

MINUTES OF THE REGULAR MEETING
of the
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM
Whitewater, Wisconsin
April 2, 1993

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Whitewater, Wisconsin

Held in the University Commons
UW-Whitewater University Center
Friday, April 2, 1993
9:00 a.m.

- President Steil presiding -

PRESENT: Regents Davis, Dreyfus, Flores, Gelatt, Gundersen, Hempel, Hirsch,
Lubar, Lyon, Nicholas and Steil

ABSENT: Regents Barry, Budzinski, Grebe, Grover, Krutsch and Schilling

Approval of Minutes

Upon motion by Regent Davis, seconded by Regent Gundersen, the minutes of the March 5, 1993, meeting of the Board of Regents were unanimously approved as distributed.

REPORT OF THE PRESIDENT OF THE BOARD

Report of the Educational Communications Board

The written report of the March 12, 1993, meeting of the Educational Communications Board was included in the agenda materials.

Report on Legislative Matters

A written report on legislative matters was provided to Regents.

REPORT OF THE PRESIDENT OF THE SYSTEM

Presentation: The Milwaukee Experience: Field Experiences of UW-Whitewater's Teacher Education Program

President Lyall said that "The Milwaukee Experience," an innovative field experience program for UW-Whitewater teacher education students, provides on-site classroom experiences in a number of Milwaukee public schools. The program trains UW-Whitewater students to meet children from diverse ethnic, social and economic backgrounds; discuss the challenges faced by teachers, counselors and administrators in the urban setting; and gain an enriched perspective of the commitment and dedication required to become an effective teacher in an inner-city school.

Chancellor Greenhill pointed out that teacher education was UW-Whitewater's founding mission and continues as one of its primary missions today. The Milwaukee Experience also provides the human relations requirement instituted by the Department of Public Instruction which requires students to spend at least 50 hours working in racially and culturally diverse school settings and is the key part of preparation that teachers will need to perform effectively in a multi-cultural society.

Dr. Jeffrey Barnett, Dean of UW-Whitewater's College of Education, explained that there are 230 UW-Whitewater students enrolled in "The Milwaukee Experience" program this semester. Being mostly white, rural, middle-class students, this mandatory program provides valuable experience in public schools with pupils of races and backgrounds different from their own. They spend one day per week for eight weeks at one of 18 Milwaukee schools, are paired with a certified teacher and perform duties such as reading to pupils, supervising science experiments, tutoring and working with small groups on projects, correcting papers, taking attendance, helping enforce classroom rules and supervising field trips.

Dr. Barnett showed a video of teacher education students being bused to these inner-city schools and interviews of the positive reactions they have to this program.

Recalling similar comments from UW-River Falls teacher education staff because of their close proximity to the Minneapolis area, Regent Gundersen asked whether having heart, desire or a missionary impact is sufficient motivation for those entering this field, and Dr. Barnett replied that heart alone is not sufficient. All of the components would be those who are highly skilled, highly intelligent, have an excellent background on the subject matter and pedagogy, as well as an extremely high level of heart or desire to work with children.

To a question from Regent Davis about placement rates among these student teachers compared to those who are not in the program, Dr. Barnett explained that this is not a voluntary program and is fairly new. It began in 1990 with 240 students, and statistics are now being gathered to compare this new program with that prior to 1990.

Regent Gundersen asked about financing, and Dr. Barnett responded that administration of the program is done by existing staff and that the major

expense is transportation. Students pay a transportation fee of \$60-65 which covers the use of the buses.

Regent Nicholas asked to hear from those student teachers present about what changed their former perceptions of teaching in the urban setting, and two students outlined their positive experiences with the program.

Participation in American Association of Higher Education Meetings

President Lyall reported that Regent Lyon presented a paper on the UW System post-tenure review policy at the recent American Association of Higher Education meetings in Washington, D.C. He appeared on a panel with UW Centers Chancellor Lee Grugel, UW System Senior Academic Planner Nancy Kaufman, and Senior Vice President Steve Portch. The moderator was Senior Academic Planner Jacqueline Ross. Noting that the session drew a large audience, President Lyall observed that the question of how to utilize faculty better and to make teaching a more rewarding career is a top priority nationally, and that Wisconsin is on the cutting edge of this issue.

