

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Madison, Wisconsin

Held in the 1820 Van Hise Hall
UW-Madison
Thursday, December 9, 2004
11:00 a.m.

- President Marcovich presiding -

PRESENT: Regents Axtell, Bradley, Connolly-Keesler, Davis, Gottschalk,
Marcovich, McPike, Olivieri, Pruitt, Randall, Richlen, Rosenzweig, Salas,
Smith and Walsh

ABSENT: Regent Burmaster and Gracz

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Regent President Marcovich noted that Regent Burmaster was unable to attend the meeting because she was at an annual meeting in conjunction with her service as Chair of the National Center for Learning and Citizenship. Regent Gracz was unable to attend because he was involved in negotiations for his department in Milwaukee.

Representative Suzanne Jeskewitz

President Reilly introduced Representative Suzanne Jeskewitz, Chair of the Assembly Task Force that had spurred the work of the Committee on Baccalaureate Degree Expansion. He noted that Representative Jeskewitz has been a very helpful partner and colleague in the Legislature.

Wisconsin Technical College System President Dan Clancy

President Reilly introduced and welcomed Dan Clancy, who had just been appointed president of the Wisconsin Technical System, after serving as Interim President since former President Richard Carpenter left to take another position. During his eight years as Vice President for Finance and Policy, Mr. Clancy developed an intimate knowledge of the WTC System and is known for the accurate and complete information he provides. His extensive experience both in that system and in state government allows him to hit the ground running and provide effective leadership to the students, faculty and staff. Prior to joining the WTC System, Mr. Clancy worked for 17 years as a fiscal analyst and program supervisor with the Legislative Fiscal Bureau. He received a Bachelor's Degree in Social Science from Michigan State University and did graduate work in Public Policy Studies at the University of Michigan.

Noting that Wisconsin is fortunate to have Mr. Clancy at the helm of the WTC System, President Reilly indicated that he looks forward to further strengthening the partnership between the UW and the WTC systems under Mr. Clancy's leadership.

Regent Smith, President of the WTCS Board, said that the board had unanimously selected Mr. Clancy based on his vision for the future of the Technical College System in areas like access and economic development and on his experience and relationships in the public and private sectors that will serve the system well going forward. Noting that one of these important relationships is with the UW System, he indicated that he could think of no better person than Mr. Clancy to carry forward this growing partnership in credit transfer, baccalaureate degree expansion, and other areas.

EXPANDING BACCALAUREATE DEGREE COMPLETION IN WISCONSIN

In introductory remarks, Regent President Marcovich pointed out that Wisconsin lags behind many other states in numbers of baccalaureate degree holders, a circumstance that has an enormous impact on the vitality of the state's economy. A year ago, the Board of Regents directed that the UW System work with the WTC System to enhance credit transfer opportunities as one means to expand the number of baccalaureate degree holders.

He recognized and thanked WTCS colleagues for their commitment to this important effort, particularly President Dan Clancy, Assistant Vice President Kathleen Cullen, Assistant Vice President Janet Washbon, and Education Director Gabrielle Banick.

Stating his pride in the level of cooperation and attention to what is best for students of both systems and the state at large, he observed that great progress has been made, although more remains to be done. In that regard, he recognized and thanked Senior Vice President Cora Marrett for her commitment to credit transfer as a key priority and Assistant Vice President Larry Rubin and his staff for their energy and dedication to moving forward in these areas.

In conclusion, he expressed special appreciation to Regents Pruitt and Smith, who co-chaired the Committee on Baccalaureate Degree Expansion.

UW-WTCS Transfer Progress Report

The board then heard a presentation by Assistant Vice President Rubin on progress in implementing credit transfer initiatives. In opening remarks, he expressed special appreciation and gratitude to WTCS partners as well as UW colleagues Sharon Wilhelm, Betsy West and Gail Bergman for their commendable work and collaborative spirit.

Beginning with some transfer facts, Mr. Rubin indicated that, during the last decade, undergraduate student enrollment has increased by about 10%, while the number of transfers has increased 11% since 1995-96. During these same years, the rate of WTCS transfers has grown by 75%. Among types of transfers, those from within the UW System constitute the greatest percentage (42%). The percentage of WTCS transfers increased during that time from 13% in 1995 to 21% currently. It is believed that this growth has resulted from enhancements made in transfer policies and practices over the years.

Turning to student success outcomes, he reported that transfer students from all categories do well in terms of grade point average, earning about a 3.0. In terms of graduation rates, students transferring within the UW System tend to do somewhat better than those transferring from outside the system. The higher the classification of transfer students upon entry to the UW, the more likely they are to graduate.

There is regular consultation with students through contacts with United Council and the system-wide transfer coordination group. Transfer advocates have been established on every UW and WTCS campus to help answer student questions and resolve issues. There also are transfer ombudspersons at the UW and WTC system level to assist students and staff with transfer issues. As a result, Mr. Rubin observed, there have been far fewer calls, letters and e-mails from students, parents, legislators and staff regarding transfer problems.

With regard to the most recent UW-WTCS transfer initiatives, Mr. Rubin provided the following update.

Transfer of Occupational/Technical Courses

The significant impact of this policy is that for the first time it allows transfer of occupational/technical courses on a course-by-course basis, outside of formal articulation

agreements. The Board of Regents approved this policy change in May 2004, and institutions are in the process of determining which of these courses will be transferable. This initiative, Mr. Rubin predicted, will have the most impact on increasing credit transfers between the systems.

Transfer of General Education Core Courses

The significant change in this initiative is that the UW will transfer up to 30 credits of general education (up from 25) and that all transfer decisions will be posted in advance on the Transfer Information System. The WTCS has developed a group of about 36 general education courses that will constitute the general education core, and every applied associate degree will include a general education component selected from this core. UW institutions have completed review of the first 18 courses and review of the second 18 is in process. Thirteen of the first 18 courses will transfer for credit to all 14 UW institutions. Of the five that would not transfer across the board, four are in math; and those courses will be further reviewed to determine what modifications would be necessary to bring them to the transfer level.

Degree Completion Program Agreements

This initiative seeks to increase the number of 2+2 articulation agreements and to change the way they are presented to students. The new format will not only list what courses transfer, but will further define how the courses apply toward the degree and what additional requirements will be needed for graduation. Several strategies in the COBE report also address this initiative.

Credit Transfer Contract

This initiative will enable students to obtain official written confirmation from the Transfer Information System of how courses will transfer and apply toward their degrees.

The significant change in this initiative is that it will enable students who earn an AA Degree from one of the three WTC college-parallel programs to transfer up to 72 credits and have their general education requirements satisfied at any UW institution – the same accommodation as now provided to students who complete a UW associate degree. The Board of Regents approved a policy change in May 2004 that enables this to occur once the WTCS associate degree is aligned with the UW associate degree and reviewed by faculty at UW institutions. The WTCS is currently working on that alignment and expects to complete it during the spring semester. The goal is to have UW faculty review and approval completed later in the spring with implementation in Fall 2005.

Comments by Regent Brent Smith

Regent Smith, President of the WTCS Board, agreed that substantial progress has been made and identified some areas where additional work is needed.

In the occupational program area, some older agreements with minimal transfer opportunities will need updating. Second, there should be identification of specific occupational courses for transfer by those students who complete only a part of an associate degree. Third, occupational course transfer should be shown on the Transfer Information System. Finally, the WTC System would like an occupational area identified for the next system-wide articulation. He commented that the business area is ready for a 2+2 degree structured like existing agreements in nursing and child care.

In the general education area, Regent Smith indicated that the WTC System is pleased with the systematic evaluation of courses that was taking place and suggested areas for further improvement. First, he pointed out that there is a lack of consistency among UW campuses on how courses would transfer; for example whether a course would meet a major requirement or transfer only as an elective. Noting that courses put forward for transfer are taught only by appropriately credentialed faculty, he cited as an example issues about transfer of the microbiology course at Milwaukee Area Technical College that were resolved by faculty from both systems getting together to compare texts, curriculum and to work out the problem.

In conclusion, he reiterated that, while there is more hard work ahead, the WTC System is very encouraged about what is being done to improve transfer opportunities for students.

In discussion following the presentation, Regent Olivieri asked how progress on the first initiative would be measured, to which Mr. Rubin replied that data will be gathered and reported on how many occupational/technical courses are approved for transfer.

Regent Olivieri commented that complexity is an adversary in this process and that it should be a goal to eliminate situations in which courses transfer differently among different UW campuses. In that regard, he urged further enhancement and formalization of ongoing communication between UW and Technical College faculty. Thanking all of the people who worked hard to make progress in the area of credit transfer, he asked for a further update on implementation of the initiatives in mid-2005.

