

MINUTES OF THE REGULAR MEETING
of the
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM
Milwaukee, Wisconsin
UW-Milwaukee
Held in the Fireside lounge, UWM-Union
Thursday, June 7, 2001
1:15 p.m.

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- President Smith presiding -

PRESENT: Regents Alexander, Axtell, Barry, Benson, Boyle, Gottschalk, Gracz, Klauser, Krutsch, Marcovich, Mohs, Olivieri, Randall, Schneiders and Smith

ABSENT: Regent Brandes and DeSimone

WTCS/UW COLLABORATION REPORT; NURSING AGREEMENT

Introducing the presentation, Regent President Smith referred to a written status report on transfer initiatives between the Wisconsin Technical College System and the UW System. He welcomed Anne Reid, President of the WTCS Board and Ed Chin, State Director of the Wisconsin Technical College System and thanked them for attending this meeting.

President Lyall noted that in April 2000, the UW and WTCS Boards held an historic joint meeting and signed an agreement to undertake a number of initiatives to facilitate transfer between the two systems. At today's meeting, she and Director Chin would report progress on those initiatives and would finalize one initiative by signing a multi-institutional transfer agreement in nursing. This agreement not only will make it easier for students to move between the two systems, but also will help to address the nursing shortage that the state is experiencing. A second agreement, on early childhood education, will be signed at the July WTCS Board meeting.

President Lyall then highlighted some of the actions taken to fulfill the commitments made at the April 2000 meeting, noting first that the UW Undergraduate

Transfer Policy has been revised to allow for transfer of credits in mathematics and natural science from occupational programs.

In the 1999-2000 academic years, 2576 students transferred from the WTCS to the UW and 2700 UW students transferred to a technical college - more movement in both directions can be expected as students' career and life cycle needs change. Therefore, she noted, facilitating transfer is an important objective for both systems and for the state as a whole.

Numbers of articulation agreements continue to increase, now totaling 410, an increase of 50 since July 2000. Faculties continue to work on new kinds of articulation agreements that will provide greater flexibility for students. UW-River Falls College of Agriculture, Food and Environmental Sciences faculty are developing broad articulation agreements with five WTCS districts in the areas of animal science, agronomy, and soil science; and UW-Platteville is exploring expanded programming with Southwest Wisconsin Technical College.

In some cases, partnerships were formed to facilitate earning technical college degrees. For example, UW-Richland and Southwest Technical College are working to serve students who want to earn the Associate of Applied Science Degree in Southwest's Microcomputer Specialist program. Students may complete the program at UW-Richland, taking their general education coursework from UW-Richland faculty and the applied computer courses from Southwest faculty who commute to Richland. In its first semester, the program filled with 22 students, and there is a waiting list.

Responding to a need expressed by local industry, UW-Eau Claire and Chippewa Valley Technical College (CVTC) developed a joint program in computer chip design called "Design Verification Engineering". Half the courses in the program are offered by UW-Eau Claire and half by Chippewa Valley. The program awards a CVTC certificate.

To be signed today is the first system-to-system articulation agreement. Students with an Associate Degree in Nursing from any WTCS district will be able to transfer their credits into the collaborative nursing program at any of the five UW institutions that offer a Bachelor of Science in Nursing. In July, the first two statewide early childhood articulation agreements will be signed. Students who complete the new WTCS core curriculum in early childhood at any WTCS institution will be able to transfer over 50 of those credits into programs at UW-Milwaukee and UW-Parkside. Over the next year, other UW institutions that offer early childhood education programs also will develop statewide articulation agreements. Early childhood education has been identified by the new State PK-16 Council as a focus for enhanced collaboration across all sectors of education.

These two initiatives, President Lyall pointed out, demonstrate why different articulation models are appropriate in different fields. In the collaborative nursing program, UW nursing faculty had already developed a curriculum that is substantially similar among the five UW institutions, and WTCS districts were able to modify their

science course to achieve substantial similarity in their curriculum across districts. Once this was achieved, a statewide articulation agreement was feasible.

In early childhood education, however, institutional programs differ from one another. UW-Milwaukee and UW-Parkside developed articulation agreements specific to their programs, and were able to develop one agreement for all WTCS districts.

In both the nursing and early childhood initiatives, President Lyall remarked, the articulation agreements have come about because faculty have been able to sit down together and discuss similarities and differences in their programs.

In developing articulation agreements, the President explained, the effort is to find intersecting points in existing programs. An articulation agreement in which close to half the credits required for the baccalaureate degree can be completed at a WTCS institution is called a 2+2 degree completion agreement. For example, UW-Parkside has established a business degree completion program with Gateway Technical College. The Gateway student who graduates with an AAS in Accounting will transfer 51 credits into the Parkside Business Management degree. UW-Parkside plans to expand this agreement to additional WTCS institutions.

Waukesha County Technical College and UW-Stout initiated a 2+2 degree completion agreement in Graphics Communications Management in 1997. The agreement permits students who complete the Waukesha associate degree in printing to transfer as juniors into the Stout program. An additional feature is that students may start the Waukesha Tech program while still in high school through the Youth Apprenticeship Program, making the agreement a 2+2+2 program. There currently are four Waukesha transfers enrolled in the UW-Stout Graphics Communications Management program, all of whom started out in the Youth Apprenticeship Program. Three of the students have grade point averages over 3.5 at UW-Stout.

UW-Stout will expand the Graphics Communications Management partnership with Waukesha County next fall by offering the entire degree on site at WCTC via distance technology. UW-Waukesha will be involved also in this partnership, offering the general education components of the degree.

In addition to establishing articulation agreements with existing programs, UW institutions are developing new bachelors degree programs designed specifically as completion programs for WTCS Associate Degree graduates. Last fall, UW-Stout began offering a Bachelor of Science in Industrial Management. Students with an Associate Degree in any of the WTCS technically oriented programs may enter UW-Stout with junior standing. The major is offered at multiple sites, including a number of WTCS facilities. In its first year, over 50 students enrolled.

The report made by the UW and the WTCS to the Legislature last June identified a need for a broad based degree completion option. Sometimes referred to as an "upside down degree", it consists of the first two years in a technical college, emphasizing an area

of specialization, and the last two years in the university, emphasizing general education. In October 2000, the Board authorized UW-Stout to implement a Bachelor of Science in Applied Science that will be this type of broad based degree. Stout plans to implement the program for WTCS transfers in the fall of 2002.

The report to the Legislature also identified a need for additional degree completion programs that build upon the skills of a particular WTCS degree. The UW System, President Lyall said, is committed to developing three such degree completion programs by September 2002. The current budget request includes a proposal for completion programs in fields important for the state's economic future, including health care administration, management information systems, software engineering, information resources, early childhood education, and service management.

A joint assessment committee will track the numbers of students who enroll in the programs and the success of those students. The UW and WTCS also are working together to communicate these opportunities to students, parents, and other interested constituencies in print, electronically, and in person. During the past year, UW and WTCS staffs also have given presentations on various transfer opportunities to high school counselors, post-secondary admissions staffs, academic advisors and others.

In addition to system-wide efforts, a number of UW institutions are collaborating in joint marketing efforts. UW-Whitewater, UW-Rock County, and Blackhawk Technical College collaborate on a joint advertising program that stresses transfer options and promotes the UW-Whitewater degree in Liberal Studies available on the UW-Rock County campus. UW-Parkside and Gateway Technical College publish a brochure that encourages transfer and outlines their articulation agreements. MATC-Milwaukee and UW-Milwaukee are participating in a project to encourage students to continue their education beyond the associate degree. The project includes outreach, counseling and advising services. Joint promotional materials have been developed by the two institutions.

President Lyall also mentioned several collaborations between the two systems that are not directly related to student transfer, but are of great benefit to the citizens of Wisconsin. 1) UW-Whitewater, UW-Rock County, UW-Waukesha, MATC-Madison, and local school districts in their areas have formed a consortium called Southeastern Wisconsin Excellence in Education Through Teacher Training (SWEETT). The project's goal is to assist children with limited English skills by increasing the number of well-trained bilingual teachers and English as a second language teachers. 2) UW-Milwaukee, MATC-Milwaukee, the Milwaukee Public Schools, and the Wisconsin TEACH Board are partnering to create a student technology program in the Milwaukee high schools. It is patterned after the successful program in which MATC has collaborated in training UWM students to serve as technicians who maintain the computers in the UWM computer labs. 3) WTCS and UW continue to collaborate with the UW Department of Defense on the Co-Lab project on establishing national technical standards for internet based courses.

In conclusion, the President pointed out that the two systems continue to adhere to the principle of maintaining separate and distinct missions and avoiding duplication. Noting that resources are tight, she observed that collaboration takes maximum advantage of existing programs to serve students well. Efforts of the past year have not only resulted in new transfer opportunities, but also have established new working relationships that will result in many additional creative opportunities in the years ahead.

Speaking for the Wisconsin Technical College System, Dr. Chin commented that the wide range of activities outlined by President Lyall provide a sense of the energy with which advancements are being made by the two systems. He emphasized the sense of collegiality that has resulted from WTCS and UW staffs working together on the nursing and childhood development programs. Once the broad policies were set by the boards, the staffs exercised great skill in bringing these agreements to reality. The same focused effort is anticipated in working on the baccalaureate degree completion programs and in the occupational areas broad based effort.