Patents for Research at UW-Madison

It was reported by President Lyall that UW-Madison receives more income from patents than any other U.S. university. In 1992, earnings were more than \$16 million, 20 percent of which goes to the inventors; 15 percent to the department that received the patents; and 65 percent to the Wisconsin Alumni Research Foundation for reinvestment in the university. UW-Madison tied for sixth place with Cornell University in the number of patents it received in 1992, but the UW converted these into more dollars than any other U.S. university. This extraordinary record, President Lyall stated, reflects the continuing productivity of UW faculty on projects that have both academic and commercial value.

Faculty Workload and Teaching Assignment Policies

Reporting on the continuing examination of faculty workload and teaching assignment policies, President Lyall noted that data presented in fall 1992 showed little change in average teaching load systemwide over the last five years. As a result of Board discussion of that information, she had asked the institutions to examine detailed issues of teaching and other faculty assignments.

At the same time, the campuses also have been adopting post-tenure review procedures that will enable the balance among types of faculty work assignments to change by mutual agreement over an individual career cycle. This, she noted, will enable faculty to be more productive and to use faculty talent more flexibly to meet teaching, research, and public service responsibilities.

Given tight fiscal circumstances and growing enrollment demands, President Lyall stated, it is necessary to have responsible workload policies in place to accommodate increased student demand, continue contributions to new knowledge through research and distinguished scholarship, and meet expectations for outreach and public service throughout the state.

Toward this end, she had asked each UW System institution to develop a written draft workload policy stating explicitly the following: (1) Where in the organization faculty workloads are established; (2) the expected teaching assignment for full-time faculty at each institution; (3) what non-teaching activities are expected of full-time faculty; and (4) the factors that justify a reduction from the expected teaching assignment for full-time faculty.

President Lyall anticipated a need to improve management information on faculty activities, but intended to await the Legislative Audit Bureau report before beginning the project, since she expected the report to be helpful in that area. While the UW System has one of the earliest and best information systems in the country, she felt certain it could be enhanced. With the decisions to be made under the proposed increased authority for the Board of Regents, she noted, the Regents will require the best management information that can be provided.

The findings of the LAB report, when available, will be studied for further steps that might be taken to clarify workload policies and improve productivity, President Lyall stated. As a national conference on faculty workloads recently concluded: "The master issue is not how hard faculty work but what tasks faculty work on and how clear the signals are about this." The aim, she said, is to clarify both the measures and the signals so that the UW System can do more for students in the future.

UW-Whitewater Highlights

Highlighting some unique accomplishments of UW-Whitewater, President Lyall noted that UW-Whitewater has the state's largest undergraduate business program and the state's only non-profit innovation center for the analysis of new product ideas. The Center is available to citizens everywhere in the state. UW-Whitewater has two students named this year among the top ten entrepreneurs in the U.S., and it has the number-one-rated management computer systems program in the U.S. and Canada. UW-Whitewater also has on its faculty one of the first two recipients of the Regents' Teaching Excellence Award--Dr. Robert Burroughs, Professor of English.

REPORT OF THE EDUCATION COMMITTEE

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

Consent Agenda Items

Upon motion by Regent Davis, seconded by Regent Lyon, Resolutions 6354-6369 were presented for consideration by the Board of Regents as consent agenda items. Regent Flores asked that Resolution 6356 be separated from the consent agenda for purposes of discussion. The following resolutions were adopted unanimously by the Board:

Approval of Requests to Trustees of William F. Vilas Trust Estate

Resolution 6354: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the Board of Regents approves the request to the Trustees of the William F. Vilas Trust Estate for funds for fiscal year July 1, 1993 to June 30, 1994, subject to availability, as provided by the terms of the William F. Vilas Trust.

Revisions to Faculty Policies and Procedures, UW-Platteville

Resolution 6355: That, upon recommendation of the Acting Chancellor of the University of Wisconsin Platteville and the President of the University of Wisconsin System, section UWP 3.08 of the UW-Platteville Personnel Rules be renumbered UWP 3.08-1 and a new section, UWP 3.08-2, be created.

Appointment of Named Professor, UW-Whitewater

Resolution 6357: That, upon recommendation of the Chancellor of the University of Wisconsin-Whitewater and the President of the University of Wisconsin System, Robert Gruber, Associate Professor of Accounting, College of Business and Economics, be appointed C. A. Black Associate Professor of Accounting, College of Business and Economics, University of Wisconsin-Whitewater, effective the 1993-94 academic year.

Appointment of Named Professors, UW-Madison

Resolution 6358: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor Linda Gordon, Department of History and the Women's Studies program, be appointed Vilas Professor, Department of History and the Women's Studies program, College of Letters and Science, University of Wisconsin-Madison, effective July 1, 1993.