In response to a question by Regent Rosenzweig, Mr. Rubin explained that students using the Transfer Information System can select one or more UW institutions and learn exactly how a specific course transfers to any of them. How a particular course applies to general education requirements, for example, might vary because different institutions have different requirements. The TIS provides a wealth of other information as well, so that students could find out everything they might need to know about a particular degree program.

Regent Davis commended both systems for the major progress that has been made and for establishing timelines for implementation within the next semester and year. She inquired about the chart showing retention/graduation rates for new transfer students, and

Mr. Rubin explained that it reflects the percentage of students who graduated in five years or were still enrolled in a sixth year, indicating likely graduation.

Regent Davis asked about the reaction of the Technical College presidents to progress the transfer initiatives. Indicating that their reaction has been very positive, Regent Smith added that they recognize that implementation remains a work in progress but that large steps have been taken and there is strong momentum to move forward.

Regent Salas asked why retention rates for students transferring from private colleges were lower than other transfers. Mr. Rubin replied that there are no data that address that question specifically, but that there are fewer transfers from private colleges than other locations and that, like other transfers, the higher a level they reach at the time of transfer, the more likely they are to be retained and to graduate.

In response to a further question by Regent Salas, Interim Associate Vice President Sharon Wilhelm indicated that there are data on retention and graduation for students of color who transfer.

Regent Salas indicated that at Milwaukee Area Technical College there is concern about transfer of mathematics courses, and Mr. Rubin concurred that there is a need for follow-up in that area.

Regent Walsh asked how grade point averages of transfer students compare with those of the general student body. Senior Analyst Gail Bergman replied that, while there are no long-term comparisons, such analysis could be done in the future. Mr. Rubin added his belief that GPAs are comparable.

Committee on Baccalaureate Expansion

Regent Pruitt, Co-Chair of the Committee on Baccalaureate Degree Expansion, then spoke about the results of the committee's work. He began by expressing appreciation to his co-chair, Regent Smith, and to colleagues on the committee Regents Axtell and Connolly-Keesler for their hard work. He also commended the excellent work of UW System staff, including Senior Vice President Cora Marrett, Larry Rubin, Sharon Wilhelm and Gail Bergman, along with that of the equally talented WTCS staff, led by Janet Washbon, Kathleen Cullen and Gabrielle Banick.

Noting that Wisconsin lags well behind the national average in college degree holders, he pointed out that this circumstance has a direct and negative effect on the state's economy and average annual income. In that regard, he indicated that college graduates earn about \$51,000 annually compared to \$27,000 earned by high school graduates and that Wisconsin is about \$1,400 under the national average in per capita income. To reach the national average in degree holders, Wisconsin must produce or attract at least an additional 72,000 graduates. Part of the strategy is to attract new business and industry that will bring along both an existing supply and an additional demand for college degree holders, and part of the strategy for attracting new business is to produce a significant number of college graduates for their work force.

Pointing out that such efforts would require significant new investment in both the UW and the WTC systems, he commented that, if this challenge is not met, Wisconsin would only sink further in the rankings among states.

Over the past nine months, COBE had studied the issue, examined what other states are doing and listened to proposals from committee members and the public. COBE established a set of principles, recognizing that Wisconsin does well in providing access for traditional age students, but has much work to do in serving low-income, minority and working adult students. Therefore, the committee's recommendations center on proposals targeted to these under-served populations.

Regent Smith, Co-Chair of COBE, began his portion of the presentation by calling on Provost Sue Hammersmith, of UW-Green Bay, to describe an initiative that would implement one of COBE's proposed strategies.

Provost Hammersmith began her remarks by noting that Green Bay is the state's third largest metropolitan area. Compared with the state average, the region has proportionately more high school graduates but proportionately fewer baccalaureate degree graduates. The area is growing more rapidly than the rest of the state, with Brown County growing by 16.5% between 1990 and 2000 and Outagamie County growing by 14.6%, compared with a state average of 9.6%.

Dr. Hammersmith pointed out that Northeast Technical College is growing rapidly and that there are already a number of articulations and dual enrollments between that institution and UW-Green Bay. What is being proposed at this time is to offer men and women who have graduated with a technical college degree, an opportunity to earn a baccalaureate degree specifically designed to meet their needs.

The first step would be to identify those technical college programs that would be accepted into the baccalaureate degree program and the grade point average required for admission. Programs likely to be included are those in allied health, computers, business, graphics, criminal justice, and engineering. Up to 60 credits would be accepted.

This type of degree, she explained, would not be for students who need or want more specialized training in their technical fields. Rather, it would be for students who want to become more broadly educated, more versatile, more skilled at managing people and complex issues, and more adept at managing or leading change.

Provost Hammersmith estimated that about 150 would enroll in such a degree program in its first year and that the figure would increase to about 350 over time.

In discussion following the presentation, Regent Olivieri asked what sorts of technical college programs would not transfer to the proposed degree program. Lori Weyers, Vice President of Northeast Technical College, replied that such programs would include technical diploma programs that are highly specialized in such areas as welding and machine tools. Higher level associate degree programs, such as those in engineering and allied health would be considered for transfer.

In response to a further question by Regent Olivieri, Provost Hammersmith indicated that more than 900 FTE students are enrolled in the kinds of programs that would transfer and that their credits could be combined with prior learning.

Chancellor Wells then outlined UW-Oshkosh's pilot Graduation Project, which is modeled on a successful project implemented in 1996 at the University of New Mexico. The effort is to identify students who left the university in good academic standing as seniors and to encourage them to complete their baccalaureate degrees. Of an initial group of 1,500, one hundred people were identified for the pilot program. After further screening, 70 were invited to return to the university.

To encourage participation, special incentives were offered: Waiver of application fee and enrollment deposit; advising assistance; priority registration for available courses; and donor-funded textbooks for the first semester. Twenty-seven students responded and are now participating in the project. 12-15 of them are expected to graduate by May.

System-wide, there are more than 17,500 students in good academic standing who achieved senior status but left without completing their baccalaureate degrees. With a system-wide graduation project, it is estimated that 4,000-5,000 could complete their degrees over a five-year period. The cost for such a project would be about \$25 million over five years, or \$5,000 - \$6,000 per graduate.

Noting that Wisconsin ranks 33rd in college graduates, Chancellor Wells observed that this project would benefit not only students but the state as a whole.

Regent Smith indicated that campuses appear ready to implement several of COBE's 13 strategies in the coming biennium, provided that funding is available. It is envisioned that the Implementation Committee might solicit proposals from institutions to pilot one or more of the strategies and determine how best to distribute funding among those that hold the most promise.

Regent Pruitt observed that potential demand for such initiatives is underscored by Wisconsin's rankings of 33rd in baccalaureate degree holders and 9th in associate degree holders. If that market can be tapped and successful outcomes demonstrated through pilot programs, additional funding might well follow. Noting that COBE's education initiatives must be connected to job creation initiatives, he turned to President Reilly for comments about efforts in that regard.

Thanking Regents Pruitt and Smith for their exemplary leadership as co-chairs of COBE, President Reilly stated his enthusiasm for the strategies and projects that have been set forth. Noting that increasing the numbers of baccalaureate degree holders contributes directly to increasing the state's per capita income and economic growth, he observed that good high-wage jobs will be needed to keep these new graduates living and working in Wisconsin.

In order to enhance this type of job growth, he made the following recommendations:

- Nurture the UW System, which employs more than 31,000 people, most in well-paying jobs. The university also employs people indirectly through capital building programs and generates jobs in local communities across the state.
- Support the UW's ability to generate even more academic research and development activity in Wisconsin. This sector accounts for approximately 32,000 jobs and nearly \$900 million in funding.
- Leverage initiatives like the \$750 million Biosciences proposal recently announced by Governor Doyle. This will not only leverage investments in capital improvement programs like BioStar and HealthStar, but it can help create spin-off companies and high wage jobs. The initiative includes support for UW Alzheimer's research from which a possible patent and new business start-up are emerging.
- Help to foster an entrepreneurial climate in Wisconsin that will create business, jobs and innovation. In that regard, he cited the Wisconsin Entrepreneur's Network, a partnership that was awarded \$1 million by the Department of Commerce and includes the UW System, WiSys, the Small Business Development Centers, the Wisconsin Technical College System, and the Ag Innovation Center. The network will include 25 strategically located intake centers, four regional technology transfer centers, and 26 agriculture-based counselors. It is expected to assist more than 10,000 clients and help contribute more than \$500 million to the state's economy during the first year alone.

In conclusion, the President emphasized that the economic future of Wisconsin is linked to its public higher education institutions, which can not only produce more college graduates, but also can help build the state's economy to employ these and future graduates.