Emphasizing that students are the real beneficiaries of this partnership, he thanked President Lyall and UW staff for their collaboration. The Technical College System, he stated, remains dedicated to its core mission of occupational training, with all degrees designed to lead to job readiness after completion in two years. The goal is not to become a full-fledged transfer institution, but to create opportunities for graduates if and when they wish to continue their education in today's demanding world of work, where lifelong learning is the watch word.

Expressing appreciation for the report, Regent Olivieri suggested that there be an annual comprehensive report on this important issue. He had some concern about encouraging more program-to-program articulation because of the complexity of dealing with many individual agreements. His sense was that broader agreements at the system level should be encouraged.

Regent Krutsch concurred with the points made by Regent Olivieri. Noting that Wisconsin is somewhat unique in emphasizing program-to-program articulation, she asked about the national context and the challenges of moving to system-to-system articulation.

President Lyall replied that one of the difficulties for both systems is that there is not consistency within programs from campus to campus. Nursing was one of the first initiatives because there is broad consensus about the content of nursing education. In other programs, there is greater variety and more differences among faculty about how to structure those programs. Having faculty sit down together and talk about their fields is a first step in eventually reaching system-to-system agreements. Adding that other states are dealing with the same kinds of issues, her sense was that Wisconsin has moved faster than most in the past year.

Expressing agreement with President Lyall, Director Chin explained that there also are differences among programs in the WTCS and that some internal work needs to

be done prior to system-to-system agreements. Program-to-program articulation agreements, he noted, often resulted from proximity of institutions. Today, with greater mobility of students and electronic delivery of programs, there is greater impetus for uniformity across systems. It was his experience that, on the national level, system-wide agreements tended to be more prevalent where both two and four-year institutions are within the same state-funded system. Both the UW and WTCS, he indicated, are committed to agreements on a system-to-system basis to the extent possible.

Regent Krutsch suggested that the UW and WTCS boards meet jointly to discuss the issues and send a message that both boards consider this topic to be important.

Regent Barry pointed out that, through the years, individual program articulation agreements have been a major driving impetus toward providing more opportunities and choices for students. He advised against discouraging such efforts, and supported moving at the same time toward multi-institutional agreements. A continuing challenge will be to upgrade information systems so that students have access to the sound advice and information they need to make good educational decisions.

President Lyall and Director Chin then signed the Nursing Agreement.

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2001-03 INFORMATION TECHNOLOGY PLAN OUTLINE

Regent President Smith noted that in recent months the Board had been updated on progress in developing administrative systems, supporting web-based learning, possible development of UW portals and other IT areas. Today's presentation provides an early opportunity to hear plans for Information Technology in the next two years and provide input into development of the UW System Technology Plan. He introduced Ed Meachen, Associate Vice President for Learning and Information Technology, to make the presentation.

Dr. Meachan began by noting that the UW develops an IT plan every two years, with an update report prepared in the off years. The 2001-03 plan will be presented to the Board in October. The two main purposes of the UW System IT Plan are: First, to develop a blueprint of UW plans for the next two years in information technology; and second, to identify areas that need to be addressed through the state biennial budget process.

The 2001-03 IT plan focuses on three major areas: Online learning, information access, and IT funding. For each of these areas the plan will identify measurable goals and concrete objectives for 2003.

In the area of online learning, the IT Plan will include the recommendations of the Executive Group on Online Learning (EGOLL) – a working group of Board members and Chancellors who were charged by President Lyall to define a strategic vision and direction for the UW System. The group will present a report at the July Board meeting.

The Web-Based Learning Support System provides system-wide support to faculty and instructional staff in the use of the latest web-based learning tools. This year, over 100,000 students are using these tools and relying on the Web-Based Learning Utility. Over 4,000 faculty members have received training in the use of these tools in the last two years. The goal for 2003 is to increase students' exposure to web-based learning. The October presentation will include a demonstration of an actual course to show how these web-based learning tools enhance education.

Recognizing that the PK-16 initiative is a top priority of the Board, technology planning for PK-16 is being integrated with overall IT planning. A working group has been formed of Education deans and chief information officers to develop specific ideas and projects to support strategic planning in this area. The plan will build on projects now underway, such as the IDEAS project that provides educators with access to high-quality, teacher-reviewed web-based resources for lesson plans. In addition, UW-Milwaukee has expanded its student technology services program to the Milwaukee public schools to provide technology training to high school students and help meet technology support needs in the public schools.

Strong efforts are being made in faculty development, focusing on integrating technology into the curriculum. These efforts have brought together faculty, instructional designers, Learning Innovations and the UW System Administration, working together to enhance teaching and learning through the use of technology. Building on this broad partnership, faculty support programs will be a major initiative in the technology plan.

The IT Plan also will address research and development initiatives. For example, the Academic Advanced Distributed Learning Co-Lab partnership between WTCS and the UW is working with the federal government, private industry and other higher education institutions to test, evaluate and demonstrate new tools and technologies, including standards, to enhance web-based teaching and learning. The Co-Lab currently is sponsoring selected pilot programs to have schools use new electronic book technology in partnership with Adobe. Last semester there were three pilot programs around the UW System to work with faculty on integrating hand-helds into their classes.

The second area of focus in the plan, information access, includes management systems, network infrastructure and academic support services. Significant investments have been made in common administrative systems at UW institutions, and this will continue to be a major initiative with implementation of the shared financial system and the student administration system. In the next two years, the major task of implementing the new human resources system will begin. These tasks will command significant fiscal and staff resources, and the IT plan will provide a roadmap for these activities in the next two years.

There is an annual doubling of bandwidth usage by students and faculty. The challenge is how to manage this growing demand in a fashion that is economically feasible, while still providing adequate support for the UW mission. The UW Council of Chief Information Officers, along with other IT staff, has done considerable research into both technology and financial options for managing network demand. The IT plan will include a fiscally responsible strategy for meeting student and faculty needs in this area.

In the area of libraries, the UW System Library Strategic Planning Working Group is looking at issues such as broadening electronic services, supporting online learning, and digitization of library resources.

The Board heard at earlier meetings from Bob Kvavik, of the University of Minnesota System, and Annie Stunden, Chief Information Officer at UW-Madison, about development of a UW Portal. Institutions around the nation are considering ways to use the web to better provide students, faculty and staff with information tailored to their individual needs. There are pilot projects in the UW System and continuing study of the technology available in the market. The IT Plan will include a blueprint for where the UW will be in 2003 in providing improved access to information resources.

A key area for IT planning is the funding needed to reach the goals that are established. A System-wide IT Funding Group, comprised of provosts, chief business officers and chief information officers is considering priorities and funding options for various system-wide IT project.

The plan also will identify areas to be addressed through the 2003-05 biennial budget. Priority areas are likely to include:

- 1) Online learning: Additional resources are needed to support the development of online learning programs to meet the needs of Wisconsin citizens.
- 2) Network management: Improvements in both the statewide network and campus networks are necessary to support the UW mission and provide students, faculty and staff with access to Internet2 and other resources.
- 3) Faculty development focused on technology integration: Additional support for faculty is needed both for access to new instructional resources and support in integrating technology into the curriculum.
- 4) IT student training program: The goal is to double the size of this innovative program which not only provides economic development benefits by training students in high demand IT fields, but also meets campus needs for trained IT staff.

One of the goals is to obtain wide input into the 2001-03 plan, including recommendations from the EGOLL, IT Funding and Library Strategic Planning groups, as well as faculty, instructional designers and others. In addition, campus IT plans are being submitted and will serve as key input into the system plan. The provosts, chief information officers and chief business officers, along with representatives of the

education deans, will meet in September at the annual IT Summit to discuss the draft plan. There also will be meetings with faculty and academic staff representatives and others to provide an opportunity for their input into the plan.

In discussion following the presentation, Regent Barry inquired as to how the demand for doubling bandwidth would be met. Dr. Meachen replied that they are working through the UW's internet service provider, WisNet, to purchase additional bandwidth. Those costs have already been projected into the 2001-02 budget. The IT Plan will address bandwidth needs several years in the future.

Regent Smith added that there has been considerable discussion with legislators about the large amount of reallocation that takes place in the UW System. Bandwidth is a good example of meeting needs through reallocation. Dr. Meachen indicated that it will be necessary to make choices and set priorities so that the most urgent needs are met. Some strategic investment from the state will be needed to make the conversion to new forms of technology.

Regent Krutsch asked how much of the growing bandwidth need is based on teaching and learning and how much is recreational.

Replying that only general assumptions about the origin of bandwidth demand can be made at this time, Dr. Meachen explained that, for example, residence hall usage can be measured, but it is not known how much of that usage is for education and how much for recreation. At this time, he said, technology does not provide the tools needed to analyze type of usage. When the needed tools are fully invented and come on line, they will be greatly helpful in analyzing and shaping network traffic.

Regent Olivieri expressed the hope that the plan will address goals concerning reallocation for technology. Regarding use of web-based learning tools, he felt that the goal in two years should be for all students to have access to and actual usage of these learning technologies. He also felt there should be goals in terms of faculty training, noting that as new faculty are hired, emphasis should be placed on early training and involvement in use of technology.

He looked forward to concrete recommendations from the Education deans and information officers in terms of how teaching of teachers may change as more technology is adopted into the process. With regard to the student technology program, he noted that, at UW-Milwaukee, more than 200 student employees provide technology support for many of the university's operations. This outstanding model, he remarked, is one that should be encouraged throughout the system.

Regent Olivieri also commented that pilot programs can be an effective way of demonstrating the effectiveness of technology and convincing constituents on individual campuses of its importance to the educational process. He suggested that the new plan should address strong initiatives in terms of pilot programs.