- Resolution 6359: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor Elliot R. Sober, Department of Philosophy, be appointed Vilas Professor, Department of Philosophy, College of Letters and Science, University of Wisconsin-Madison, effective July 1, 1993.
- Resolution 6360: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor Erik Olin Wright, Department of Sociology, be appointed John D. MacArthur Professor, Department of Sociology, College of Letters and Science, University of Wisconsin-Madison, effective July 1, 1993.
- Resolution 6361: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor David C. Lindberg, Department of History of Science, be appointed Hilldale Professor, Department of the History of Science, College of Letters and Science, University of Wisconsin-Madison, July 1, 1993.
- Resolution 6362: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor Charles F. Manski, Department of Economics, be appointed Hilldale Professor, Department of Economics, College of Letters and Science, University of Wisconsin-Madison, July 1, 1993.
- Resolution 6363: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor Kelly Cherry, Department of English, be appointed Evjue-Bascom Professor in the Humanities, Department of English, College of Letters and Science, University of Wisconsin-Madison, effective July 1, 1993.
- Resolution 6364: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor James Taylor, Department of Chemistry, be appointed John Bascom Professor, Department of Chemistry, College of Letters and Science, University of Wisconsin-Madison, effective July 1, 1993.

Resolution 6365: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor M. Crawford Young, Department of Political Science, be appointed John Bascom Professor, Department of Political Science, College of Letters and Science, University of Wisconsin-Madison, effective July 1, 1993.

Resolution 6366: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor Craig A. Olson, Professor, School of Business, be appointed Henry D. and Dorothy E. Wolfe Professor, School of Business, University of Wisconsin-Madison, effective immediately.

Resolution 6367: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor Richard J. Davidson, Department of Psychology, College of Letters and Science, and Department of Psychiatry, Medical School, be appointed William James Professor of Psychology and Psychiatry, College of Letters and Science and the Medical School, University of Wisconsin-Madison, effective July 1, 1993.

Resolution 6368: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor Perry A. Frey, Department of Biochemistry, be appointed Robert H. Abele Professor of Biochemistry, College of Agricultural and Life Sciences, University of Wisconsin-Madison, effective July 1, 1993.

Resolution 6369: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor Max G. Lagally, Department of Materials Science and Engineering, be appointed Erwin W. Mueller Professor of Materials Science and Engineering, College of Engineering, University of Wisconsin-Madison, effective July 1, 1993.

Design for Diversity Progress Report: Minority and Disadvantaged Recruitment and Retention Plan

Referring to the preliminary minutes of the Education Committee meeting, Regent Flores inquired about the meaning of the statement, "Design for

Diversity will continue forward for the next five-year period, but using the affirmative action hiring goals." Dr. Tess Arenas, Special Assistant to the President for Minority Affairs, responded by explaining that hiring goals for the first five years were general goals, not related to discipline. Hiring goals for the next five years will be discipline specific, with each institution to submit an annual plan.

Regent Davis added that this adjustment responded to concern about relevance of targets to availability of potential minority applicants.

Regent Flores asked if the actual general goals for *Design for Diversity* will be changed, and Dr. Arenas replied that they will not be changed.

In response to a question by Regent Gundersen, Dr. Arenas explained that, while *Design for Diversity* is a ten-year plan, the hiring goals were set for a five-year period.

Regent Gundersen asked if the Board should be satisfied that the *Design for Diversity* is working.

Replying in the affirmative, President Lyall noted that, while hiring goals were met systemwide, some individual institutions did not reach their goals. Use of affirmative action hiring goals will eliminate the problem of having two sets of goals--one for *Design for Diversity* and another for affirmative action reports to the state and federal governments.

Upon motion by Regent Flores, seconded by Regent Gundersen, the following resolution was adopted unanimously by the Board of Regents:

Resolution 6356: That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents accepts the 1991-92 Design for Diversity Progress Report for submission to the Governor and to the chief clerk of each house of the Legislature for distribution to the appropriate Standing Committee under s. 13.172(3), Wisconsin Statutes.

Report of the Senior Vice President for Academic Affairs

Presentation by UW-Whitewater

The Education Committee heard a presentation on the UW-Whitewater student volunteer nursing home visitation program, in which about 130 students each week visit residents in area nursing homes.

Commendation to Office of Disabled Student Services

Senior Vice President Portch announced that UW-Whitewater's Office of Disabled Student Services has received a commendation of special merit from the American Association of State Colleges and Universities.