In discussion following the presentation, Regent Davis asked if there is any data from the UW-Oshkosh pilot project to indicate that an expanded initiative would improve the number of students of color who obtain baccalaureate degrees.

Chancellor Wells replied that the percentage of students of color in the pilot is low and that UW-Oshkosh's percentage of students of color is 6-7%. He added, however, that other institutions with more diversity in the student body might be able to graduate more students of color. Noting the general problem of retaining students of color, he expressed the hope that what is learned in the process will be helpful in increasing retention of all students, including students of color.

Referring to a recent series in the *Milwaukee Journal Sentinel*, Regent Davis commented that partnerships such as those recommended in the COBE strategies are key to building the skills needed by workers based in Milwaukee's inner city.

Adoption of the following resolution was moved by Regent Davis, seconded by Regent Gottschalk and carried on a unanimous voice vote.

**Expanding Baccalaureate Degree
Completion in Wisconsin**

Resolution 8942:

Be it resolved that the UW System Board of Regents extends its appreciation to Committee Co-Chairs, Regent Charles Pruitt and Regent Brent Smith, and the members and staff of the Committee on Baccalaureate Expansion (COBE) for their examination of the issues relating to increasing the number of baccalaureate degree holders in Wisconsin, their recommendations for expanding access to educational opportunities for Wisconsin residents, and the collaborative spirit with which the Committee conducted its work.

Be it further resolved that, the Board endorses the Committee's recommended strategies and implementation plan recognizing the importance of ongoing communication and collaboration with all the stakeholders in order to ensure the successful implementation of the recommended strategies and the success of our students.

In addition, the Board recognizes that improving the state's economy requires a partnership between government, business and industry, labor, and education and, therefore, endorses efforts by the Presidents of the UW System and the Wisconsin Technical College System and the COBE Co-Chairs to work with the Governor and legislative leaders to further develop and provide support for the role of the state's higher education systems in this important and critical endeavor for the economic vitality of Wisconsin.

The meeting was recessed at 12:05 p.m. and reconvened at 12:35 p.m.

UW SYSTEM INCLUSIVITY INITIATIVE

Senior Vice President Cora Marrett introduced the topic by recalling that in 1988 the Board of Regents stated that the UW System fosters “an environment of respect for the dignity and worth of all members of the university community” and would not tolerate discriminatory conduct based on a person’s race, sex, religion, color, creed, disability, sexual orientation, national origin, ancestry or age. In countless ways, she noted, the board and the UW institutions have given substance to this principle.

The Inclusivity Initiative, she observed, represents a continuing effort to foster an environment of respect for the dignity and worth of all by addressing the needs of lesbian, gay, bisexual, transgender, and questioning (LGBTQ) persons. There is disturbing and systematic evidence on a national level, she explained, that these students are more likely than others to stand on the margins of their campuses.

According to a survey conducted last year among high school LGBTQ students:

- 84% reported being harassed verbally because of their sexual orientation.
- 83% reported that faculty or staff never or infrequently intervened when verbal harassment took place in their presence.
- 64% reported feeling unsafe because of their sexual orientation.
- Students who experienced harassment frequently because of their sexual orientation had lower grade point averages than other LGBTQ students.
- LGBTQ students who could identify supportive faculty or staff did better academically than their peers without that support.

While systematic evidence about experiences within the UW System is lacking, Dr. Marrett said, there are reports of marginality from students, faculty and staff that occur with enough frequency to demand attention if respect for all is to be the UW’s hallmark.

The name “Inclusivity Initiative” is intended to signal an emphasis on inclusion of all talent, connections with other diversity-related activities and outreach to all. In that regard, it is recognized that all students, whatever their identities and experiences, need preparation for the complex, diverse and global society of the 21st century. Noting that the initiative also has relevance to vibrancy within the state, Dr. Marrett cited the observations of Richard Florida and others that economic expansion occurs in those communities that attract creative individuals. The more tolerant the community, the greater its attractiveness to the “creative class”.

Concluding her remarks, she introduced a panel of students and others to discuss experiences that have given impetus to the initiative.

David Glisch-Sanchez, United Council Academic Affairs Director and a graduate of UW-La Crosse, began his remarks by observing that students recognize the right of

LGBTQ people to access to and protection in receiving a college education and that they are pleased that the Inclusivity Initiative will better address these needs. He then introduced three colleagues whose personal struggles and successes offer insights into the importance of this initiative.

Crystal Heckert, a UW-Oshkosh student and a member of the Inclusivity Initiative Steering Committee, stated her excitement in being part of an effort to actively pursue improvement in the quality of her education and that of other LGBTQ students. She stressed the importance of student involvement as the process continues. Referring to interrelatedness with other programs, she commented that, in order to be successful, these initiatives must address issues of racism, sexism and homophobia so that students feel safe and welcome regardless of sexual orientation, gender or skin color. She urged the board to strongly support this important work.

Jessica Janiuk, a UW-Eau Claire student, described the problems she has confronted as a transgendered student, commenting that there need to be better options to provide for the safety and comfort of people in this situation. In that regard, she pointed out that the state and university have no protections in law or policy for transgendered people and that she could be turned away from a job simply because of gender identity. In conclusion, she stated that being transgendered is a lonely and difficult life and asked for the board's leadership, through the Inclusivity Initiative, to make campuses a safer and more welcoming place for all students.

Aaron Hulse, a UW-Green Bay student, spoke of his experiences as a gay man who has witnessed the fear LGBTQ students experience for reasons ranging from physical intimidation and uttering of slurs against them to lack of campus resources and a dearth of faculty and staff role models. The absence of such role models, he observed, deprives students of examples of LGBTQ success and compromises realization of the UW's commitment to diversity. Commenting that an admirable goal of the Inclusivity Initiative is to bring the UW into alignment with its peers in terms of LGBTQ issues, he pointed out UW-Madison is the only institution in the Big Ten that does not offer domestic partner benefits that are of critical importance in attracting outstanding people to UW employment. He praised the Inclusivity Initiative as an opportunity to make great strides towards equality and fairness.

Concluding the student portion of the presentation, Mr. Glisch-Sanchez stated that the Inclusivity Initiative is needed because students on all 26 UW campuses experience harassment, intimidation, seclusion and indifference. It is important, he said, to move forward to stem the tide of discrimination against LGBTQ persons regardless of the political climate and difficulties that lie ahead. He expressed appreciation all those who have devoted time and energy to set the initiative in motion.

Chancellor Wells described some steps being taken on campuses to promote the goals of the Inclusivity Initiative. In response to student and staff concerns, every chancellor appointed a liaison to the initiative. Among a number of actions on the various campuses, UW-Oshkosh converted an ad hoc council into a standing campus committee to provide broad and consistent feedback on needs and concerns of students, faculty and

staff; and UW-Madison clarified that a policy providing in-state tuition for spouses of employees also applies to domestic partners. UW-River Falls undertook assessment of “soft” domestic partner benefits, such as library cards and discounts, to see if more can be offered to provide greater equity for LGBTQ students, faculty and staff.

Christine Flynn Saulnier, UW System academic planner, identified a number of areas that merit continuing attention.

- Systematic assessment in order to provide better data on specific needs system-wide and at each institution. In that regard, she recommended a broad-based survey of campus and classroom climate with respect to race, ethnicity, sex, socioeconomic status, disability and sexual orientation.
- Student retention and success. In that regard, she noted national data suggesting that LGBTQ students may be more likely to drop out, underachieve or succumb to alcohol and drug problems when they do not experience a welcoming atmosphere. They need to be able to identify supportive faculty, staff and student organizations in order to feel safer and to succeed.
- Curriculum infusion and pedagogy. Noting that education for a diverse world requires familiarity with a wide range of people and cultures, she commented that LGBTQ issues need to be incorporated into diversity infusion efforts in the classroom. Progress in that regard is uneven at this time.

Concluding the presentation, Chancellor Wells noted campus community concerns regarding the proposed amendment to the Wisconsin Constitution to define marriage and the result it would have in interfering with provision of domestic partner benefits. To date, 18 resolutions against the amendment have been approved by student bodies, faculty senates, academic staff senates and departments. In addition, 28 deans wrote a letter opposed to the amendment, as did all of the chief student affairs officers. Letters addressing these issues also have been written by many individual students, faculty and staff.

In discussion following the presentation, Regent Connolly-Keesler inquired as to the reason for delaying review of the Plan 2008 campus plans until the February meeting. In response, Senior Vice President Marrett explained that, although the board had indicated in June its wish to have the plans put on the December agenda, that timeframe proved difficult to attain. First, because campus communities did not assemble until fall, broad input could be received only after that time. In addition, the best practices conference held in October was intended to provide information that would enhance the quality of the plans; and time was needed for incorporation of that input. The plans would be submitted in mid-December and brought to the board at the next meeting.

