally to 20 percent. The expenditure plan will be submitted to the Division of Facilities Development by the Vice President.

Upon motion by Regent Barry, seconded by Regent DeSimone, the following resolution was adopted unanimously:

UW System: 1999-01 Capital Budget Allocation Decision Rules

Resolution 7914: That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the 1999-01 Capital Budget allocation decision rules, revised to allocate 80% (instead of 90%) of the \$53.6 million available under the WisBuild program to the institutions based on percentage of GPR space, and to hold 20% (instead of 10%) centrally for high priority needs that exceed the allocations

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UW-River Falls Land Exchange

Presenting Resolution 7915, Regent Barry explained that a local vote on May 3 approved the land to be traded to the school district as the site for a new high school in River Falls. Citing this as an opportunity to help both the university and the community, he said that the university would trade 80 acres adjacent to the campus for 99 acres owned by the school district adjacent to the university's Mann Valley Farm. The land to be traded to the university is better cropland, he added, and the value of the parcels is equivalent. Regent Barry had asked staff to explore working towards possible central chilled water or utilities in cooperation with the school district. Resolution 7915 was approved unanimously by the Physical Planning and Funding Committee.

It was moved by Regent Barry, seconded by Regent Mohs and carried unanimously that the following resolution be adopted by the Board of Regents:

UW-River Falls: Authority to Exchange Agricultural Land and Adjust Campus Boundary

Resolution 7915: That, upon the recommendation of the UW-River Falls Chancellor and the President of the University of Wisconsin System, authority be granted to exchange 80 acres of university owned land for 99 acres of land owned by the School District of River Falls, to adjust the campus boundary accordingly, and to authorize the secretary to sign a petition to the City of River Falls for annexation of the 80 acre university parcel.

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REPORT OF THE COMMITTEE TO REVIEW COMPETITION WITH THE PRIVATE SECTOR APPEAL

The Committee's report was presented by Regent Barry, Chair, who noted that other members of the Committee were Regent Boyle, Regent Mohs, and Regent Smith. Regent Barry and Regent Mohs had visited La Crosse to gather facts about the matter.

Upon motion by Regent Barry, seconded by Regent Boyle, Resolution 7916 was adopted unanimously by the Board of Regents.

Competition with the Private Sector Appeal

Resolution 7916: That the Board of Regents adopts the Report of the Special Regent Committee on Competition with the Private Sector.

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ADDITIONAL ITEMS

Regent DeSimone presented the following resolution, which was adopted by acclamation.

UW-Parkside: Resolution of Appreciation to UW-Parkside

Resolution 7917: Whereas, the Board of Regents is very pleased to have been invited to hold the May 1999 meetings at the University of Wisconsin-Parkside; and

Whereas, it is a special honor to visit this campus as UW-Parkside concludes the celebration of the 30th anniversary of its founding; and

Whereas, these meetings have been enhanced by the opportunity to participate in a tour of the campus and to hear interesting and informative presentations on UW-Parkside's Approach to Community Based Learning, on Partnering: Harley-Davidson Style, and on the Campus Development Plan, at yesterday's committee meetings; and on Building Connections with the Region, presented at today's Board meeting; and

Whereas, the Regents are very pleased for the opportunity to speak with faculty, staff, students, and community leaders while on campus and are grateful for the warm welcome and hospitality extended by all those involved;

Therefore, be it resolved that the Board of Regents hereby expresses appreciation to Chancellor Keating and the University of Wisconsin-Parkside for sponsoring this highly successful and enjoyable visit.

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EXECUTIVE SESSION

At 10:45 a.m., the Board recessed for 10 minutes. The Board reconvened in open session at 10:55 a.m., at which time Regent Smith moved adoption of the following resolution. The motion was adopted on a roll-call vote, with Regents Boyle, Brandes, DeBraska, DeSimone, Gottschalk, James, MacNeil, Mohs, Smith, Staszak, and Orr voting in the affirmative (11). There were no dissenting votes:

That, the Board of Regents recess into closed session, to consider appointment of a Chancellor at UW-Whitewater, to consider appointment of a provost at UW-Stout, and to consider annual evaluations, as

permitted by S.19.85(1)(c), *Wis. Stats.*, to consider dismissal of a faculty member, as permitted by S.19.85(1)(b), *Wis. Stats.*, and to confer with legal counsel, as permitted by S.18.85(1)(g) *Wis. Stats.*

The Board arose from closed session at 11:25 a.m., having adopted the following resolutions:

UW Stout: Appointment of Provost and Vice Chancellor for Academic and Student Affairs

Resolution 7918: That, upon recommendation of the Chancellor of the University of Wisconsin-Stout and the President of the University of Wisconsin System, Dr. Robert Sedlak be appointed Provost and Vice Chancellor for Academic and student Affairs, effective May 1, 1999, at a salary of A\$110,600.

UW-Whitewater: Appointment of a Chancellor

Resolution 7919: That, upon the recommendations of the Special Regent Committee and the President of the University of Wisconsin System, John W. Miller be appointed Chancellor of the University of Wisconsin-Whitewater, effective July 5, 1999, at an annual salary of \$135,000.

UW-Whitewater: Dismissal

The Board adopted a decision and order of dismissal in the matter of Dr. Gary Benson, UW-Whitewater.

The Board arose from closed session at 11:25 a.m., at which time the meeting was adjourned.

The following honorary degrees were approved at previous Board meetings but not announced at that time, pending acceptance by the nominees:

UW-Madison: Honorary Degrees

Resolution 7920: That, upon the recommendation of the University of Wisconsin-Madison Chancellor and the President of the University of Wisconsin System, the following persons be awarded honorary degrees at UW-Madison, subject to acceptance by the nominees:

Ali Ahmed Attiga	Honorary Doctor of Science
Enid Gilbert-Barness	Honorary Doctor of Science
Chai-Anan Samudavanija	Honorary Doctor of Laws
Seymour Schwartz	Honorary Doctor of Science

UW-Milwaukee: Honorary Degrees

Resolution 7921: That, upon the recommendation of the University of Wisconsin-Milwaukee Chancellor and the President of the University of Wisconsin System, UW-Milwaukee is authorized to award the following honorary degrees, subject to acceptance by the nominees:

Mr. James Cameron, Doctor of Humanities
Mr. David Kahler, Doctor of Architecture

UW-Whitewater: Honorary Degrees

Resolution 7922: That, upon the recommendation of the University of Wisconsin-Whitewater Chancellor and the President of the University of Wisconsin System, UW-Whitewater is authorized to award honorary degrees to the following persons, pending their acceptance:

Mr. Marvin Fishman: Doctor of Humanities
Mr. James Fitzgerald: Doctor of Laws

UW-Oshkosh: Honorary Degree

Resolution 7922: That, upon the recommendation of the Chancellor of the University of Wisconsin-Oshkosh and the President of the University of Wisconsin System, the following honorary degree be awarded by UW-Oshkosh, subject to acceptance by the nominee:

James A. Mather Doctor of Humane Letters

UW-Parkside: Honorary Degree

Resolution 7923: That, upon the recommendation of the University of Wisconsin-Parkside chancellor and the President of the University of Wisconsin System, the following

honorary degree is approved for conferral by UW-
Parkside:

Hilda Greenquist: Doctor of Humane Letters

Judith A. Temby, Secretary