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ACCESS FOLLOW-UP

Regent President Smith noted that student access to the UW system had been identified by the Board as one of its top three priorities for the past academic year. At the October 2000 meeting, information on access for high school graduates was presented and discussed. System staff did follow-up research to address questions that were raised during that meeting, and in May, information from three studies was presented. This meeting's presentation concerned the results of the last two studies. He called upon Frank Goldberg, Associate Vice president for Policy Analysis and Research to make the presentation.

Dr. Goldberg began by presenting an Occasional Research Brief titled *Access to the UW System: Service Rates by Family Income*. In 1999, there were 64,000 high school graduates in the State of Wisconsin, 42,000 (66%) of who took the ACT examination. 37,000 (87%) of those answered the question on family income and were the subject of this study.

Families were divided into three categories: Low income (less than \$30,000); medium income (\$30,000 - \$60,000) and high income (\$60,000 and above). These categories correspond to those used by the US Department of Education and the American Council on Education.

The proportion of ACT test takers who apply to the UW System is called the application rate; the proportion who are admitted to the UW System is called the admit rate; and the proportion of admitted students who enroll in the UW System is called the yield rate. These three taken together are called the access or service rate. The service rate increases as income increases, from 40% for the lowest income category, to 49% for the medium category, to 52% for the highest income category. The increase in the service rate as income increases is due primarily to increases in the application rate.

The yield rate is highest for middle-income students and lowest for high-income students. The reason for this may be that high-income students have more options to enroll in private institutions and institutions in other states. For low-income students, cost is a major factor in determining whether they continue their education.

In response to a question by Regent Krutsch as to how those numbers might relate to ACT score, Dr. Goldberg said that a correlation between ACT score and income had shown no relationship.

The study further showed that students of color have lower service rates in all income categories than white students, the largest disparity being in the middle income group. There is a higher concentration of students of color in the lower income category which, regardless of race, has a lower service rate.

With regard to differences between access for males and females, earlier studies have shown that the overall access rate for male and female ACT test takers is the same (48%). This study shows that the access rate for females is higher than for males at each income level. This is possible because there are more men in the higher income categories, which have higher access rates. This means that more of the students opting not to take the ACT exam are males from the lowest income category.

Turning to the impact of need-based grants on access, Dr. Goldberg noted that, at the lowest income level, almost 60% of a family's income would be required to pay the cost of higher education. At the highest income category, it is less than 10%. Factoring in need-based grants levels the playing field considerably, although it does not eliminate the disparity.

Dr. Goldberg then presented a survey titled *PostSecondary Selection Among Wisconsin High Seniors who have taken the ACT Examination*. The survey was conducted by the UW System Market Research Unit and was based on a stratified random sample of 3,246 high school seniors who took the ACT exam. The analysis is based on 1,167 responses, weighted by gender and geographic region.

Noting that there were interesting differences in the respondent profile, he pointed out that approximately 50% of the respondents were from families where neither parent was a college graduate. For African American and Hispanic respondents, the percentage was higher: 60% and 57% respectively. On the other hand, only 39% of Asian American respondents came from families where neither parent was a college graduate. In considering this data, he noted, it is important to take into account that only 25% of the population of Wisconsin over the age of 25 have a college degree.

In terms of the types of institutions students planned to attend, there was not a statistically significant difference among Asian American, white, multi-racial and Hispanic respondents. A smaller proportion of African American students indicated that they wanted to attend a public four-year institution, but this was almost completely offset by the proportion who said they wanted to attend an historically Black college.

With respect to location, 78% of the respondents indicated that they planned to attend an institution in Wisconsin. Compared to all respondents, fewer African Americans indicated that they plan to attend college in Wisconsin, reflecting their interest in historically Black institutions.

In terms of reason to attend college, the order of importance of the top five categories was consistent across all race/ethnicity categories.

The study showed that the decision to go to college is made early, whereas the decision as to which institution to attend is made somewhat later. In contrast to what was found in the high school guidance counselors survey, in this study African American students indicated that they were beginning to make these decisions earlier than the

average. This points out a difference in perspective between guidance counselors and students, although this study focused on ACT test takers only, while the former did not.

Concerning major influences in making plans to attend college, the study found that the mother plays a key role and that this finding is consistent across race and ethnic groups. One difference among the groups was that African American students indicated that they are significantly more likely than the total of all respondents to be influenced in their decision by guidance counselors, which further emphasizes the need to work with guidance counselors in this regard.

Characteristics of a college that are most important to students are consistent with what is found in the literature and consistent across all race and ethnicity categories.

Regent Axtell suggested that the studies be shared with others and inquired about the possibility of comparing this data with data from other states, as it might be helpful to learn from their experiences. Dr. Goldberg replied that the studies are published and distributed broadly. At this time, however, he knew of no other state that analyzed ACT data in the same way, Wisconsin being in the unique position of having a statewide system that requires the ACT exam of all students.

Regent Boyle suggested that student retention and graduation be included among priority issues for the coming year. This would add to the information presented this year on student access and complete the cycle of student experience. The total of this information will be useful in identifying what kinds of goals and policies might be considered. He also suggested looking at the considerable impact of online courses on the matter of student access.

Regent Mohs observed that the importance of mothers' influence in student decision making may relate to the prevalence of single-parent households, particularly among African American students. He felt that, in two-parent households, fathers are equally influential and that their importance should not be discounted. He also remarked that he had read an article indicating that family support for attending college is more important than whether the parents went to college themselves.

Tess Arenas, Assistant Vice President for Academic Affairs, noted that mothers often are the carriers of cultural and family expectations, regardless of marital status and that births outside of marriage take place in all ethnic groups for many different reasons. With the high rate of divorce in this country, a futurist recently predicted that in the majority culture there would be "serial fathers" as increasing numbers of people divorce and remarry.

Regent Krutsch commented that it is important to look at the whole context of an issue in order to promote the wisest use of limited dollars. For the area of access, that would include retention and graduation as well as entry into the university.

Regent Benson expressed the hope that the Board would pay particular attention to the strategies that are suggested for addressing the issue of student access in the years

ahead, including placement before the statewide PK-16 Council, as well as the regional councils that will be formed. It is important, he emphasized, to seek partnerships and to share information with the Technical College System, the Department of Public Instruction, and the many educational professionals and associations.

Finally, he urged that work continue to maintain Wisconsin's high ranking among the states in terms of composite ACT scores and to try to drive the score even higher so that Wisconsin high school graduates do even better than they are doing now

President Lyall noted that the fact that at least half of UW students are first-generation college students suggests that more could be done to be helpful to them in terms of the mechanics of applying for financial aid, applying to college, etc. She then suggested the following actions to be taken.

1. The information from the studies will be shared and work will be done with high school guidance counselors to help them understand better what kinds of assistance students need as they plan for college.
2. The PK-16 Council will deal with the issue of student access as part of its consideration of how to make the senior year of high school more productive for students and a better transitional year to college or other post-secondary experience.
3. The Board might wish to reiterate its commitment to the importance of need-based financial aid for Wisconsin students, given the extent to which it is important in narrowing the gap between income categories in the proportion of family income higher education consumes.
4. Recruiters will be asked to begin providing information early in the high school years, given how early students begin to make decisions about attending college.
5. Career planning will be made part of pre-college programs. This will be helpful because the studies show that interest in college is much greater when students can see a career at the end of an academic program.
6. In the annual accountability report, reports will continue to be made on access, including retention and graduation rates.

Adoption of the following resolution was moved by Regent Klauser, seconded by Regent Gottschalk and carried unanimously.

Access Follow-up Next Steps

Resolution 8373: That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents directs that these study results be shared with the statewide PK-16 and the local councils with a request that they help to identify systemic strategies to increase ACT test taking and student participation in postsecondary education regardless of gender and race/ethnicity. Also, the Board of

Regents reaffirms its commitment to the Wisconsin Higher Education Grant (WHEG), the Advanced Opportunity Program Grant (AOP), and Lawton Grant programs and will continue to work throughout the budget process to secure state support for these programs.

In addition, the UW System will explore strategies to increase the yield rates for students of color and provide a progress report to the Board of Regents in two years.

The meeting was adjourned at 3:00 p.m.

Judith A. Temby

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Milwaukee, Wisconsin

UW-Milwaukee
Held in Miller Park
Friday, June 8, 2001
9:00 a.m.

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 VICE PRESIDENT OF THE BOARD 2

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MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Milwaukee, Wisconsin

UW-Milwaukee
Held in Miller Park
Friday, June 8, 2001
9:00 a.m.

- President Smith presiding -

PRESENT: Regents Alexander, Axtell, Barry, Benson, Boyle, Gottschalk, Gracz, Klauser, Krutsch, Marcovich, Mohs, Olivieri, Randall, Smith and Schneiders

ABSENT: Regents Brandes and DeSimone

APPROVAL OF THE MINUTES

There being no additions or corrections, the minutes of the June 7 and 8, 2001 meetings stood approved as distributed.

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ELECTION OF OFFICERS OF THE BOARD OF REGENTS

President of the Board

Nominating Regent Smith for re-election as President of the Board, Regent Boyle referred to Regent Smith's outstanding leadership during the past year and also noted his welcome humor. The nomination was seconded by Regent Mohs, and Regent Smith was re-elected unanimously.

Thanking the Board members for their confidence in him, Regent President Smith observed that the Board has accomplished a great deal in the past year and that he looks forward to more accomplishments in the year ahead.