In response to a further question by Regent Connolly-Keesler about what directions for the Inclusivity Initiative seem most promising, Mr. Glisch-Sanchez observed that efforts to date are good starts but that more is needed. For example, there currently is no GPR support for LGBTQ resources on campus; all are funded by student segregated fees. In

addition, there is no protection within the UW System or state for transgendered individuals against discrimination in employment, admissions or other decisions. Further, there is a need for assessment to determine which priorities are most important.

Replying to a question by Regent Davis, Dr. Marrett indicated that the initiative is in an early phase and that the board is not being asked to endorse any particular activities at this time.

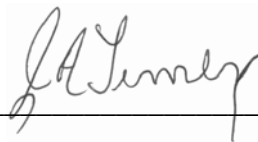
Regent Walsh asked what other initiatives, in addition to domestic partner benefits, would be needed for the UW to be better aligned with its peers. In response, Ms. Saulnier indicated that, in a sense, the UW is ahead of the curve because it is the first system-wide initiative of its kind. Asked by Regent Walsh to identify a substantive direction that could be taken, she identified establishment of centers through which LGBTQ students could access services.

Chancellor Wells added that examination of campus climate is very important so that measures can be taken to ensure that LGBTQ people feel safe on campus so that they have the opportunity to thrive and succeed.

Regent Pruitt expressed his appreciation to the panel for their comments, particularly on the subject of domestic partner benefits and their importance in creating a welcoming climate on campus, as well as making the UW more competitive with peer institutions.

Regent President Marcovich thanked the presenters for their comments and focus on providing a safe and hospitable climate for everyone on campus.

The discussion having concluded, the meeting was adjourned at 1:25 p.m.



Judith Temby, Secretary

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Madison, Wisconsin

Held in the 1820 Van Hise Hall
UW-Madison
Friday, December 10, 2004
9:00 a.m

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MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Madison, Wisconsin

Held in the 1820 Van Hise Hall

UW-Madison

Friday, December 10, 2004

9:00 a.m.

- President Marcovich presiding -

PRESENT: Regents Axtell, Bradley, Davis, Gottschalk, Marcovich, McPike, Olivieri,
Pruitt, Randall, Richlen, Rosenzweig, Salas, Smith and Walsh

ABSENT: Regent Burmaster, Connolly-Keesler and Gracz

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APPROVAL OF THE MINUTES

Upon motion by Regent Gottschalk, seconded by Regent Axtell, the minutes of the
November 4 and 5, 2004 meetings were approved as distributed.

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REPORT OF THE PRESIDENT OF THE BOARD

Wisconsin Technical College System update

The board received a written update on the Wisconsin Technical College System from Regent Smith, President of the WTCS Board.

Report on the December 8, 2004 meeting of the Hospital Authority Board

A written report on the December 8, 2004, meeting of the Hospital Authority Board was provided to the regents.

REPORT OF THE PRESIDENT OF THE SYSTEM

UW-Madison Presentation: Research in Science & Mathematics Education is Improving Instruction in Schools

Introducing the presentation, UW-Madison Provost Peter Spear noted that the university's largest research center in terms of extramural funding is not in the sciences, but instead is the Wisconsin Center for Education Research.

Dean Charles Read, of the School of Education, pointed out that the WCER is only one of three centers in the school devoted to research on education which, in the last fiscal year, received \$20 million in competitive grants. Over the past 15 years, expenditures for education research have grown by 400%, virtually all of which has been won by investigators in competition with other major research centers in the country. Research now comprises about one-third of the school's operations, up from 15% fifteen years ago.

The school's research, the dean continued, covers a wide range of subjects from pre-school education all the way to college curricula. There has been a shift in education research, he noted, with the Department of Education focusing more narrowly on what is likely to increase test scores that are needed for schools to demonstrate progress under the No Child Left Behind Law.

The SCALE Project, Dean Read explained, stands for System-wide Chance for All Learners and Educators and is funded with one of the largest competitive grants ever received by UW-Madison. It includes partnerships with other universities and school districts and is focused on how to move significant reforms into practice. He introduced Dr. Terry Millar, Professor of Mathematics, Associate Dean of the Graduate School, and principle investigator of the SCALE project.

Dr. Millar described the SCALE project as a large partnership that includes four major urban school districts, three universities and two research centers. It serves about a million students, 90% of whom are students of color; 40,000 educators; and other institutions. The overarching goal of the project is to improve mathematics and science understanding and performance for all students.

In order to work toward achievement of that goal, a number of more specific goals have been set:

1. A coherent instructional system that allows all participants to speak a common language and compare strategies attempted in the various school districts.
2. Creation within the school districts of Immersion Units that provide four to six weeks of focused inquiry into a discipline. The units are intended to communicate the importance and excitement of the disciplines and to reinforce the standards and curricula used in the classroom. The target is at least one immersion experience for every child every year.
3. A coherent teacher preparation and development system through district institutes for higher education and integrated faculty involvement that will provide defined functional connections at all levels to meet common needs. The intent is to replace the current atomized means of contact with an integrated system.
4. An emphasis on equity to reduce the achievement gap.
5. Evidence based action via research and evaluation in order to produce local knowledge of use to the partners as well as more general knowledge of use to the field as a whole.

The project, Dr. Millar continued, also has brought use of technology to a new level, with heavy reliance on data bases, web sites, email, and video conferencing. A new element is SCALE-Net, a commercial-grade knowledge management system, that is being used for the first time in an educational setting. Containing about 35,000 documents, it is a common hard drive with full search capability.

Dr. Millar then introduced Professor David Griffeath, Chair of the Department of Mathematics, who has led a team to teach mathematics content courses to middle school teachers.

Noting that he had taught a 20-hour course in his specialty of statistics and probability, Dr. Griffeath commented that his 45 students were bright and eager to learn, even though they came to the course knowing little about the content. The result was a positive experience for all involved.

Math and science education for young people, he observed, is a serious problem in our society and is causing the United States to be less competitive in educational status compared to other countries in the world. He thought that one way to address the problem is to get mathematicians, educational researchers, and educators to work together and to develop pilot programs, such as the one described above. Another approach is to promote diverse models for content delivery and pedagogy. Yet another is to develop effective

assessment tools to objectively compare different curricula and avoid measuring effectiveness strictly on the basis of standardized tests.

In addition to the middle school enrichment program, he mentioned two pilot programs that hold promise for progress in this area. One is a mentoring program for high school girls, in which groups of girls who are interested in math get together with university undergraduate, graduate, and faculty women. In another program, graduate students from the Mathematics Department go to the high schools to describe their research with the idea of communicating the excitement of discovery to younger students.

As to other initiatives, he mentioned two committees that hold the promise of doing important work. One of these is doing a systematic evaluation of the relationship between mathematics and math education and how the curricula should be changed to integrate the university's offerings in those areas. The second is focusing on general principles that could help to make progress in this regard as well.

UW-Madison Schools Superintendent Art Rainwater began his remarks by thanking UW-Madison for its long-term partnership that has been of great benefit to the Madison schools and has been an important factor in their excellent national reputation.

Citing the SCALE grant as an outstanding example of that partnership, he referred to the challenge of bringing math and science education to all students, noting that in today's world, there is almost no work environment in which knowledge of those subjects is not necessary. While the Madison schools traditionally have done well in educating gifted students, they have not been as successful in making math and science accessible and understandable to all students, particularly children of color and children who live in poverty.

The SCALE project, he explained, addresses that need in two important areas. First, it is helping to bring content knowledge in math and science to teachers, particularly at the elementary level, who do not have depth of knowledge in either area. Second, it is helping to develop pedagogies that are appropriate for different learners, including those who do not read well and who live in poverty.

While there is a long way to go, he commented that, for the first time, there is hope that ways can be found to provide every child with access to those two important disciplines so that they can participate in the economy of the future and have successful lives.

In discussion following the presentation, Regent Davis asked if, among the participating school districts, there are any that have the kinds of challenges facing the Milwaukee Public Schools.

Dean Read indicated that the Los Angeles School District, which is a participant in the SCALE project, presents some of the same issues found in Milwaukee. In that district, 90% of the students are people of color and many do not speak English as a native language. The superintendent of that district, like Superintendent Rainwater, believes the project really is reaching all of the students in those schools. Although the Milwaukee

Public Schools are not a part of this project, he added that the School of Education is working a great deal with those schools in other ways.

Professor Millar added that, in discussing the SCALE project with UW-Milwaukee and Milwaukee Public Schools, they realized that there were enough ideas to apply for two separate grants and both were received.