UTIC Funding of Proposals

The Committee was advised by Dr. Portch that the Undergraduate Teaching Improvement Grant Program is funding 15 proposals representing eleven UW institutions, for a total of about \$157,000.

UW-Parkside North Central Association Accreditation Report

Noting that UW-Parkside recently was accredited by the North Central Association for the maximum ten-year period, Regent Davis reported on Chancellor Kaplan's review of the visiting team's report and efforts under way to address concerns about the minimal proportion of upper-level courses required for graduation and the slow process toward developing assessment of student outcomes. Regents congratulated UW-Parkside for achieving its accreditation and noted the emphasis in the report on Parkside's user-friendly approach to education and its areas of excellence, particularly the campus-wide commitment to diversity. However, the Committee expressed concern about UW-Parkside's lack of progress toward developing a method of student assessment. The Committee emphasized that this is a clear expectation of the Board of Regents, which should be met in a timely and responsive manner.

Enrollment Management III Planning for 1995-2000

Summarizing for the Education Committee Occasional Research Brief 93-5, Trends in Degrees Conferred, for the period 1981-1992, Associate Vice President Presley noted that the increase in bachelor's awards during this period is related to the large freshman classes of the early and mid 1980s, as well as to increasing graduation rates. The number of undergraduates reaching senior-level status is now peaking, and bachelor's awards soon will begin to decrease.

Business and management still rank number one in terms of degrees conferred at the bachelor's level, although this is down slightly from the peak in 1988-89. According to the UCLA annual survey, interest in business and management among freshmen has decreased by more than 40 percent since 1987, suggesting that there is a general shift away from these programs that will result in fewer degree recipients in the future. Whether a similar trend can be expected in Wisconsin is one of the issues that will be explored in the lateral review of business programs.

Occasional Research Brief 93/4

New Freshman Outcomes: Retention, Graduation, Time to Degree

Regent Davis reported on Education Committee review of Occasional Research Brief 93/4, which dealt with new freshmen outcomes--retention, graduation, and time to degree. The proportion of freshmen enrolling for a second year has increased significantly since 1973 when approximately 70 percent of freshmen enrolled for their second year. That number is up to about 80 percent for the most recent group of freshmen. The expected eventual graduation rates of the 1985 freshmen cohort is 56 percent, not counting students who transfer out of the UW System. Associate Vice President Presley

predicted that this rate will rise to about 60 percent for more recent cohorts.

Also contributing to increasing retention rates and subsequent expected graduation rates is the shifting composition of freshmen by high school rank, with more now enrolling from the upper half of the class where eventual graduation rates are higher. Until there is better data on correlations between ACT scores and graduations, class rank is still the best indicator of future performance.

Students are continuing to take just under five years to graduate. Time to degree is related to a number of factors, including increasing graduation rates. Rather than dropping out, many undergraduates are persisting at a slower rate through graduation.

Working Paper No. 6: Credits to Degree

Summarizing Education Committee review of the working paper, Regent Davis observed that the matter of credits required for degree is one area in which the institutions can have impact on enrollment patterns. In Enrollment Management III, only a certain number of credits will be available for student access. Any credits for which students enroll in excess of those needed for their degree will deny access to other potential students. System Administration will ask for a comprehensive review of the minimum credit requirements for each degree program. It also will be important to consider whether students can bring more credits with them through expanded avenues such as the Advanced Placement program. The possibility was raised of access at standard tuition to a required level of credits, with students being charged additional fees for excess credits above that level. The Committee noted that there is, in fact, price elasticity in terms of the number of credits taken. This can be seen in the case of out-of-state students who consistently graduate with fewer excess credits than in-state students. It also was suggested that the number of credits might be reduced if there is better advising early in the student's career. The Committee informally endorsed a number of potential action items enumerated in the working paper.

Regent Nicholas inquired as to the reason non-residents are able to graduate in four years, while resident students take almost five years to graduate.

In response, Regent Davis noted that the academic qualifications of non-resident students generally are at the high end. In addition, because they are paying more per credit, they tend to be more focused in their approach to education and consistently graduate with fewer excess credits than resident students.

Regent Lyon asked when the Board will receive further reports on the effectiveness of various types of assessment activities.

Senior Vice President Portch replied that the institutions will be reporting this summer on the first four years' experience with quantitative and verbal assessment. There also is the expectation that assessment will be a significant component of general education program reviews.

Noting that students may be taking additional courses to enrich their lives and improve their education, Regent Flores commented that moving students through the system with the fewest possible number of courses is not necessarily a desirable objective.