Vice President of the Board

Regent Randall was nominated for re-election as Vice President of the Board by Regent Gottschalk. The nomination was seconded by Regent Marcovich, and Regent Randall was re-elected unanimously.

Secretary, Assistant Secretary, Trust Officer, Assistant Trust Officers

Regent Randall nominated the following persons and the nomination was seconded by Regent Boyle.

Judith Temby, for re-election as Secretary of the Board

Cheryle Goplin, for re-election as Assistant Secretary

Deborah Durcan, for re-election as Trust Officer

Elizabeth Rindskopf Parker, for re-election as Assistant Trust Office

Douglas Hoerr, for election as Assistant Trust Officer

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REPORT OF THE PRESIDENT OF THE BOARD

Regent Barry read the following resolution of commendation for Regent Benson. The resolution was adopted by acclamation and with a standing ovation for Regent Benson.

Resolution of Commendation: Regent John Benson

Resolution 8374: WHEREAS, as State Superintendent of Public Instruction for the past eight years, John T. Benson has served the schoolchildren of the state of Wisconsin, as well as their parents, their teachers and the public, with a tenacious devotion to high standards, public accountability, and excellent outcomes; and

WHEREAS, during his tenure, Wisconsin schools and their students have consistently ranked high at the national level in every meaningful measurement of achievement and success; and

WHEREAS, as superintendent he has pressed the state's schools to make major strides in Internet usage, distance education, youth apprenticeships, class-size

reduction, and the connecting of local curriculum to state standards; and

WHEREAS, he has provided leadership for the systemic reform of teacher education, while emphasizing collaboration, inclusive processes, and open communication with UW System institutions; and

WHEREAS, as an ex officio member of the UW System Board of Regents, he has served with distinction as an active member of the Education Committee and the Committee on Student Discipline and Other Student Appeals; and

WHEREAS, along with President Lyall, he has led the formation of the state PK-16 Leadership Council and has worked to ensure the highest quality educational system for Wisconsin -- from kindergarten through college; and

WHEREAS, he began his career in Harmony (Minnesota!) and will end it in "harmony" with the land -- as a gentleman planter on his farm near Marshall -- teaching crops to produce yields that will no doubt exceed the national average per acre (just as Wisconsin students beat the rest of the country in average ACT scores);

THEREFORE, BE IT RESOLVED, that the University of Wisconsin System Board of Regents thanks John T. Benson for his eight years of service to Wisconsin education -- as State Superintendent of Public Instruction and as a member of the Board of Regents -- and extends best wishes to him and his wife, Debbie, as he completes his 40-year career as teacher, principal, local superintendent, and statewide advocate for Wisconsin's children.

Expressing appreciation for the resolution, Regent Benson noted that he has been the beneficiary of many special blessings, the first of which is his wife of 40 years, Debbie, their three sons and daughters-in-law and their eight grandchildren. Second is the blessing of health and third is having had the privilege to serve as a principal and district administrator in Wisconsin Schools, and then as State Superintendent.

Other blessings, he continued, are the many colleagues and friends he has had over the years. High on his list have been those in the University of Wisconsin System,

for whom he has great respect. He felt fortunate to have worked with President Lyall and expressed gratitude for her friendship and partnership and for her significant contributions to the betterment of society and the lives of children. He also expressed his gratitude and respect to the Regents, Chancellors, Vice Presidents and staff, past and present, with whom he had the pleasure of working.

Closing with the quotation: "Don't cry because it's over, smile because it happened", he noted that he could not possibly live long enough to finish all the smiling he could do, and that the people of the University of Wisconsin represent a large part of what he has to smile about.

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Resolution of Commendation: Chancellor Mark Perkins

Regent Boyle presented the following resolution of appreciation to Chancellor Mark Perkins. The resolution was adopted by acclamation with a standing ovation.

Resolution 8375: Whereas, Mark L. Perkins has served with distinction as chancellor of the University of Wisconsin-Green Bay since February 1, 1994, giving him the second-longest tenure among current UW System chancellors; and

Whereas, he has been an effective advocate for the needs of his students, encouraging and supporting efforts to make the campus community more diverse and always being ready to listen to student concerns; and

Whereas, he has been a spirited cheerleader and energetic fundraiser for UW-Green Bay, helping elevate awareness of the campus at the state, regional and national levels as an institution that alumni and the community can take pride in; and

Whereas, he sought and received approval for two key campus construction projects -- the \$20 million Mary Ann Cofrin Hall and the \$17 million renovation of the Laboratory Sciences Building -- both of which will benefit the university for decades to come; and

Whereas, he envisioned the UW-Green Bay Learning Experience, and has been a strong advocate for that initiative on campus, in the community, and among Regents and legislators; and

Whereas, throughout his sojourn north of the Mason-Dixon Line, he has remained true to his Virginia origins -- instructing us Yankees with Southern witticisms about dogs that won't hunt (whatever that means); and

Whereas, he came extremely well-prepared to be a chancellor in Wisconsin, having worked previously in his career as a bricklayer and a prison guard;

Therefore, be it resolved, that the University of Wisconsin System Board of Regents expresses appreciation to Mark L. Perkins for seven outstanding years as chancellor at UW-Green Bay, congratulates him on his appointment as president of Towson University, and extends best wishes to him and his family for a healthy and successful future.

Expressing his appreciation, Chancellor Perkins said that he was grateful for the opportunity to be in the State of Wisconsin and to work for something in which he believes strongly. Observing that life is really about people touching the lives of other people and caring deeply, he thanked the Regents, President Lyall, his Chancellor colleagues and staff and added that, "If there is the one thing that the students learn when they leave the University of Wisconsin-Green Bay, I'll be proud for a lifetime". In conclusion he expressed appreciation for the opportunity to serve and remarked that the people of the University of Wisconsin have touched his life in a major way.

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Report on the May 23rd Meeting of the Wisconsin Technical College System Board

A written report of the May 23 meeting of the Wisconsin Technical College System Board was provided to the Regents.

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Report on the June 4th meeting of the Hospital Authority Board

A written report on the June 4 meeting of the Hospital Authority Board was provided to the Regents.

Report on Legislative Matters

A written report on legislative matters was provided to the Regents.

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UW Contributions to Wisconsin Economic Development

Noting that economic development for the State of Wisconsin has been a top priority for the Board this year, Regent President Smith commented on how this priority pertains to the university's budget and the next economic summit.

Remarking that great progress has been made, he stated that the university and the campuses have stepped up to the plate and have done a lot to promote economic development. In that regard, the Wisconsin Economic Summit the preceding fall was an important first step in bringing together the business community, the university and the state government to address the need to grow the state's economy.

At the summit, the UW System pledged to:

1. Form a voluntary PK-16 council in partnership with the Department of Public Instruction, the Wisconsin Technical College System and Wisconsin's private colleges to promote seamless education.
2. Increase the percentage of college graduates in Wisconsin through improved graduation rates and job recruiting among Wisconsin alumni in other states.
3. Develop a strategy for bringing more federal dollars home to campuses in Wisconsin.
4. Enhance the role of UW campuses as regional economic catalysts.

Regent President Smith reported that progress continues to be made on all four fronts: The UW has formed new partnerships, stimulated regional activity and developed new programs to help the economy. He thanked President Lyall and the Chancellors for their hard work in those efforts.

Noting that another summit pledge was to come back together in a year and measure the progress that has been made, he announced that the Second Wisconsin Economic Summit will be convened on November 26 and 27, in Milwaukee and will include Governor McCallum.

Wisconsin's economy continues to suffer, he observed, with major businesses being bought out or leaving the state. Once a state of headquarters, Wisconsin is becoming a state of branches, particularly manufacturing branches. The projected skilled worker

shortage continues to grow, and the manufacturing sector – representing one-fourth of the state economy – continues to suffer layoffs.

President Smith then shared some projections for the Wisconsin economy done by former Senior Vice President David J. Ward, who is an expert on economic issues.

- In ten years, the number of workers retiring from the state's workforce will exceed the number of workers entering it.

- In 20 years, if per capita income grows as projected, it will fall 17 percent behind the national average.
- The state's revenue projections for the next two years assume lower income and corporate tax revenues. This means the state believes there will be fewer people in the workforce tomorrow than there are today.

Noting that these are alarming trends for Wisconsin, President Smith remarked that they will rob students of opportunities, rob the state of talent and high growth businesses, and will rob the government and university of resources. Without economic growth and the increased tax base it will bring, the UW cannot be kept excellent, accessible and affordable.

By contrast, he pointed out, the State of Minnesota has a structural surplus, and per capita income is well above the national average, while Wisconsin's is well below. The State of Illinois is investing in its future through Illinois First, a \$12 billion, four-year investment in transportation and telecommunication infrastructure. The State of Michigan has committed to developing high income jobs with a one billion dollar, 20-year plan to invest in medical research and life science spin-offs.

Regent Smith indicated that, in meetings with legislative leaders, he and President Lyall had heard many expressions of strong support for the UW's economic stimulus package. The Joint finance Committee was helpful in providing some position flexibility with GPR funding and in approving Regent authority to set salaries for the President and Chancellors. He expressed gratitude to Senators Alberta Darling, Kevin Shibilski, and Brian Burke for their leadership in those areas.