Regent Randall inquired about collaboration around those grants between the two campuses, to which Dr. Millar replied that there has not been significant collaboration to date because it took some time to get the projects up and running. Now, however, they were in a position to build partnerships to take advantage of the research from both projects.

Regent McPike asked if information from the project is being shared with other UW campuses, and Dean Read replied that there is a great deal of research, not only in the SCALE project, that is being extended across the System. In that regard, Professor Millar cited the example of a successful project with UW-River Falls that created a summer degree program for teachers called Science in the Ice. This program was formulated with leadership and participation by Professor Francis Halzen, who is leading the National Science Foundation funded Ice Cube project at the South Pole, in order to bring the excitement of this science to high school teachers and students.

Regent Olivieri emphasized the importance of developing a communication mechanism among those involved in the two math and science projects in order to take advantage of the System structure and maximize the impact what is being learned.

Dean Read concurred, adding that there are other helpful collaborations that are ongoing. For example, the Wisconsin Center for Education Research provides seminars regularly for the Department of Public Instruction, and the School of Education works with the Milwaukee Public Schools through the Milwaukee Partnership Academy to develop student teaching opportunities for all UW campuses.

Regent Randall commended that effort, adding that the academy is hoping to identify a housing project to accommodate student teachers from around the state.

Chancellor Wells noted that there are many ongoing collaborations among the comprehensive universities in the area of teacher education.

Professor Millar added that it is important to institutionalize partnerships, so that they do not end after completion of the grant-funded project, but rather continue to benefit schools into the future.

Superintendent Rainwater observed that it also is important for school districts around the country to share research findings with each other.

President Reilly thanked the speakers for their excellent presentation.

UW-Eau Claire Student named Rhodes Scholar

President Reilly congratulated Chauncy Harris, Jr., a UW-Eau Claire student chosen as one of 32 Americans named as 2005 Rhodes Scholars. A senior geography and history major, Mr. Harris is the first Rhodes Scholar to be elected from UW-Eau Claire. He is a native of Eau Claire and a graduate of Eau Claire memorial High School. Mr. Harris has won numerous academic awards and is a leader in multiple campus organizations. He is an Eagle Scout and for two years served as a missionary in the Mediterranean. After graduating in August, he will continue his studies under the Rhodes Scholar program at Oxford University.

Mr. Harris credits UW-Eau Claire for preparing him for the Rhodes program through its strong curriculum, research opportunities and accessible faculty. Other Rhodes Scholars from Wisconsin include Mr. Harris' great uncle, who was a Rhodes Scholar in 1934-35, UW-Madison Professor William Cronon, Jamie Wall, of the State Department of Commerce, and U.S. Senator Russ Feingold.

Speaking on behalf of Mr. Harris, who was unable to attend the meeting, Chancellor Mash observed that he is a very special student who would have been accepted at whatever college he chose. When he decided to apply for the Rhodes Scholarship, UW-Eau Claire gladly supplied letters of recommendation and did interviews to prepare him for the competition. By contrast, many prestigious schools have a process to identify potential Rhodes Scholars early in their academic careers and decide which of them to move on toward formal application. Some of what was learned will be shared with the UW provosts in terms of how to help nurture and prepare talented students for this type of award.

Noting that it is unusual for Rhodes Scholars to come from regional public universities, Chancellor Mash observed that Mr. Harris has come to appreciate how much his celebrity has done for UW-Eau Claire, regional public universities, and the UW System in general.

United Council General Assembly

President Reilly reported that he was pleased to attend United Council's recent general assembly at UW-Marathon County which brought together student government leaders representing 23 campuses. They discussed a number of shared concerns, including the need to restore faculty positions, maintain access, re-build the university's maintenance-starved infrastructure, support libraries, hold down tuition increases, and provide the quality of services in advising, health, safety and career counseling that students pay for and expect.

Diversity and a welcoming campus climate remain top priorities for students, and they will closely follow work on Plan 2008 and the Inclusivity Initiative into the New Year.

Federal Omnibus Bill includes funding for UW projects

It was reported by President Reilly that the federal spending bill for fiscal year 2005 includes \$22 million for university projects to advance programs in nursing, manufacturing and workforce development, teaching and youth services, aging and health care, agriculture

and the environment. He expressed appreciation to all of the members of Wisconsin's federal delegation for advocating on behalf of the university.

Wisconsin Entrepreneur's Network

President Reilly reported that he was pleased to join Governor Doyle the preceding week to announce creation of the Wisconsin Entrepreneurs Network. The Wisconsin Department of Commerce has pledged \$1 million to support this partnership among the UW System, UW-Extension's Small Business Development Centers, the Wisconsin Technical College System, the WiSys Technology Foundation, and the Agricultural Innovation Center. The network will harness Wisconsin's economic development resources and business expertise to serve entrepreneurs and small business owners across the state. Regional centers will be located at UW-Eau Claire, UW-Milwaukee, UW-Madison and Northeast Technical College.

In that regard, the President indicated that a timely report card from the Washington D.C. Center for Enterprise Development shows that Wisconsin is on track in helping to develop small business and, in many cases, outperforms other states. The center gave Wisconsin an A for performance and a B in business vitality, noting that the state has a good quality of life and a strong education system. In development capacity, Wisconsin received a C on the basis that more could be done to improve employment, launch new businesses and attract more private research and development investments.

These kinds of initiatives, he observed, are exactly what the Wisconsin Entrepreneurs Network will encourage. With support from the Department of Commerce, the network can be a catalyst for economic growth, helping small businesses and entrepreneurs take their innovative ideas to market.

UW-Stout receives grant to interest students in technology and engineering careers

President Reilly reported that UW-Stout's School of Education was awarded a \$500,000 grant to work as part of a National Center for Engineering and Technology Education in an effort to produce Ph.D. graduates who can train future high-school technology and engineering teachers. The school will collaborate with the University of Minnesota, several area high schools, and the campus Department of Technology, Engineering and Management in this exciting project.

UW-Stout's economic impact on northwest Wisconsin

It was reported by President Reilly that a study conducted for UW- Stout by NorthStar Economics found that the campus contributes \$344 million to the state economy each year and provides more than 7,200 jobs statewide. The report points out that education is the second-fastest growing economic cluster in the nation and that the economic impact of UW-Stout makes an important difference for area communities and the state.

Division III basketball teams play Division I counterparts

President Reilly reported that the UW-Stevens Point Pointers and the UW-Platteville Pioneers posted strong showings in their first-ever match-ups with Division I teams in contests that were made possible by Badgers Coach Bo Ryan and Wisconsin Intercollegiate Athletic Conference Director Gary Karner who helped to change a NCAA rule that prohibited exhibition games between Division III and Division I teams. This rule change, the President observed, gives players and coaches an even more exciting experience on the court and puts UW basketball on a bigger stage

UW-Oshkosh receives gift of \$1 million

It was reported by President Reilly that Jack and Ethel Keller, founders of J.J. Keller and Associates of Neenah, donated \$1 million toward the remodeling of Titan Stadium. The gift is the largest in the campus' 133 year history and recognizes the hundreds of J.J. Keller employees who have graduated from UW-Oshkosh over the years. The stadium will be renamed J.J. Keller Field at Titan Stadium in honor of this generous gift.

UW-Green Bay fundraising success

President Reilly congratulated UW-Green Bay for raising \$7.9 million in private gifts and pledges for its Sports and Events Center project, surpassing the \$7.5 million needed to secure matching funds from the state. The project, he noted, is an excellent example of cooperation among the state, private donors, and students, who voted to pay segregated fees for the center.

UW-La Crosse Research to extend influenza vaccine supply

It was reported by President Reilly that UW-La Crosse microbiologist Bernadette Taylor and Dr. Brian Allen of the Student Health Center are investigating small, intra-dermal doses of flu vaccine to see if such doses would be effective. If so, they could maximize the supply of vaccine, allowing more immunizations for the public.

UW-System University Relations to receive awards

President Reilly reported that District Five of the Council for the Advancement and Support of Education will grant two awards to UW System University Relations. The first is for the innovative "e-Clipsheet", an e-mail collection of daily news provided in a format that saves reams of paper while distributing important information. The second award recognizes the work behind the four Wisconsin Economic Summits. In addition, UW-Eau Claire's Office of Communication won several prizes for its publications. He congratulated Vice President Linda Weimer, her staff, and UW-Eau Claire for these accomplishments, and also thanked Brad Quarberg, of UW-La Crosse, for serving as CASE V conference chair.

UW-Oshkosh faculty member named Professor of the Year

President Reilly congratulated Kenneth Grieb, UW-Oshkosh professor of History and International Studies, who was named by CASE and the Carnegie Foundation as Professor of the Year. The award recognizes excellence in undergraduate teaching and mentoring, and the winners are honored for dedication to both students and their disciplines.