Agreeing that the point was well taken, Regent Davis observed that enrichment may not only mean intellectual enrichment, but may also mean preparation for financial enrichment in terms of students taking double majors and minors focused toward specific careers. While there was no desire to discourage intellectual exploration or restrict ability to change majors, he thought it important to recognize that, in a scarce resource environment, such decisions have an impact on access of others. Therefore, consideration should be given to revisiting degree requirements and to helping students make better early decisions through better advising. One public policy issue, he said, is whether it is in the public interest for some students to have double majors and focused minors at the expense of access to other students.

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REPORT OF THE PHYSICAL PLANNING AND DEVELOPMENT COMMITTEE

Regent Flores, Vice Chair, presented the report of the Committee.

Consent Agenda

Regent Flores moved adoption by the Board of Resolutions 6370-6379 as consent agenda items. The motion was seconded by Regent Dreyfus and carried unanimously.

UW-Madison: Authority to Construct an Engineering Building Mall

Resolution 6370: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to construct an Engineering Building Mall project at an estimated total cost of \$500,000 of Gifts and Gifts-in-Kind.

UW-Madison: Approval to Name a Room

Resolution 6371: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to name Room 1250 in the Grainger Hall of Business Administration the "Fayette H. Elwell Undergraduate Student Commons."

UW-Madison: Authority to Name a Room

Resolution 6372: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to name Room 2250 in the Grainger Hall of Business Administration the "Erwin A. Gaumnitz Graduate Student Commons."

UW-Superior: Authority to Construct McCaskill Hall Microbiology Laboratory Ventilation Improvement

Resolution 6373: That, upon the recommendation of the UW-Superior Chancellor and the President of the University of Wisconsin System, authority be granted to construct the McCaskill Hall Microbiology Laboratory Ventilation Improvement Project at a cost of \$157,000, from All-Agency Health, Safety and Environment Funds.

UW-Milwaukee: Authority to Construct Kunkle Center Roof Replacement

Resolution 6374: That, upon the recommendation of the UW-Milwaukee Chancellor and the President of the University of Wisconsin System, authority be granted to construct a Kunkle Center Roof Replacement project at an estimated cost of \$249,000, from All-Agency Facilities Repair and Renovation Funds.

UW-River Falls: Approval of Land Trade

Resolution 6375: That, upon the recommendation of the UW-River Falls Chancellor and the President of the University of Wisconsin System, authority be granted to trade a .60 acre property owned by the Board of Regents for an equal size parcel of privately owned land located at 644 Sycamore Street, both parcels being with the campus boundary. Detailed legal descriptions of the property are on file in the Office of the Secretary of the Board.

UW-Stevens Point: Authority to Construct Residence Hall Renovations-Phase II

Resolution 6376: That, upon the recommendation of the UW-Stevens Point Chancellor and the President of the University of Wisconsin System, authority be granted to construct Residence Hall Renovations - Phase II at a cost of \$4,188,000 from Program Revenue Supported Borrowing.

UW-Superior: Approval of Design Report/Authority to Construct Barstow Hall Laboratory Animal Facility

Resolution 6377: That, upon the recommendation of the UW-Superior Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority granted to construct the Barstow Hall Laboratory Animal Facility project, at a cost of \$250,000 from General Fund Supported Borrowing - WISTAR Funds.

UW-Superior: Authority to Construct McCaskill Hall Theatre to Classroom Conversion

Resolution 6378: That, upon the recommendation of the UW-Superior Chancellor and the President of the University of Wisconsin System, authority be granted to Construct the McCaskill Hall Theatre Lecture Hall Redevelopment Project, at a cost of \$205,300, from All-Agency Facilities Repair and Renovation Funds.

UW-Green Bay: Authority to Execute Access, Utility and Construction Easement to Wisconsin Bell, Inc.

Resolution 6379: That, upon the recommendation of the UW-Green Bay Chancellor and the President of the University of Wisconsin System, authority be granted for the President or Vice President and Secretary or Assistant Secretary of the Board to execute a 25-year access and utility easement and a building easement to Wisconsin Bell, Inc., on the UW-Green Bay campus. It is further requested that the \$10,000 to be paid by Wisconsin Bell for this easement be applied to the \$150,000 assessable improvement cost which Brown County and the City of Green Bay will assess to the Regents for the reconstruction of Nicolet Drive through the campus.