However, he noted, there also had been some disappointments. First, the budget included no additional money toward stimulating the economy by providing for more graduates and new economy programs at UW institutions. Proposals calling on the UW to reallocate funding for the economic stimulus package were not feasible, he continued, adding that the Milwaukee initiative cannot be funded by taxing UW-Green Bay; the UW-Platteville/Fox Valley engineering proposal cannot be funded by cutting programs at UW-La Crosse; and adult access cannot be funded by reducing enrollments among traditional students. Such approaches, he remarked, will not close the labor shortage gap by increasing the total number of college graduates in Wisconsin. He expressed optimism that the Senate and Assembly leadership will look for additional dollars to fund the stimulus package as they continue to work on the budget.

Regent Smith identified another disappointment as the singling out of System Administration for an additional \$300,000 cut in the Joint Finance budget proposal. Such a reduction would directly affect the work of the Board and progress on priorities it has set forth. While the UW can accept the \$6.435 million cut that has been imposed in the Governor's budget, allocation of those reductions should be left to the Board.

In conclusion, Regent President Smith stated that, while he is sympathetic with the Legislature's need to balance the budget, it also is important to take a longer-range view and invest for the future.

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REPORT OF THE PRESIDENT OF THE SYSTEM

Appreciation to Regent Benson, Chancellor Perkins and Dr. Kuepper

President Lyall expressed deep appreciation to Regent Benson for his contributions to Wisconsin and to educational excellence. During his term as State Superintendent, Wisconsin students have consistently ranked first in the nation in college-readiness as measured by the ACT; Wisconsin has adopted new long-term K-12 standards for teaching and learning; and the new statewide PK-16 Council has been founded to help forge a seamless array of educational opportunities for Wisconsin citizens.

President Lyall thanked Chancellor Perkins for his seven years of enthusiastic and effective leadership at UW-Green Bay. Under his leadership, UW-Green Bay blazed an early trail in teacher training with the Green Bay Learning Initiative; the campus has been physically transformed by two major and much needed classroom buildings and by a new wing on the Weidner Center for the Performing Arts; and the faculty, students and community have engaged in the difficult task of reinventing UW-Green Bay as a public arts and sciences institution.

She also expressed appreciation to UW-Green Bay's former provost, William Kuepper, who agreed to serve as Interim Chancellor until the search for a new chancellor is completed. Dr. Kuepper served as provost for 13 years and as Vice President for Academic Affairs for two years. He is on leave from the Colorado Commission on Higher Education where he advises on policy matters.

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Comments on Biennial Budget

President Lyall reported that Joint Finance Committee proposals for the budget included for the UW all but \$2 million of the amount provided in the Governor's budget. However, there was no additional money for the Economic Stimulus Package or for increase in the AOP/Lawton grants. Also disappointing was action by the Committee to cut the student advising money that the UW had requested.

The Committee provided important help in the areas of position flexibility and Regent authority over executive salaries, both of which are important management tools

for the university that have been needed for a long time. Support for these flexibilities by Governor McCallum and the legislators is very much appreciated.

In other action by the Joint Finance Committee, President Lyall continued, \$79 million, or half of general fund borrowing in the all-agency funds, was cut from the State Building Commission package. If this cut stands, she noted, the university could lose more than \$40 million in funding for facility maintenance and repair, code compliance, health and safety improvements, minor remodeling and handicapped access. This is particularly problematic since no preventive maintenance funding was provided in the Governor's budget. She expressed the hope that the matter would be revisited and modified as legislative deliberations continue.

In another building matter, the Committee approved bonding for only the first four years of the UW-Madison Biostar program, an action that could hamper fundraising for the remaining projects. No bonding was provided for two other facilities – the veterinary diagnostic laboratory and the meat/muscle science laboratory.

The Committee voted to let stand the Governor's recommendation to restructure public broadcasting and transfer licenses from the Board of Regents and the Educational Communications Board to a private, nonprofit corporation. Noting that there is widespread opposition to this plan, the President indicated that it would place at risk millions of dollars in federal grants and private donations. It is expected that the provision will be removed as the budget goes forward.

The Committee voted to apportion WATF funds, should the foundation dissolve, in the way that Governor McCallum recommended, providing \$7 million much needed dollars for UW technology needs.

President Lyall said that work will continue with the Legislature to bring forth the best possible package for the state economy and for the university. She felt encouraged by the continuing strong support in both houses for the Economic Stimulus Package, and she remained optimistic that additional funding will be provided for these programs that are vital to the state and its future.

She thanked the Regents and Chancellors for their ongoing help with the budget and also recognized the excellent work of budget and university relations staff personnel in this effort.

President Lyall reported that a survey of recent UW graduates (classes of 1996, 1997 and 1998) and their post baccalaureate experiences demonstrates unequivocally that the UW is a brain gain strategy for the state.

- Four out of five resident undergraduates stay and take jobs in Wisconsin.
- One out of five nonresident undergraduates stays in Wisconsin to work.
- More than 98 percent of UW graduates are currently employed, attending school or caring for family members.
- Based on the survey, it is estimated that each recent graduating class contributed \$210 million more in income to the state economy than it would have with high school diplomas alone.

- Graduates earning the highest wages are those in the “new economy” professions targeted by the UW’s economic stimulus package, including engineering, business, and computer and information sciences.

Stating that she could think of no more compelling arguments for the UW economic stimulus package than those findings, President Lyall pointed out that it can only help the state’s tax base to produce more university graduates and to train more graduates in high tech, high demand fields.

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CASE Award to UW-Madison

President Lyall reported that UW-Madison has been recognized by the Council for the Advancement and Support of Education (CASE) with an award for excellence in fundraising. UW-Madison joins other universities, including Duke, Harvard, Stanford, University of Michigan and the University of Washington in this elite group. Increasingly, the President noted, external fundraising is the margin that allows the university to move forward and create new initiatives. Remarking that UW-Madison’s track record is exceptional, she said it is important to help all UW institutions to make a margin of excellence difference, and that the new federal relations efforts are designed to achieve that end.

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WebFair Higher Education Winners

President Lyall noted that Regent Benson recently announced 60 winners in the K-12 categories of the fifth annual WebFair competitions, a statewide on-line website design event co-sponsored by the Department of Public Instruction and UW-Stout. This year, a total of 349 students, including kindergarteners and graduate students, created 147 websites for judging. All of the high school and college participants qualified to attend the WebFair Summer Institute in August at UW-Stout.

The President announced the following three winners in the higher education category: Third place went to Ryan Anderson, of UW-Madison, a graduate student who teaches at Waunakee, for his entry “Websites for Educators”. Second place went to David Kickel of Milwaukee Area Technical College, for his entry, “The Forgotten Heritage of Italians in Milwaukee, Wisconsin”. First place went to Robert Newlin, of UW-Madison, for his entry, “Triangle Fraternity”.

Noting that the prize money for these awards was provided by the Arthur Nakatana Endowed Technology Fund at the Stout University Foundation, she congratulated the winners and expressed appreciation to Chancellor Sorensen and Regent Benson for sponsoring WebFair for the fifth consecutive year.

UW-Stevens Point Receives \$1 Million Arts Grant

It was announced by President Lyall that UW-Stevens Point received a \$1 million grant from entrepreneurs John and Patty Noel for the renovation and expansion of the Fine arts Center at UW-Stevens Point. The Noels are UW-Stevens Point alumni who appreciate the importance of music, theater and other arts to the life of central Wisconsin. Their contribution matches state funding that will enable construction to begin in 2003.

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UW System Evaluates "Weapons of Mass Instruction"

Noting that the UW System now has in excess of 100,000 students taking courses on-line, President Lyall reported that, as part of its national Co-Lab responsibilities, the UW last month hosted a national e-Valuation conference. Four vendors of courseware were invited to demonstrate their products by competing to produce course modules under tight time and resource limits. President Lyall and the UW provosts attended the presentation of the resulting course modules that presented complex material, incorporated self-testing and demonstrated the learning value of being able to repeat and review difficult concepts until they are mastered. The conference demonstrated that high-quality content can be produced in a reasonable time by a team of faculty, graphic artists and programmers working together under both resource and time constraints. UW Learning Innovations, she noted, has these kinds of technical teams to work with faculty systemwide. It is expected that the number of on-line students will continue to grow substantially in the coming year.

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Campus Design Solutions

Chancellor Zimpher introduced Bob Greenstreet, Dean of the School of Architecture and Urban Planning at UW-Milwaukee, who also recently served as Interim Dean of the Peck School of the Arts. In addition, he serves as the Chancellor's Deputy for Campus and Urban Design.

Dean Greenstreet noted that Campus Design Solutions, one of the first ideas that evolved as part of the Milwaukee Idea, is an interdisciplinary statewide initiative that seeks to improve the quality of life on campus and in communities through physical change. It is an advantage, he felt, that this type of change is tangible and measurable, thus providing accountability.

Campus Design Solutions has a strong foundation in the School of Architecture and Urban Planning, which is regularly ranked in the top 20 schools of architecture in the country, and has a mission similar to that of the School. In addition to training students to work in the profession, the School has a mission to affect decision making in design and construction for the better and to improve the physical environment. The School's track record includes important roles in removal of downtown freeways, creation of a new downtown market, and construction of a lakefront plaza.

Campus Design Solutions has additional components to its mission. First, it seeks to be more interdisciplinary, in the belief that physical change has to be effected not just by architects but also through contributions by other disciplines. Second, Campus Design Solutions seeks to be a resource for the entire state. Third, it seeks to build consensus among groups, to create impetus for growth and for change, and to demonstrate alternative ways in which the physical environment can be improved and how people can be part of that process.