Regent Burmaster to receive Honorary Degree

President Reilly congratulated Regent Burmaster on being chosen to receive a Doctor of Humane Letters degree from Edgewood College.

In discussion following the President's report, Regent Salas inquired about responses to possible additional budget cuts in the context of the recent Legislative Audit Bureau report on UW System staffing.

With regard to the possible 10% cut, President Reilly indicated that the Governor asked all state agencies to participate in an exercise projecting such cuts, but that it was not yet known what part of the cuts would actually occur. As to the LAB audit, Vice President Durcan was working closely with the head of the Audit Bureau to come up with a set of agreements on reporting administrative positions in the future. In addition, the President planned to announce a series of administrative efficiencies. A draft report would be circulated to the regents before submission, and President Reilly was in communication with the co-chairs of the Legislative Audit Committee to obtain their input as well.

In response to a question by Regent Olivieri, the President indicated that the 10% exercise pertained to institutional support costs only.

Replying to a question by Regent Davis, President Reilly indicated that conversations with state officials have been collegial, focusing on how to make any cuts so as to minimize impacts on instruction and direct services to students.

REPORT OF THE EDUCATION COMMITTEE

Regent Olivieri, Chair, presented the committee's report.

Credit Transfer and Expanding Baccalaureate Degree Completion in Wisconsin

In terms of credit transfer, Regent Olivieri reported Regent Richlen's observation that complexity in determining transferability of credits exists from campus to campus within the UW System, as well as between the UW and the Technical Colleges. In that regard, there was reference to the importance of ongoing interaction among faculty because of their key role in making these determinations.

There were positive comments by regents both on the proposed "upside down" degree at UW-Green Bay and on the UW-Oshkosh graduation project. Noting that the Green Bay

program would require board approval, the committee urged that priority be given to moving that initiative and other similar programs through the process as quickly as possible.

With regard to the Committee on Baccalaureate Expansion, Education Committee members commented on the importance of sharing this positive work, as well as progress on transfer of credit, with the Governor's Office and with legislative committees, noting that the next step would be to obtain financial support for some of the initiatives. The committee also urged that the implementation committee for the COBE report be put in place as soon as possible in order to move the recommendations forward and give guidance on distribution of funding.

The Education Committee will receive a follow up report, probably in late spring, on credit transfer and COBE initiatives.

UW System Inclusivity Initiative

In discussing the Inclusivity Initiative, the Education Committee noted the connection to the Plan 2008 goal of making campuses a place where all people feel welcome and can learn from each other. At the committee's request, Senior Vice President Marrett will consult with legal and other appropriate offices regarding specific reference to gender identity in university policies.

Discussion on status of Plan 2008

Regent Olivieri noted that it had been his decision not to put the item on the agenda for this month's meetings since the campus plans were not due until December 15th. Instead, they will be discussed at the next meeting. After the plans are analyzed by staff, the intent is for the report to be provided to the board with adequate time to study the plans and ensure that they reflect the board's commitment to improvement in retention and graduation rates for students of color. It was recognized that this emphasis could result in significant changes in campuses activities.

During the discussion, United Council representatives commented that students of color on some campuses may not have had adequate input into development of the plans. Campuses were urged to address that issue before the February meeting.

Report of the Senior Vice President

Announcement of 2005-06 Sabbatical Assignments

Regent Olivieri reported that sabbatical assignments are given pursuant to regent guidelines and priorities. It is important, he pointed out, to use this limited resource to best enhance the classroom and research experience of students. Senior Vice President Marrett provided assurance that sabbaticals serve an important educational purpose and enhance what happens in the classroom.

Overview of Accreditation Requirement of Allied Health Professions

Regent Olivieri reported that the Education Committee's concern is related to "accreditation creep", making it increasingly difficult for students to enter health care professions by moving entry requirements from bachelor's degrees to master's degrees and from master's degrees to doctoral degrees. To address this issue, the committee heard a presentation by Dr. Greg Frazer, Dean at Duquesne University, and Randy Lambrecht, Dean of the UW-Milwaukee School of Allied Health, who discussed why this is happening and made several suggestions.

Internally, they recommended that programs be evaluated to ensure that credits to degree are not excessive and that collaboration among institutions is maximized. Externally, they suggested focusing efforts on a small number of professional categories and promoting increased interaction with accrediting agencies, licensing groups, and the Department of Education.

In committee discussion, Regent Richlen commented that the student view is seldom addressed when considering accreditation matters, and that they are experiencing extended time and increased costs in order to qualify for an entry level position. Dean Lambrecht noted that the problem is at the entry level and suggested that, like nursing, other health-care professions could have different career levels requiring different degrees of educational attainment.

Annual Program Planning and Review Report

Regent Olivieri reported that this annual report reviewed what had been done in terms of approval and discontinuation of academic programs. Noting that there are about 1,100 degree programs in the UW System, he indicated that the change in number over the last 10 years has been very small – a net decline of six programs. The stability in program numbers results from reallocation – creating programs and eliminating existing ones – since additional resources for new programs are not available. Regent Richlen asked that close attention be paid to the costs to students of programs being approved and whether differential tuition is involved.

Program Authorization-First Reading: B.A./B.S. in International Studies, UW-River Falls

It was reported by Regent Olivieri that the proposed program in International Studies at UW-River Falls was well-received by the committee. More than a hundred students currently carry a minor in that subject, and few additional resources would be necessary to change the program to a major. An international experience would be required for all majors, which is consistent with the Board of Regents' focus on increasing study abroad participation. International Studies majors are not offered by surrounding UW campuses.

Consent Agenda

Regent Olivieri moved adoption of Resolutions 8943-8946 by the Board of Regents as consent agenda items, noting that Regent Richlen urged that the search and screen process for a new UW-Whitewater chancellor move forward as promptly as possible. The motion was seconded by Regent Richlen and carried on a unanimous voice vote.

UW-Milwaukee:
Program Authorization (Implementation)
B.A. in Acturial Science

Resolution 8943: That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Chancellor be authorized to Implement the B.A. in Actuarial Science.

UW-Stout:
Program Authorization (Implementation)
B.S. in Special Education

Resolution 8944: 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 B.S. in Special Education.

UW-Madison:
Program Authorization (Implementation)
Master of Public Health

Resolution 8945: 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 Public Health.

UW-Whitewater:
Authorization to Recruit: Chancellor

Resolution 8946: That, the President of the University of Wisconsin System be authorized to recruit for a Chancellor of the University of Wisconsin-Whitewater, at a salary within the Board of Regents salary range for university senior executive salary group three.

In response to a question by Regent Pruitt about the sabbatical guidelines, Senior Vice Marrett explained that the guidelines are established by the Education Committee and communicated to the institutions, where decisions about individual sabbatical assignments are made.

With regard to the Inclusivity Initiative, Regent Davis noted that members of the Education Committee urged that a resolution be brought forward to change university policies to encompass gender identity or gender expression.

With regard to Plan 2008, she noted that committee members want to ensure inclusion of the perspectives of students of color and that chancellors and provosts had indicated that development of the campus plans involved many stakeholders as well as input from teams at the Best Practices Conference in October. She indicated that committee members offered to provide input on evaluation methods that System staff would use to give guidance on individual campus plans.

Noting that the Board of Regents becomes involved in the academic program process only at the approval stage, Regent Salas asked if there is a way that regents could be informed about preliminary program plans so that they could have input earlier in the process.

Regent Olivieri replied that the Education Committee could ask for such a report, perhaps highlighting one or two institutions a year.

Regent President Marcovich noted that there also is opportunity for regent input between the first and second readings of a proposed new program.

Associate Vice President Ron Singer added that the annual report presented to the board could be broadened to include programs that have received entitlements to plan.

With regard to the COBE recommendations, President Reilly encouraged campuses that are ready to implement specific recommendation to go forward, indicating that such initiatives would be expedited through the process. At the same time, the Implementation Committee and others would consider what state-wide measures may be needed to provide outreach to prospective students and to implement other recommendations.

He suggested that Regent Smith, Regent Pruitt, President Clancy and he might make a presentation to the Governor on the good work the committee has done. He and President Clancy had discussed the COBE recommendations with Representative Jeskewitz and her legislative committee as well, and he also had discussed them with Senator Harsdorf and Representative Kriebich, Co-Chairs of the Joint Committee on Higher Education and Tourism.

With regard to Plan 2008, the President observed that an advantage of bringing the report to the February meeting is to provide time to bring, not only the campus plans, but the System analysis and results of ensuing conversations about what other steps may be needed.

As to the UW-Whitewater chancellor search, he noted that a letter would be sent the next week inviting the campus community to suggest people to sit on the Search and Screen Committee.