UW-Stevens Point: Authority to Name Room

Presenting Resolution 6380, which was approved unanimously by the Physical Planning and Development Committee, Regent Flores explained that it was not included in the consent agenda because adoption would necessitate waiving the Board's policy on naming of facilities. UW-Stevens Point requested authority to rename the Program Banquet Room in its University Center the "Melvin R. Laird Room." In addition to Mr. Laird's long and distinguished record of public service on behalf of the citizens of Wisconsin, he founded and sponsors the Laird Youth Leadership Program which has been held biennially at UW-Stevens Point for the past 28 years. The room which would be named in Mr. Laird's honor is used for Laird Youth Leadership Program

activities, and the university wishes to have the renaming occur prior to this year's program on April 26.

Upon motion by Regent Flores, seconded by Regent Gundersen, Resolution 6380 was adopted by the Board of Regents, with Regent Davis voting "No."

Resolution 6380: That, upon the recommendation of the UW-Stevens Point Chancellor and the President of the University of Wisconsin System, the Board of Regents waive their policy that naming facilities after individuals be discussed in closed session one month before presenting the matter for Board of Regents action and authorize the naming of Room 102 in the University Center the "Melvin R. Laird Room."

UW-Whitewater Presentation on Continuous Quality Improvement Experience

A presentation was made to the Physical Planning and Development Committee on the continuous quality improvement program in UW-Whitewater's Department of Facilities Planning and Management. This program has been developed since 1991 under the leadership of Thomas Lauer, Executive Director of Facilities Planning and Management. The Committee was impressed with the department's accomplishments and expressed its appreciation to Mr. Lauer for his special efforts and for the cooperation and commitment of his department colleagues in achieving these successes.

Report of the Vice President

System National Championships in NCAA Division III

Vice President Brown shared with the Committee a report received from Mr. Max Sparger, Commissioner of the Wisconsin State University Conference, reporting on the results of post-season tournaments for WSU conference teams. Commissioner Sparger reported the UW System had three teams which won national championships in NCAA Division III: The UW-La Crosse football team; the UW-La Crosse indoor track team; and the UW-Stevens Point hockey team. UW-Stevens Point attained first place by defeating UW-River Falls in overtime. According to Commissioner Sparger, this is the first time in the history of Division III hockey when two teams from the same conference played for the national championship. In the past five years, no other conference has won as many NCAA Division III championships as has the WSU conference. Stating that this record represents significant accomplishments in which all can take pride, Regent Flores asked that the record show that the Board of Regents extends congratulations and appreciation to all the student athletes, coaches, and university administrators who were involved in these achievements.

Campus Safety and Environmental Concerns

Regent Gundersen noted that an important stewardship of the Physical Planning and Development Committee is the safety of campuses for students, faculty, and staff. The Committee was informed that evaluation walks occur twice yearly on every campus to determine the adequacy of campus lighting. Requests for additional lighting for safety purposes receive expedited handling. Fire drills and equipment are reported to be adequate and in working order.

In the area of environmental safety, Regent Gundersen felt fume hood replacements and other safety-based laboratory renovations generally are proceeding at a satisfactory pace. However, waste management continues to be a concern since funds requested for hazardous waste removal were not included in the state biennial budget.

Regent Flores added that there are systems in place to ensure that the Physical Planning and Development Committee receives ongoing reviews of health and safety concerns on each campus.

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REPORT OF THE BUSINESS AND FINANCE COMMITTEE

Regent Gelatt, Chair, presented the report of the Committee.

Consent Agenda Item

Having been approved unanimously by the Business and Finance Committee, Resolution 6381 was presented as a consent agenda item. Upon motion by Regent Gelatt, seconded by Regent Hirsch, the resolution was adopted unanimously by the Board.

Agreements with Private Profit-Making Organizations

Resolution 6381: That, on the recommendation of the President of the University of Wisconsin System and the Interim Chancellor of the University of Wisconsin-Madison, the Board formally accept, prior to execution, the agency agreement between The Collegiate Licensing Company (CCI/ICE) and the University of Wisconsin-Madison and its Trademark Licensing program.

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Authorization to Begin Planning for Faculty and Academic Staff Adjustments, 1993-94

Reporting to the Business and Finance Committee on the authorization to begin planning for faculty and academic staff salary adjustments for 1993-94, Associate Vice President Charles Wright noted that, annually, by July 1, the Board of Regents is required to approve salaries for faculty and academic staff for the next fiscal year. Resolution 6382 mandates a process of

evaluation that permits conversion of an individual's evaluation to a compensation award when the budget is enacted. The resolution directs chancellors to begin the salary review process in a manner consistent with the recommendations of the Governor's Compensation Commission. These guidelines will be reviewed by System Administration for consistency with Board policy. The resolution also directs System Administration to propose general 1993-94 pay plan guidelines, including a distribution plan, at the May Board meeting, and provides an opportunity for the Board to receive testimony on the methodology for awarding adjustments. A public hearing to receive such testimony is planned for May 6, 1993.