Campus Design Solutions stimulates the funding and construction process by providing ideas that can be used to gain funding necessary to create positive physical change. In doing so the group has worked with campus administration, local architects, development companies, and construction and business organizations. It has created partnerships with foundations, corporations, the City of Milwaukee, the Milwaukee Public Schools and with neighborhood groups.

Because of its close overlay with the School of Architecture and Urban Planning, Campus Design Solutions requires minimal administrative structure. In the first year, interdisciplinary teams have been created to focus on designs within eight different disciplines, engaging more than 30 faculty and 65 students in various projects.

Strategies are both long and short term, with long-term strategies including a recently completed planning project with UW-Stevens Point. Longer term projects are undertaken through a grant program, and there are about 18 in process at this time. One project, for example, concerns greater accessibility across campus for people with disabilities. It is hoped that the project will have an impact on long term planning both for the campus and for communities.

Short term projects often originate from contacts by campus or community groups who are looking for ideas. Campus Design Solutions then creates quick response teams composed of students and faculty to develop design ideas that can help the group move forward with a project. Contacts of this type have averaged one or two a week.

In its first year, Campus Design Solutions has undertaken 35 projects that are either completed or in process. Campus Design Solutions has a website, has done publications, and has made presentations of its work around the city. Its work has been presented at the Economic Summit and will appear at the UW System Undergraduate Research Council. The group has received favorable media attention, with about eight articles on its projects appearing in the local press. Fundraising has been encouraging, with gifts, grants and matching funds raising two dollars for every one dollar the university invests

Dean Greenstreet then gave examples of some of the group's projects. Some are small, like one involved with increasing legibility on signage in a campus building. A symbolically significant small project involved designing a plaque to mark the place on campus where Vietnam Veterans planted a tree right after the Vietnam War.

Larger projects include study of the UW-Milwaukee campus to find ways to better use spaces between buildings for learning, recreation, and to create a grater sense of identity for the campus. Another project involves thinking about future use of the

Kenilworth Building, with the first step being development of a display of art along the side of the building to enliven its appearance prior to its renovation in a few years.

Campus Design Solutions worked with one of the best known architects in America to design a ramp to provide wheelchair access to the beautiful Greene Museum. A minimal intervention on this historic building, the ramp makes an artistic statement and also provides an avenue for raising money externally to renovate the building into a gallery for the Institute for Visual Arts.

To meet the need for ticket booths and concession stands at Engelmann Field, architecture students worked with a nationally known firm to design and construct the Engelmann Pavilions, with funding from Campus Design solutions, the state professional organization, and Wisconsin Energy.

Noting that part of the mission of Campus Design Solutions is to reach out beyond the boundaries of the campus, Dean Greenstreet said the group has worked with the Oakland Avenue business district to suggest a new commercial redevelopment plan of that area. They also were working with a group of neighbors south of the campus and with the City of Milwaukee to upgrade sidewalks, front yards and buildings. Farther from campus, they had worked with a number of community groups on area development plans. As a result, these people had specific ideas and drawings to take to city authorities. Campus Design Solutions effort was to act as a catalyst for change, building consensus among groups and showing them alternatives of what their future could be.

Campus Design Solutions' most ambitious project is the Milwaukee Idea House. Working in partnership with the City of Milwaukee, which has provided a site, and with funding from Wells Fargo and Wisconsin Energy, they were building a prototype of a low-cost, energy-efficient house. The goal is to finish the prototype this year, to have three in the ground by next year and an entire block built within five years.

Beyond the boundaries of the city, Campus Design Solutions has done designs for renovation of a park, in order to provide impetus for fund raising needed to carry the project forward. There are two projects with the Schlitz Audubon Center: One is a viewing platform to enhance the ability of visitors to experience the area, and another involves energy studies on a new building to be constructed in the next few years. In addition, work with UW-Stevens Point on a traffic master plan has just been completed.

Negotiations are being conducted with the City of Marinette to undertake master planning for the downtown. Once funds are raised, the hope is to send students to live there over the summer.

In conclusion, Dean Greenstreet noted that Campus Design Solutions is the only group of its kind in the state, located close to the only School of Architecture within the state. The goal is to engage in partnerships and to be a statewide resource, in accordance with the Milwaukee Idea.

Commending Campus Design Solutions for its work, Regent Schneiders asked if there is any concern by architectural firms about business being taken away from them by the group. Dean Greenstreet replied that they have been careful not to compete with the private sector, but instead to engage the profession in their activities. They do not

undertake work that requires an architect's stamp, and they do work only in the realm of ideas where architectural fees would not be involved. The profession has been supportive and has helped to fund one of the group's projects. The intent is for Campus Design Solutions to stimulate construction and take projects to the point at which private architects are prepared to step in. The profession is represented on the Campus Design Solutions advisory committee to ensure smooth working relationships.

Regent Klauser commented that he can attest to the quality of what the group has done and the contribution they have made to the community on the Park East Freeway project. His assumption was that this practical experience is an important part of the educational process for students. Replying in the affirmative, Dean Greenstreet indicated that some students are on the payroll and more than 45 students receive credit for the hands-on work that they are doing.

Regent Olivieri commented that the work being done by Campus Design Solutions is very consistent with the philosophy of the Milwaukee Idea. Noting that academic excellence also is an important component of that Idea, he remarked that the high academic standing of the School of Architecture is very important and should be even further enhanced. He felt there should be close interaction between this group and the Board's Physical Planning and Funding Committee in order to facilitate expansion of these services to other campuses.

Regent Mohs pointed out that the Board has developed design standards to help to create a more coherent, balanced and beautiful campus setting.

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REPORT OF THE BUSINESS AND FINANCE COMMITTEE

The Chair of the Committee, Regent Marcovich, presented the report.

Approved unanimously by the Committee were Resolutions 8376-8378. Their adoption by the Board of Regents as consent agenda items was moved by Regent Marcovich and seconded by Regent Gottschalk. The motion was carried unanimously.

University of Wisconsin System Trust Funds Revision of Investment Objectives and Guidelines

Resolution 8376: That, upon the recommendation of the Regent Business and Finance Committee, the following additions to the Statement of Investment Objectives and Guidelines be approved.

1. Manager Performance & Risk Expectations
 - Benchmarks – Portfolio Return: (Page 5)*
 - Equity – Venture Capital – investment managers will be compared to the industry composite as

calculated by Venture Economics plus 200 basis points (2%).

2. Investment Guidelines & Restrictions
Approved Asset Classes (Page 7)
 - Private Capital (Equity)

3. Investment Guidelines & Restrictions
Exceptions (Page 10)
 - Limited Partnerships – To the extent that limited partnerships are utilized, the Committee accepts the provisions outlined in the limited partnership agreement. These provisions will govern the investment.

Sponsorship Agreement with Adidas Promotional Retail Operations, Inc.

Resolution 8377: That, upon recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the Board of Regents accepts the Sponsorship Agreement with Adidas Promotional Retail Operations, Inc. which will provide, among other things, shoes, equipment and apparel to the University of Wisconsin-Madison intercollegiate athletic teams, certain cash compensation, and enhanced licensing opportunities.

Agency Agreement Between Collegiate Licensing Company and University of Wisconsin Madison

Resolution 8378: That, upon recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the Board of Regents formally accepts, prior to execution, the agency agreement between the Collegiate Licensing Company and the University of Wisconsin-Madison for the administration of its Trademark Licensing Program.

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UWM Presentation - UWM-MPS-MATC Working Successfully together to Shape Tomorrow's Technology Leaders

Joe Douglas, Director of Information/Media Technologies at UW-Milwaukee, introduced a number of students who gave a presentation on the Student Technology Services program. An organization which is student employee managed and professional staff mentored, STS works to efficiently meet the technology needs of UW-Milwaukee.

The Student Technology Services has partnered with the Milwaukee Area Technical College and Milwaukee Public Schools to implement a variation of the STS model in charter schools. This program is designed to aid students in developing skills using work based learning to further their educational experience and to explore career options.

Mr. Douglas remarked that 500 students currently take part in the STS program and this number will increase as more high schools are added.

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Follow-up on Chancellor Requested Flexibilities

Since the early 1980's, Assistant Vice President Harris noted, public universities nationwide have sought increased management flexibility to enable them to employ scarce resources more effectively. The UW System has continually pursued using its flexibility to improve services to students.

This report is the third of three reports presented to the Board of Regents concerning development of management flexibilities throughout the University of Wisconsin System. In November 2000, a report was presented which detailed the benefits of flexibilities granted to the UW System by the Governor and Legislature to that date. In December, 2000 a report was presented which focused on the flexibilities proposed by the Board in its 2001-03 Biennial Budget Requests, the flexibilities previously delegated from the Board and System Administration to the campuses, and additional flexibilities recommended by the chancellors at the request of the Board of Regents. Ms. Harris reported that four of the six flexibilities suggested for delegation by the Board of Regents or by System Administration have either been implemented or soon will be. A fifth flexibility, related to managing auxiliary operations on an enterprise-wide basis, will be reviewed by systemwide policy group. Four additional flexibilities will require state action

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Update on University Insurance for Students in International Programs

David Olien, Senior Vice President for Administration and Sheri Ackley, Director of the Office of Safety and Loss Prevention provided an update on the status of insurance coverage for study abroad. An insurance coverage plan will be in place for the coming fall semester. Negotiations are underway to finalize the cost and coverage of the program. Ms. Ackley is chairing a cross functional team consisting of campus representatives, System Legal, Academic Affairs and Procurement to review insurance recommendations.