REPORT OF THE PHYSICAL PLANNING AND FUNDING COMMITTEE

Regent Salas, Chair, presented the committee's report.

Report of the Assistant Vice President

Assistant Vice President David Miller reported to the committee that the Building Commission approved about \$178 million for various projects. Of that amount, \$36.5 million was GPR, \$117,000 was program revenue, and \$141 million was gifts and grants.

Mr. Miller and Alan Fish, UW-Madison Assistant Vice Chancellor for Campus Planning, briefed the committee on the Governor's initiative called the Wisconsin Institute for Discovery.

Authorizing a modification to the UW-Madison Marshfield Farm Land Agreement

The proposed amendment would remove a 50-foot wide by 300-foot long strip of land from a 40-acre parcel currently leased by the university from the City of Marshfield. The city would like to use this land to provide railroad access to its Nikolai Business Park to enhance economic growth in the area. The railroad would have minimal impact on use of the land by the university. In exchange for granting the request, the city has agreed to amend the city's option to purchase an additional 140-acre parcel of regent-owned land for long-term development of the industrial park. The option excludes about 12 acres containing the agricultural research station headquarters complex, and the amendment would exclude an additional four acres to insure an adequate site for continued long-term operation of the Marshfield Station.

Currently, the university and the United States Department of Agriculture are involved in joint ventures to investigate dairy management practices and technologies. The USDA is constructing facilities valued at \$15 million on the Marshfield property with a federal operating budget of approximately \$4.5 million.

Approving a budget increase for the Microbial Science Project at UW-Madison

Regarding this request, Regent Salas noted that the board had approved the design report to construct this project at an estimated cost of \$104.1 million in July 2003. However, when bids were opened in October 2004, the lowest base bid exceeded the approved amount by more than \$14 million. In order to fill this deficit, the university identified \$11,744,000 in additional private funds and \$1.6 million of additional program revenue bonding \$1.5 million of existing BioStar GPR also would be used. Scope reductions would total about \$1 million. Construction of this facility is a key component of the state's BioStar initiative

and will house research, teaching, and outreach activities of the three core microbial sciences departments on campus.

Approving a budget increase for the UW-Madison Central Campus Utility Improvements Project

This request would increase the scope and budget of the central campus utility improvement project at UW-Madison by about \$3.3 million, for a revised cost of \$18 million. The utility work coincides with construction of the West Campus Cogeneration Facility and is needed to distribute energy from the new plant. It is most cost effective and economical to do roadway and other related improvements while the facility is being constructed.

Granting authority to execute an easement to the Town of Richland, Washington County, Wisconsin, for Right-of-Way Purposes

This request would provide an easement along the edge of a parcel deeded to the university by the Nature Conservancy to provide space for an entry road for a local church. The Nature Conservancy provided written agreement that granting of the easement will not evoke the reversionary interest under the deed.

Authorizing a budget increase for the Lapham North Wing Remodeling project at UW-Milwaukee

This request would increase the budget of the Lapham Hall north wing remodeling project at UW-Milwaukee by about \$1.4 million in General Fund Supported Borrowing due to unanticipated significant increases in the cost of basic materials. The project consists of remodeling research and instructional labs and office space for biological sciences. The south wing of the project was completed in 2002.

Granting authority to construct a Dairy Center project at UW-Platteville

This request would grant authority to construct a dairy center project at UW-Platteville and to increase the project budget by \$100,000. The project, which is part of the Wisconsin Agricultural Stewardship Initiative, would replace a free-stall barn and milking center that are deteriorated and inadequate. It was the project consultant's assessment that the cost to expand and improve the existing milking parlor would not result in an acceptable facility. The mission of the 430-acre Pioneer Farm is to provide students with on-farm experience, to evaluate management practices, to conduct applied research and to serve as a demonstration facility for producers.

Approving the revisions and additions to 2005-07 Capital Budget request for projects at UW-Madison and UW-Milwaukee

Requested additions and revisions to the 2005-07 Capital Budget request include: 1) Revised funding for utility improvements at UW-Madison; 2) a revised scope and budget for the UW-Madison University Square Development project; 3) Refinements in the UW-Milwaukee Columbia Campus acquisition and remodeling project; and 4) addition to the budget of the UW-Madison IceCube Research Facility.

UW-Stevens Point: Authority to Increase the Budget of the DeBot Center Kitchen and Dining Upgrade Project, UW System: Program Revenue Maintenance and Repair Projects

Regent Salas reported that these items were tabled to allow further deliberation among regents and the Building Commission and Department of Administration regarding appropriate use and combination of program revenue reserves and bonding for program revenue projects, including additional cost to students of interest on bonding. Regent Salas was particularly concerned about projects at Stevens Point and River Falls that had been planned for some time and needed to be constructed this summer in order to avoid further increasing costs.

Noting that students had expressed concerns about use of bonding instead of cash, he suggested that a committee be named, including the student regent and a member of the Physical Planning and Funding Committee, to meet with appropriate people and obtain clarification of their considerations about funding of these projects.

Regent President Marcovich asked Regents Walsh, Smith, Mc Pike and Richlen to serve on that committee, noting that they also could involve United Council or others in those discussions.

Regent Bradley asked if the program revenue funds being considered are referred to as student money because of the source of the funds, and Associate Vice President Freda Harris replied in the affirmative, adding that staff, parents, and visitors also contributed to auxiliary funds such as those for parking and food service.

Consent Agenda Items

Regent Salas moved adoption by the Board of Regents of the following resolutions as consent agenda items. The motion was seconded by Regent Gottschalk and carried on a unanimous voice vote.

**UW-Madison:
Authority to Modify the Marshfield
Farm Land Agreement**

Resolution 8947: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to amend a land agreement between the Board of Regents and the city of Marshfield for the UW-Madison Marshfield Agricultural Research Station in Marshfield, Wisconsin to (1) remove a 50-foot wide by 300-foot long strip of land on a parcel currently leased by the university from the city of Marshfield and (2) authorize a Fourth Amended Memorandum of Agreement to an existing option to purchase land to allow the university to retain an additional four acres, for a total of 16 acres, at the Marshfield Agricultural Research Station headquarters.

UW-Madison:
Authority to Increase the Budget of the Microbial Sciences Building and Parking Structure Project

Resolution 8948: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to increase the budget of the Microbial Sciences Building and Parking Structure project, by \$13,507,864 (\$1,548,793 General Fund Supported Borrowing–BioStar, \$10,274,000 Gifts/Grants and \$1,685,071 Program Revenue Supported Borrowing) for a revised total project cost of \$120,552,270 (\$47,048,793 General Fund Supported Borrowing–BioStar, \$2,930,406 General Fund Supported Borrowing from Project 04A1W; \$64,774,000 Gifts/Grants, and \$5,799,071 Program Revenue Supported Borrowing).

UW-Madison:
Authority to Increase the Scope and Budget of the Central Campus Utility Improvement Project

Resolution 8949: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to increase the scope and budget of the Central Campus Utility Improvement Project by \$3,366,000 (\$3,169,000 General Fund Supported Borrowing–Utilities and \$197,000 City of Madison Water Utility for total revised project budget of \$18,066,000

(\$14,878,000 General Program Revenue Supported Borrowing, \$2,991,000 Program Revenue Supported Borrowing and \$197,000 city of Madison funds).

UW-Milwaukee:
Authority to Execute an Easement
for Right-of-Way Purposes

Resolution 8950: That, upon the recommendation of the UW-Milwaukee Chancellor and the President of the University of Wisconsin System, authority be granted for the President and Secretary of the Board of Regents to execute a permanent 10-foot by 300-foot, .07 acre easement to the Town of Richfield, Washington County, Wisconsin, for right-of-way purposes to accommodate a by-pass lane at a new entry/exit along Hubertus Road.

UW-Milwaukee:
Authority to Increase The Budget of the Lapham
Hall North Wing Remodeling Project

Resolution 8951: That, upon the recommendation of the UW-Milwaukee Chancellor and the President of the University of Wisconsin System, authority be granted to increase the project budget for the Lapham Hall North Wing Remodeling project by \$1,465,000 General Fund Supported Borrowing–Facilities Maintenance and Repair, for a revised total project budget of \$11,760,000 (\$9,858,000 General Fund Supported Borrowing, \$1,465,000 General Fund Supported Borrowing–Facilities Maintenance and Repair, and \$437,000 Agency Funds).