Adoption by the Board of Regents of the following resolution was moved by Regent Gelatt, seconded by Regent Hirsch and carried unanimously:

Resolution 6382: That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents directs each chancellor to proceed with faculty and academic staff salary evaluations using a suitable evaluation system the results of which can be converted to a salary, once the pay plan is known. A record of the evaluation judgments shall be made before July 1, as provided in s.36.09(1)(j), Wis. Stats. Further, the Board of Regents directs System Administration to propose general 1993-94 pay plan guidelines, including a distribution plan, for consideration at the Board's May meeting, and directs that at the May meeting an opportunity be provided to receive testimony on the methodology for awarding 1993-94 compensation adjustments.

Work Plan for Biennial Budget Process

Acting Vice President Ward presented the Committee with the work plan for the 1993-95 biennial budget process. Government liaison, community outreach and media relations activities occur throughout the year but are more intense during a legislative session. At this time, the UW System seeks public understanding of and state government support for university needs in the state budget.

As the UW System's biennial budget request moves from the Board to the Governor and the Legislature, Regents join System and institutional representatives in actively seeking enactment of budget provisions.

Work Plan for Annual Budget Process

Associate Vice President Sell reported to the Committee on the work plan for the annual budget process. The process began in March with the passage of the decision rule allocating new undergraduate education funding as a lump sum to institutions.

This month, the Board reviewed compensation evaluation guidelines. In May, the Board will hold a public hearing on compensation distribution and will pass general compensation guidelines. In June, the Board will have a final look at allocation decision rules and will also take action on promotions and change of status, an annual practice.

In July, presuming that a final legislative budget is passed, the Board of Regents will review and act upon the annual budget. If the biennial budget is still in flux, the Board will be asked to pass a cost-to-continue budget, so that current operations can legally continue, and a tentative fee schedule, so that fee schedules can be published and mailed to students at each institution in time for fall registration. Any necessary adjustments in rates based on final legislative budget action would be effective for the second semester.

Report on Status of Recommendations of the Governor's Commission on Compensation

Vice President Marnocha presented the Business and Finance Committee with a status report on implementing the recommendations of the Governor's Commission on University of Wisconsin Compensation. The Governor's executive budget included the following recommendations from the Commission: Decoupling of faculty and academic staff from the state employee compensation process; a streamlined UW budget structure; and a one percent special salary increase above the state employee pay plan for faculty and instructional academic staff. In addition, in March, the Governor announced the appointment of the Accountability Task Force, one of the recommendations of the Compensation Commission.

To implement the Commission's recommendation on tenured faculty review, each University of Wisconsin System institution is doing a comprehensive review of its evaluation procedures, and the Committee was informed that this review and recommendations should be in place next year, but not this fiscal year.

The Governor's executive budget did not recommend increasing the tuition-setting authority of the University of Wisconsin System. In addition, by reducing administrative funding by \$637,000 in each of the two years of the biennium, these funds will not be available for reallocation to compensation needs. Finally, while the total dollars allocated to the university in the Governor's budget increase, the UW's share of the total budget decreases.

Vice President Marnocha assured the Committee that System Administration will pass on to the campuses the flexibility to reallocate that is implied by the more unified budget. Chancellors are encouraged to make use of that freedom to ensure that budget allocations meet the budget priorities.

Continuous Quality Improvement in UW-Whitewater's Department of Facilities Planning and Management

Continuous Quality Improvement Consultant Sue Rohan introduced Thomas Lauer, UW-Whitewater's Executive Director of Facilities Planning and Management, who reported to the Committee on quality improvement in his department.

Report of the Vice President

Vice President Marnocha reported to the Committee that total gifts, grants, and contracts for the nine-month period ending March 12, 1993, were \$409.1 million, an increase of \$31.9 million over the previous year.

Audit Subcommittee Meeting

Vice President Marnocha provided the subcommittee with a third-quarter update on audit activities within the UW System. UW System Internal Audit is currently conducting 24 audits which include student centers, bookstores, the Quality Reinvestment Program, athletics, physical plant, housing, academic fees, software licensing, and System trust funds.