Ms. Ackley further explained that coverage for University of Wisconsin System faculty and staff in international education programs is now in place. Faculty/staff who are injured while operating within the scope of their employment are covered through the State's worker's compensation self-insurance program. Additional coverage for medical

evacuation/repatriation and emergency medical services is also available for faculty and staff who work abroad.

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Report of the Vice President

Douglas Hendrix, Associate Vice President, noted that the UW System is anticipating a utility shortfall, estimated at \$10.8 million. UW System is working with DOA to identify funding sources and will forward a request to the Legislature's Joint Finance Committee for action at its June 13 meeting.

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REPORT OF THE EDUCATION COMMITTEE

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

Resolutions 8379-8385 were unanimously approved by the Committee. Their adoption as consent agenda items was moved by Regent Boyle and seconded by Regent Mohs. The motion was carried unanimously.

Adoption of PK-16 Principles University of Wisconsin System

Resolution 8379: That the Board of Regents adopts the PK-16 Principles directing each UW System Chancellor to work collaboratively with PK-12 and other postsecondary education leaders to develop a well-articulated plan for achieving local quality PK-16 education; and to report plans, initiatives and achievements to the Board in June 2002.

2001-02 Tenure Designations and New Tenured Appointments

Resolution 8380: That, upon recommendation of the respective Chancellors and the President of the University of Wisconsin System, the 2001-02 tenure designations and new tenured appointments, reported in the attached materials by institutions, be approved.

UW-Madison: Authorization to Recruit: Assistant, Associate or Full Professors, School of Business

Resolution 8381: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the Chancellor be authorized to recruit for up to seven Assistant, Associate or Full Professors, School of Business, at salaries that may exceed 75% of the President's salary.

UW-Extension: Authorization to Recruit: Dean of Outreach and E-Learning Extension and Director, UW Learning Innovations

Resolution 8382: That, upon recommendation of the Chancellor of the University of Wisconsin-Extension and the President of the University of Wisconsin System, the Chancellor be authorized to recruit for a Dean of Outreach and E-Learning Extension and Director, UW Learning Innovations, at a salary that may exceed 75% of the President's salary.

UW-Stout: New Program Authorization (Implementation): M.S., Mental Health Counseling

Resolution 8383: That, upon recommendation of the Chancellor of the University of Wisconsin-Stout and the President of the University of Wisconsin System, the Chancellor be authorized to implement the M.S. in Mental Health Counseling.

UW-Madison: New Program Authorization (Implementation): Master of Fine Arts in Creative Writing

Resolution 8384: 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 implement the Master of Fine Arts in Creative Writing.

UW-River Falls: Renaming the College of Education and Graduate Studies

Resolution 8385: That, upon recommendation of the Chancellor of the University of Wisconsin-River Falls and the President of the University of Wisconsin System, the UW-River Falls College of Education and Graduate Studies be renamed the College of Education and Professional Studies.

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Report of the Interim Senior Vice President for Academic Affairs

Senior Vice President for Academic Affairs, Al Beaver, introduced Ronald Singer who has accepted the position of Associate Vice President for Academic Affairs effective July 16, 2001. Dr. Singer presently serves as the UW-Parkside Associated Vice Chancellor for Planning, Budget and Resource Allocation, and as the Graduate Dean.

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UW-Milwaukee Presentation

A presentation on *Meeting the Needs of the Community Through the Use of Technology* was introduced by Chancellor Zimpher.

Mohammed Aman, Dean of the School of Information Science and Interim Dean of the School of Education spoke on the Information Technology 2000 Computer Training Project (also referred to as IT 2000). UWM has a collaborative partnership with the Private Industry Council of Milwaukee and Milwaukee Area Technical College to help high school students become proficient in using technology.

Ann Hains, Associate Dean of the School of Education, focused on preparing teachers to integrate technology into teaching and learning process in partnership with the Milwaukee Public Schools.

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PK-16 Principles

The PK-16 Principles were reviewed by Interim Senior Vice President Beaver. UW System Administration will assist institutions by developing a framework which will explain the required elements for institutional and System administration plans. These include: 1) collaboration and partnerships; 2) teacher quality, supply and demand; and 3) curriculum alignment and accountability. Technology initiatives in teacher education will be reported as part of the UW System Information Technology Plan.

Instructional and Research Academic Staff Issues

Al Beaver, Interim Senior Vice President, reported that, following consultation with chancellors, provosts, faculty representatives and academic staff representatives, the working group's recommendations on the integration of instructional staff into institutional life have been accepted. Many of the recommendations have been implemented. The recommendation to develop systemwide instructional and research professor titles was not accepted. Interim Senior Vice President Beaver reminded institutions that existing personnel policy permits establishment of informal working titles for instructional and research academic staff.

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System Initiatives to Coordinate International Education

A new organizational model for enhancing UW System international programs and services was proposed by Interim Vice President Beaver. This model would include: 1) a Director of International Education; 2) an Advisory Council consisting of representatives from existing international education groups, and from other appropriate campus and community-based program; and 3) an external group consisting of representatives from state government, business and other organizations in Wisconsin working on and/or in the interest of international and global issues.

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New Program Authorizations

Two new programs were authorized for implementation: the M.S. in Mental Health Counseling at UW-Stout and the MFA in Creative Writing at UW-Madison.

The Committee also heard an initial presentation of a proposed Master of Software Engineering program at UW-La Crosse. Final review of this program will take place at the July meeting.

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REPORT OF THE PHYSICAL PLANNING AND FUNDING COMMITTEE

Regent Gracz, Vice Chair, presented the Committee's report.

Unanimously approved by the Committee were Resolutions 8386-8393. Regent Gracz moved their adoption as consent agenda items by the Board of Regents. The motion was seconded by Regent Schneiders and carried unanimously.

UW-Madison: Removal of Contingency and Authority to Acquire Land

Resolution 8386: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, the rezoning requirement be removed and authority be granted to acquire approximately 113 acres of land in the Town of Middleton, Dane County, as authorized by Regent action in December, 2000. The acquisition cost is \$4,416,500 Program Revenue Supported Borrowing plus closing costs and environmental abatement costs, if any (funded from University Research Park Revenues). Acquisition will remain contingent upon completion of a favorable environmental assessment.

UW-Madison: Approval of the Design Report and Authority to Construct the Southeast Recreational Facility Addition Project

Resolution 8387: 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 the Southeast Recreational Facility Addition project at an estimated total project cost of \$6,296,000 (Program Revenue Supported Borrowing).

UW-Milwaukee: Authority to Construct the Engelmann Field Lighting Project

Resolution 8388: That, upon the recommendation of the UW-Milwaukee Chancellor and the President of the University of Wisconsin System, authority be granted to construct the Engelmann Field Lighting project at an estimated total project cost of \$334,000 Program Revenue-Cash.

UW-Parkside: Authority to Convey Land for Highway 31

Resolution 8389: That, upon the recommendation of the UW-Parkside Chancellor and the President of the University of Wisconsin System, authority be granted to convey a 1.42 acre parcel of land at the appraised value of \$10,000 on the south-west corner of the UW-Parkside campus to the Wisconsin Department of Transportation for dedication to the expansion of the State Highway 31 public right-of-way, and to adjust the campus boundary accordingly.

UW-Superior: Approval of the Design Report and Authority to Construct the Gates Physical Education Building Addition & Remodeling Project

Resolution 8390: That, upon the recommendation of the UW-Superior Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority be granted to construct the Gates Physical Education Building Addition & Remodeling project at an estimated total project cost of \$15,700,000 (\$13,350,000 General Fund Supported Borrowing and \$2,350,000 Program Revenue Supported Borrowing), contingent on passage of the 2001-03 Capital Budget Bill.

UW Colleges: Authority to Release Leased Property Rights

Resolution 8391: That, upon the recommendation of the UW Colleges Chancellor and the President of the University of Wisconsin System, authority be granted to release leased property rights for approximately two acres of the 43-acre UW-Fox Valley campus land back to Outagamie and Winnebago Counties to enable private development of housing facilities for UW-Fox Valley students.

UW-Stevens Point: Authority to Enter Into a Lease

Resolution 8392: That, upon the recommendation of the UW-Stevens Point Chancellor and the President of the University of Wisconsin System, authority be granted to enter into a ten-year lease with the Portage County Business Council Foundation for 50% of a new 5,000 square foot Business Education and Training Center.

UW-Whitewater: Authority to Fund Construction of Parking Lot and Related Street Improvements

Resolution 8393: That, upon the recommendation of the UW-Whitewater Chancellor and the President of the University of Wisconsin System, authority be granted to fund construction of a 186-stall parking area on Prairie Street and related street improvements at a cost of \$378,380; \$30,000 UW-Whitewater Parking Revenues – Cash, \$229,880 Program Revenue Bonding – Parking, \$118,500 UW System Assessable Improvement Funds.

Building Commission Report

Nancy Ives, Assistant Vice President, informed the committee that the UW-Platteville Greenhouse bids came in about \$190,000 over the original budget of approximately \$1.1 million. Vice President Ives is working with the Chancellor to identify funding and will seek Building Commission approval in June.

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Capital Budget Update

Assistant Vice President Ives updated the Committee on the Joint Finance action on the Capital Budget. There is a great deal of concern regarding a potential reduction in maintenance funding.

