

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Minutes of the Meeting

September 2, 2003

10:30 a.m.

Held by telephone conference

Present: Regents Amato, Axtell, Bradley, Connolly-Keesler, Gottschalk, Gracz, Marcovich, Olivieri, Pruitt, Randall, and Rosenzweig

Unable to participate: Regents Burmaster, Davis, Mohs, Richlen, Salas, and Walsh

Regent President Marcovich presiding

The purpose of the meeting was to consider adjustment of salary ranges as required by statute.

It was explained that no GPR or tuition money would be used to fund any salary increases. Resolution 8720 would adopt the pay ranges but would not provide any actual pay increases. It was noted that the Board has a duty to adjust the pay ranges annually.

Some Regents asked why this issue could not be discussed at the regularly scheduled Board meeting that would take place in two days. Regent President Marcovich reviewed the chronology of events that led to scheduling the telephone conference meeting. He mentioned his preference to establish pay ranges in light of recruiting efforts that are underway for Chancellors at UW-Milwaukee and UW-Stevens Point.

A question was raised whether the meeting was properly posted. System staff responded that notice of the meeting was properly posted.

Additional questions were raised about the absence of media representatives and whether legislative leaders and the Governor had been informed of the resolution under consideration.

Comments were made that the proposed ranges are reasonable given the competitive market. A question was asked regarding what impact the proposed schedule would have regarding raises. Mr. Brooks responded that bringing administrators up to the new schedule would entail increases averaging 1.7%. It was made clear that adjusting the schedule would not automatically result in any increases. Actual increases would

follow a procedure requiring President Katharine Lyall's review and the Board would receive further information before any actual increases were granted.

Some Regents suggested that action be deferred until the Board's regularly scheduled meeting and expressed concern that to act at this time would open the door to public criticism. Regent President Marcovich and system staff reiterated their desire to vote on Resolution 8720.

The following resolution was then moved by Regent Axtell, seconded by Regent Connolly-Keesler and adopted on a voice vote, with Regents Amato, Gracz, and Randall abstaining and eight members voting yes. The Board will be advised of what is required to be in compliance with the adjusted salary ranges.

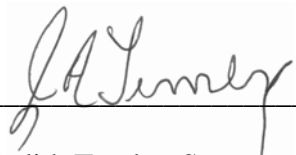
**University Senior Executive
Salary Ranges for 2003-04**

Resolution 8720: That, in accordance with Regent Policy 94-4, the Board of Regents adopts Schedule A as the salary ranges for University of Wisconsin System Senior Executives for 2003-04, and

That, in order to comply with s. 20.923(4g) Wisconsin Statutes, directs the President of the University of Wisconsin System to ensure that all Senior Executive salaries are set within the salary ranges to which the positions are assigned, not later than October 1, 2003, and

That, any and all salary adjustments that the President of the System deems necessary to comply with statutory requirements be made using funding sources other than general purpose revenue.

The meeting was adjourned at 11:20 a.m.



Judith Temby, Secretary