Vice President Marnocha summarized the findings of recent audits. All the problems identified are being addressed by the institutions. The IRS audit of payroll operations at the Peterson Processing Center continues. Legislative Audit Bureau audits that are ongoing include faculty workload, Eagle Heights and faculty housing, System Administration Office of Information Systems, and the annual financial report.

ADDITIONAL RESOLUTIONS

Resolution of Appreciation to UW-Whitewater

Regent Hempel presented the following resolution and moved its adoption. The resolution was adopted with a standing ovation.

Resolution 6383: Whereas, the Board of Regents is very pleased to have the opportunity to hold its April 1993 meetings at the University of Wisconsin-Whitewater; and

Whereas, it is a particular honor to join the celebration of UW-Whitewater's 125th anniversary year of excellence in higher education; and

Whereas, this visit has been enhanced by interesting and informative presentations and tours highlighting some of UW-Whitewater's outstanding programs and special role in the University of Wisconsin System; and

Whereas, the warm welcome and gracious hospitality extended by Chancellor and Mrs. Greenhill, the faculty, staff, students and the entire community are deeply appreciated;

Therefore, be it resolved that the members of the Board of Regents of the University of Wisconsin System hereby express our gratitude to UW-Whitewater and to all those involved in making our visit so enjoyable and memorable an experience.

Amendments to Bylaws of the Council of Trustees of the UW Hospital and Clinics

Presenting Resolution 6384, Regent Flores, Chair of the Council of Trustees, noted that the proposed amendments responded to requirements of the Joint Commission on Accreditation.

Adoption of the following resolution was moved by Regent Flores, seconded by Regent Lubar and carried unanimously:

Resolution 6384: That, upon the recommendation of the President of the University of Wisconsin System, the Interim Chancellor of UW-Madison, and the Council of Trustees of the UW Hospital and Clinics, the amendments to the bylaws of the Council of Trustees of the UW Hospital and Clinics be approved as proposed.

At 10:20 a.m., the following resolution, moved by Regent Nicholas, and seconded by Regent Davis, was adopted unanimously on a roll-call vote, with Regents Davis, Dreyfus, Flores, Gelatt, Gundersen, Hempel, Hirsch, Lubar, Lyon, Nicholas and Steil (11) voting in the affirmative. There were no negative votes nor abstentions.

Resolution 6385: That the Board of Regents recess into closed session to consider personnel matters, as permitted by s. 19.85(1)(c), Wis. Stats., concerning possible action on appointment of a chancellor, UW-Extension, and approval of a temporary salary increase for a faculty member in a salary range that exceeds executive salary group six maximum; and to confer with legal counsel, as permitted by s. 19.85(1)(g), Wis. Stats.

CLOSED SESSION ACTIONS

The Board arose from closed session at 11:00 a.m. and reported the following actions:

Temporary Salary Increase for a Faculty Member in a Salary Range that Exceeds Executive Salary Group Six Maximum, UW-Madison

Resolution 6386: That, upon recommendation of the Interim Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, a temporary base salary increase of \$4,091, resulting in a new rate of C\$99,438, be approved for Professor James A. Dumesic, Department of Chemical Engineering, School of Engineering, effective January 8, 1993, for the period he serves as Chair of the Department of Chemical Engineering.

Appointment of Chancellor, UW-Extension

Resolution 6387: That, upon recommendation of the Special Regent Committee and the President of the University of Wisconsin System, Donald E. Hanna be appointed Chancellor, UW-Extension, at an annual salary of \$107,000, beginning August 15, 1993.

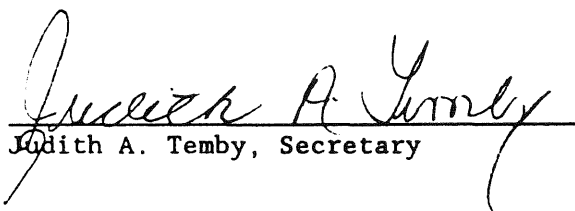
The following resolution was adopted in closed session at the February 5, 1993, meeting. Announcement was not made at that time, pending acceptance by the nominee.

Honorary Degree, UW-Stout

Resolution 6388: That, upon the recommendation of the UW-Stout Chancellor and the President of the University of Wisconsin System, James R. Johnson be awarded the Honorary Degree of Doctor of Science at UW-Stout at commencement in May 1993.

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The meeting was adjourned at 11:00 a.m.


Judith A. Temby, Secretary

April 16, 1993