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UW-Milwaukee Presentation: Current Campus Projects

Claude Schuttey, the Director of Campus Facility Planning at UW-Milwaukee, updated the Committee on current UW-Milwaukee projects which include the Sandburg Hall Addition, remodeling of Sabin Hall and Lapham Hall South Wing, and the conversion of the former Temple into the Zelazo Center for the Performing Arts.

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ADDITIONAL RESOLUTIONS

Regent Olivieri presented Resolution 8393 and moved its adoption by the Board. The motion was adopted by acclamation with a round of applause.

UW-Milwaukee: Resolution of Appreciation

Resolution 8394: Whereas, the Board of Regents is very pleased to have been invited to UW-Milwaukee's "Field of Dreams" for our June 2001 meetings; and

Whereas, these meetings have been held in conjunction with UW-Milwaukee's fourth annual Urban Initiatives Conference: "Making our Lives Count: Citizenship, Leadership, and the University; and

Whereas, it has been a particular pleasure to be invited to meet at Miller Park, the wonderful new home of

baseball in Milwaukee and site of a distinctive and creative partnership between UWM and the Milwaukee Brewers; and

Whereas, our visit also has been enriched by interesting presentations on Meeting the Needs of the Community through Use of Technology, UW-Milwaukee's collaboration with MATC and MPS to Shape Tomorrow's Technology Leaders, current campus projects and Campus Design Solutions and

Whereas, the special reception and dinner with university, community and state leaders, including Lieutenant Governor Margaret Farrow, and the gracious hospitality extended by Chancellor Zimpher and UW-Milwaukee are very much appreciated;

Now, therefore, be it resolved that the Board of Regents of the University of Wisconsin System hereby expresses its appreciation to the University of Wisconsin-Milwaukee for this especially interesting and enjoyable visit.

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UNFINISHED OR ADDITIONAL BUSINESS

Introduction of Governor's Policy Analyst for Education

Regent President Smith introduced and welcomed Bill Cosh, the Governor's new Policy Analyst for Education. He holds a degree from the LaFollette Institute and has worked for UW-Madison, the UW System, the Wisconsin School Boards Association and the Milwaukee Public Schools.

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CLOSED SESSION

The meeting was recessed at 10:35 a.m. and reconvened at 10:55 a.m., at which time the following resolution, moved by Regent Randall and seconded by Regent Axtell, was adopted on a unanimous roll-call vote, with Regent Alexander, Axtell, Barry, Boyle, Gottschalk, Gracz, Klauser, Krutsch, Marcovich, Mohs, Olivieri, Randall, Schneiders,

and Smith (14) voting in the affirmative. There were no dissenting votes and no abstentions.

Resolution 8395: Recess in closed session to consider personal histories related to naming a facility, and to consider appointments to the UW Colleges Board of Visitors, as permitted by s.19.85(1)(f), *Wis. Stats.*, to consider possible dismissal of a public employee, and to deliberate concerning the case, as permitted by s.19.85(1)(a), 19.85(1)(b), and 19.85(1)(f), *Wis. Stats.*, to confer with legal counsel, as permitted by s.19.85(1)(g) *Wis. Stats.*, and for possible consideration of salary for Chief Academic Office, UW System and for Interim Chancellor, UW-Green Bay, to consider salary adjustment at UW-Madison, to consider appointment of dean, UW-Richland, and to consider annual evaluations, as permitted by s.19.85(1)(c), *Wis. Stats.*

The meeting was recessed at 1:35 p.m., and reconvened at 1:45 p.m.

Matter of Associate Professor John Marder, UW-Superior

At 2:30 p.m., the Board reconvened in open session to take final action in the matter of John Marder, who had elected to have the vote taken in open session.

Stating that this matter has been twice before the Board and is now ready for final decision, Regent President Smith observed that a recommendation to dismiss a tenured member of the faculty is always a serious matter, particularly when allegations of misconduct involving a student are involved. The Board considered very carefully the allegations involving Professor Marder and his responses to them, and had been concerned to follow all rules and procedures carefully. To that end, the Board returned the matter to the Personnel Matters Review Committee to ensure that an opportunity for oral argument had been offered to Professor Marder as contemplated by UWS 4.08. At the last meeting, the Board declined to take final action and asked the Personnel Matters Review Committee to prepare more detailed written findings for the Board's consideration. The Personnel Matters Review Committee satisfied these concerns, and the Board had at this time completed its deliberations on the matter.

Regent President Smith commended the Personnel Matters Review Committee and its Chair, Regent Barry, for the time they had taken in consideration of this matter. The Committee had expended a great amount of time and energy in carefully deliberating this difficult case and responding effectively to all requests of the board.

Remarking that this decision had been difficult for all members of the Board, Regent President Smith noted that many have written the Board and argued persuasively that Professor Marder's past conduct and current lack of collegiality with his campus colleagues more than justify his dismissal. Others urged that dismissal is inappropriate in light of the factual record before the Board.

In bringing this matter to conclusion, Regent president Smith expressed the hope that neither side will claim victory and that all will go forward in a collegial and supportive manner. It is important to ensure, he stated, that Professor Marder's misconduct with students, which has been established and punished previously, never occurs again on a UW campus. With regard to UW-Superior, all parties extend best efforts and go the extra mile to return the campus to the collegial environment that is required to meet the educational needs of students.

On behalf of the Board, Regent President Smith thanked Chancellor Erlenbach for his professional attention to the needs and concerns of his campus. Recognizing that there is no more difficult responsibility than disciplining a faculty member, Regent President Smith said that, no matter what anyone's view on the final decision, there should be complete agreement that chancellor Erlenbach has acted with only the best interest of his campus and students in mind. "The Board of Regents wants to reassure him and his colleagues that this sense of responsibility has been noted and appreciated. It is chancellors like Julius Erlenbach that make our System the best in the nation."

Regent Marcovich moved that the Board of Regents dismiss Professor John Marder and that counsel be instructed to prepare findings of fact and conclusions of law in support thereof. The motion was seconded by Regent Mohs and adopted on a roll-call vote, with Regents Alexander, Axtell, Gottschalk, Klauser, Krutsch, Marcovich, Mohs, Olivieri, Randall, Schneider's and Smith (11) voting for the motion, and Regents Barry, Boyle, and Gracz (3) voting against it.

At 2:45 p.m., it was moved by Regent Axtell and seconded by Regent Gottschalk that the Board reconvene in closed session to consider annual evaluations, as permitted by s.19.85(1)(c), *Wis. Stats.*, and to confer with legal counsel, as permitted by s.19.85(1)(g), *Wis. Stats.*. The motion was adopted on a roll-call vote, with Regents Alexander, Axtell, Barry, Boyle, Gottschalk, Gracz, Klauser, Krutsch, Marcovich, Mohs, Olivieri, Randall, Schneiders, and Smith (14) voting in the affirmative. There were no dissenting votes and no abstentions.

The Board arose from closed session at 3:00 p.m., having adopted the following resolutions:

UW-Madison: Base Salary Adjustment

Resolution 8396: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the board approves a base salary adjustment for Paul Barrows, Vice Chancellor for Student Affairs, effective June 11, 2001 and resulting in a salary of A\$175,000.

UW-Colleges: Board of Visitors

Resolution 8397: That, upon the recommendation of the Chancellor of the University of Wisconsin Colleges and the President of the University of Wisconsin System, the following reappointments to the UW Colleges Board of Visitors be approved:

Alan Sykes, UW-Barron County, for a term ending in 2003

Louise Aderhold, UW-Baraboo/Sauk County, for a term ending in 2004

Russell Launder, UW-Waukesha, for a term ending in 2004

Karl Zimmermann, UW-Marshfield/Wood County, for a term ending in 2004

And the following new appointments be approved:

Margaret Rhude, UW-Marinette, for a term ending in 2002

Dr. John Fink, UW-Washington County, for a term ending in 2002

Tom Davis, UW-Manitowoc, for a term ending in 2003

Kent Houck, UW-Richland, for a term ending in 2004

UW-Richland: Appointment of Campus Dean

Resolution 8398: That, upon recommendation of the Chancellor of the University of Wisconsin Colleges and the President of the University of Wisconsin System, the Chancellor be authorized to appoint M. Deborah B. Cureton as Dean, UW-Richland, at a salary of A\$90,000, effective July 1, 2001.

UW-Green Bay: Salary for Interim Chancellor

Resolution 8399: That, upon recommendation of the President of the University of Wisconsin System, William G. Kuepper be appointed Interim chancellor of the University of Wisconsin-Green Bay, effective July 1, 2001, at an annual salary of \$146,000.

UW System: Salary for Chief Academic Officer

Resolution 8400: That upon the recommendation of the President of the University of Wisconsin System, the President be authorized to negotiate a salary up to the mid-point of the Board of Regents 2001-02 Senior Executive Salary Range for Cora Marrett as Chief Academic Officer, effective August 1, 2001.

UW-Superior: Resolution of Support for Chancellor Erlenbach

Resolution 8401: Mindful that Chancellor Julius Erlenbach has at all times acted according to the highest professional standards, proceeding solely with the interests of his campus and its students in mind;

And further, that he has acted with courage and personal responsibility, with appropriate consultation with legal counsel in all his actions involving the proposed discipline of a senior member of his faculty;

Now therefore, the Board of Regents hereby expresses its respect and appreciation for Chancellor Erlenbach's willingness to forthrightly address this difficult issue in the matter of Professor John Marder.

The meeting was adjourned at 3:00 p.m.

Judith A. Temby, Secretary