UW-Platteville:
Approval of the Design Report and Authority to
Construct a Dairy Center Project

Resolution 8952: That, upon the recommendation of the UW-Platteville Chancellor and the President of the University of Wisconsin System, the Design Report be approved an authority be granted to (1) construct a Dairy Center project at the Pioneer Farm in Platteville, Wisconsin, at an estimated project cost of \$1,825,000 (\$1,725,000 General Fund Supported Borrowing, \$100,000 Agency

Funds) and (2) increase the project budget by \$100,000 (Agency Funds).

UW-System:
2005-07 Capital Budget
Revisions and Additions

Resolution 8953: That, upon the recommendation of the President of the University of Wisconsin System, the 2005-07 Capital Budget Revisions and Additions request including the following be submitted to the Department of Administration and the State Building Commission.

1. Revised funding for the \$24,750,000 UW-Madison element of the UW System **Utilities Improvement - Four Campuses** project to be \$21,037,000 GFSB and \$3,713,000 PRSB.
2. A revised scope and budget for the UW-Madison **University Square Development** project to be \$17,000,000 PRSB and \$39,850,000 GFSB for a total budget of \$56,850,000 with release of \$17,000,000 PRSB (student segregated fees) in July, 2005 and release of \$39,850,000 GFSB in July of 2007.
3. Refinements in the UW-Milwaukee **Columbia Campus - Acquisition & Remodeling** project to include an estimated \$112,200,000 total budget with a maximum of \$56,500,000 in GFSB with the balance to be PRSB, and to further recommend the funding be structured to permit implementation of the project during the 2007-09 and 2009-11 biennia.
4. The addition of the UW-Madison **IceCube Research Facility** project to the 2005-07 biennial capital budget for enumeration and construction at a total budget of \$3,850,000 Gifts/Grants.

REPORT OF THE BUSINESS AND FINANCE COMMITTEE

Regent Bradley, Chair, presented the committee's report.

Critical Nature of State Funded Infrastructure for Research

The committee heard a presentation on the critical nature of state funded infrastructure for research from UW-Milwaukee Chancellor Carlos Santiago and UW-Madison Chancellor John Wiley.

Chancellor Santiago discussed his goal of increasing research funding at UW-Milwaukee from \$25 million to \$100 million over time by adding faculty through cluster hires and increasing the number of doctoral programs. He has set a goal of adding two Ph.D programs a year to achieve a total of 32 by the year 2010. UW-Milwaukee has strengthened partnerships with Tech-Star, the Biomedical Technology Alliance and WiSys and is working through these partnerships to increase its number of patents obtained through research discoveries. The Chancellor noted that Milwaukee is the economic heart of the state and observed that data across the country show that this type of effort is highly likely to increase per capita income and the general economy of the region.

Chancellor Wiley expressed support for Chancellor Santiago's efforts, noting that he sees no duplication of effort between the two research institutions. Pointing out that recruiting and retaining quality faculty is the most important component of research infrastructure, he noted that doing so requires competitive salaries, adequate research space, state of the art equipment and significant administrative infrastructure. He commented on the competitive disadvantage of UW campuses because of comparatively low salaries and rigid requirements for lab technicians and other research support staff because they are part of the state civil service system. Most peer institutions and private industry labs with which the UW competes for research staff do not operate under similar constraints.

Financial Impact of Faculty Turnover

Returning to discussion of the financial impact of faculty turnover, the committee heard Chancellor Wiley describe the example of what has happened in the Psychology Department at UW-Madison. Currently ranked number one in the country in research funding, the members of that department bring in an average of \$700,000 a year and have won national and campus-wide teaching awards as well. They are exactly the kind of people the university wants to retain – excellent teachers and world-renowned scientists. Yet, over the last two years, six of thirty-one faculty in that department have left, in some cases for salaries 50% higher than what the UW could pay. The financial impact of losing one of these people is \$3 million, resulting in an economic blow of \$18 million, when it would have cost about \$300,000 to bring the entire department up to the median salary range.

Trust Funds

Principal Expenditure from Ella M. Seitz Bequest

The committee approved the expenditure of \$1.7 million, in accordance with the intent expressed by Ms. Seitz in her will.

Follow up to Annual Trust Funds Forum

Assistant Trust Officer Doug Hoerr reported that 10 individuals spoke at last month's investment forum, with most remarks calling for divestiture from certain companies and screening of companies and industries, such as Caterpillar, Tyson Foods, Wal-Mart and manufacturers of weapons. Reports of these issues will be posted on the Trust Funds web site.

Report of the Vice President

Utility Shortfall

Vice President Durcan reported that the UW System estimates a shortfall of about \$40 million in the utility budget for this fiscal year. This estimate is higher than previously reported due to price increases.

Domestic Partner Benefits

It was reported by Vice President Durcan that staff are gathering information from peer institutions regarding the cost of domestic partner benefits and exploring options based on different levels of participation in domestic partner health insurance. As of January, the UW-Madison will be the only institution in the Big Ten that does not offer those types of benefits to its employees.

LAB Update

Vice President Durcan updated the committee on Legislative Audit Bureau work, including ongoing audits on cell phones, with completion expected in January, and on vehicle fleets, with completion expected in the spring. There also is a materials distribution and surplus audit that is expected to be completed in early summer.

Big 10 Business Officers Meeting

Vice President Durcan reported to the committee on the Big 10 Business Officers meeting, with topics including tuition increases, salary increases and risk assessment.

Consent Agenda

Regent Bradley moved adoption by the Board of Regents of the following resolutions that had been approved by the committee. The motion was seconded by Regent Pruitt and carried on a unanimous voice vote.

2003-04 UW System
Report on State Imposed Costs Added to
Resident Undergraduate Tuition

Resolution 8954: That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves the 2003-04 Report on State Imposed Costs added to Resident Undergraduate Tuition for submission to the Secretary of the Department of Administration.

2003-04 UW System
Report on Continuing Appropriation Authority

Resolution 8955: That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves the 2003-04 Continuing Appropriation Report for submission to the Legislature.

Principal Expenditure UW System
Trust Funds Ella M. Seitz Bequest

Resolution 8956: That, upon recommendation of the President of the University of Wisconsin System, the Chancellor of UW-Madison, and the Dean of the University of Wisconsin Medical School, the principal and income balances of the Ella M. Seitz bequest become available for spending for research space in the Interdisciplinary Research Center.

ADDITIONAL RESOLUTIONS

Cancellation of January 2005 meetings

Upon motion by Regent Randall, seconded by Regent Bradley, the following resolution was adopted on a unanimous voice vote.

Resolution 8957: That the Board of Regents meetings scheduled for January 6 and 7, 2005, be cancelled.

UW-Madison: Resolution of Appreciation

Introducing Resolution 8958, Regent Pruitt noted that, while the Board of Regents usually meets on the UW-Madison campus, it most often remains in its meeting rooms in Van Hise Hall. However, once a year the cocoon opens and the regents have an opportunity to see what an extraordinary institution exists and vibrates on this campus.

The resolution was adopted by acclamation with a round of applause.

Resolution 8958:

WHEREAS, the members of the Board of Regents were pleased to recognize the University of Wisconsin-Madison as the official host campus for the board's last meeting of the 2004 calendar year; and

WHEREAS, UW-Madison has offered the board useful insights during presentations on the importance of and funding for research; the economic impacts of losing and replacing faculty, an update on a development to improve facilities for student services; and the campus' work to improve math and science education in schools;

WHEREAS, the board appreciated UW-Madison's efforts to host a program about visual arts and the treasured collections at the Elvehjem Museum of Art; and

WHEREAS, the board is grateful for the hospitality extended this month — and every month— by Chancellor John Wiley and the entire UW-Madison community;

BE IT THEREFORE RESOLVED that the Board of Regents hereby thanks the University of Wisconsin-Madison for this month's informative presentations, its forward-thinking spirit, and its many continued contributions.

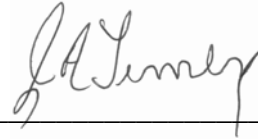
The meeting was recessed at 11:30 a.m. and reconvened at 11:40 a.m.

Closed Session

The following resolution, moved by Regent Walsh and seconded by Regent Pruitt, was adopted on a unanimous roll-call vote, with Regents Bradley, Gottschalk, Marcovich, McPike, Olivieri, Pruitt, Randall, Richlen, Rosenzweig, Salas, Smith, and Walsh (12) voting in the affirmative. There were no opposing votes and no abstentions.

Resolution 8959: Recess into closed session to consider honorary degree nominations at UW-Milwaukee, as permitted by s.19.85(1)(f), *Wis. Stats.*, and to confer with legal counsel regarding pending or potential litigation, as permitted by s.19.85(1)(g), *Wis. Stats.*

The meeting was adjourned at 12:10 p.m.

A handwritten signature in cursive script, appearing to read "J. Temby", is written above a horizontal line.

Judith Temby, Secretary