

MINUTES OF THE REGULAR MEETING  
of the  
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM  
Madison, Wisconsin  
December 10, 1993

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Madison, Wisconsin

Held in Room 1820 Van Hise Hall  
Friday, December 10, 1993  
9:10 a.m.

- President Steil presiding -

PRESENT: Regents Barry, Benson, Budzinski, Davis, Dreyfus, Gelatt, Grebe,  
Gundersen, Hempel, Krutsch, Lubar, MacNeil, Nicholas, Orr,  
Schilling, Steil and Tregoning

ABSENT: None

Welcome to Regent San Orr

President Steil welcomed Regent Orr to his first meeting as a member of the Board of Regents. An attorney and certified public accountant, Regent Orr is Chairman of the Board of Marathon Electric Manufacturing Company of Wausau and Wausau Paper Corporation of Mosinee. He also serves as a director for a number of other firms and organizations as well as Chair of the UW Hospital and Clinics Council of Trustees.

Regent Orr expressed his pleasure to be a member of the Board and, having graduated from a System institution, he looks forward to this opportunity.

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Approval of Minutes

Upon motion by Regent Schilling, seconded by Regent Lubar, minutes of the meetings of the Board held on October 13 and November 5, 1993, were unanimously approved as distributed.

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REPORT OF THE PRESIDENT OF THE BOARD

Report of the Educational Communications Board

A report of the November 12, 1993, meeting of the Educational Communications Board was published in agenda materials. There were no comments or questions on the report.

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#### Report of the State Board of Vocational, Technical and Adult Education

A report of the November 17, 1993, meeting of the State Board of Vocational, Technical and Adult Education was provided, and there was no Board discussion on that report.

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#### Report by the Superintendent of Public Instruction

Regent Benson, State Superintendent of Public Instruction, related his willingness to respond to any future ideas or requests for information from members of the Board of Regents. Stating his vision for reforming and restructuring public schools, he expressed pleasure and gratitude for the cooperation and partnership that exists between the two systems, particularly in the working relationship for K-12 schooling. Hoping to improve the direction and leadership needed by school districts in this reform, he believed the school-to-work initiative to be the most important, and it is receiving cooperation from state government and the VTAE as partners in its establishment. He envisioned less remediation work for students entering the University System in the future. A mathematics examination is being planned for all students in the eleventh grade. Because of this exam, it will be possible for the last high school year to be used to correct any deficiency arising. As well as the strong support the Department of Public Instruction receives from the Board of Regents, Regent Benson said, community support is also needed. He is gratified by the extent to which Wisconsin's business community is already responding to help educate students in the K-12 system.

Regent Budzinski asked about results of the youth apprenticeship program, and Regent Benson said the results could be immediate because those finishing high school beginning next year will have two credentials--a high school transcript and a youth apprenticeship certificate. Potential employers may be the very ones who helped establish the youth apprenticeship program and would be prone to hire from their own designed program.

Regent Benson acknowledged that these reforms will not fix the system immediately, but each one should help make a difference.

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#### Report on Legislative Matters

There were no questions asked of a written report on legislative matters which was provided to Regents.

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#### Report on Trip to Japan

Having traveled to Tokyo for UW-Madison's participation in the Coca Cola Bowl the prior week, Regent President Steil praised the staff and students who were present for earning the respect of those in the Tokyo area. The Executive Managing Director of the Wisconsin-based Kikkoman Corporation, an excellent ambassador in Japan for the State of Wisconsin and the University of

Wisconsin System, hosted an event for the Governor which was attended by leading business executives of the Tokyo area. The event showed that the University of Wisconsin System is well respected in the orient.

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#### REPORT OF THE PRESIDENT OF THE SYSTEM

UW-Centers and UW-Extension Joint Presentation: "The WisView Audiographics System"

Chancellor Grugel introduced the joint UW-Centers and UW-Extension presentation of the WisView Audiographics System, which illustrated the effectiveness of using voice (audio teleconferencing) and computer graphics technology in distance education. Using a tabletop microphone, a computer monitor, a document scanner, and an electronic notepad, faculty can teach students simultaneously at many sites throughout the state, the nation, and the world. Because the transmissions utilize telephone lines, the delivery system is inexpensive, easy-to-use, and ubiquitous.

After a short video which explained the audiographics technology, illustrated its teaching applications, and featured some student testimonials, UWC-Marathon County Professor Frank Gonzales spoke about the Engineering Mechanics course that he teaches using this system. While he originates the course in Wausau, he is able to teach students at a "distance" at nine other UW-Center sites throughout the state. Citing the consistency of academic achievement between his face-to-face and his "distant" students, Prof. Gonzales said that audiographics technology has even enhanced the quality of his on-campus course materials and his teaching style.

Regent Gelatt joined Prof. Gonzales in demonstrating the ease of use and the interactive nature of the system, which enables students to work simultaneously and collaboratively on the course materials with the instructor and with other students. In response to a query from Regent Tregoning on student acceptance of this distance education approach, Prof. Gonzales said that most of his students were pleased with the technology, and with the increased accessibility to courses that might not be offered at their local institution. With such fast-paced developments, Gonzales predicted that in a few years, this approach to learning will be as natural and transparent as using the telephone today.

Regents Barry and Gundersen asked about the cost-effectiveness of the system, which was estimated at \$10,000 per site for the equipment. Other factors that Prof. Gonzales mentioned were the time and cost savings to the students by not requiring them to drive long distances to attend a class. To a question from Regent MacNeil about student interaction, Prof. Gonzales commented on the unique team work that evolved at the sites, with students helping each other, solving problems together, and raising group questions.

Chancellor Hanna, in his concluding comments, stressed the need to collaborate with the technical college and K-12 systems to share resources effectively and to better meet the educational needs of the state. He then announced that the UWEX's Small Business Development Center was recently awarded a \$1 million grant from the U.S. Department of Housing and Urban Development to improve Wisconsin's small business performance via distance

education. The presentation was capped off with a 1964 kinescope presentation which featured Professor Lee Sherman Dreyfus introducing the first intercontinental classroom which connected high school students in West Bend, Wisconsin, and Paris, France, spanning 23,000 miles via Early Bird satellite.

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#### Award to Regent Orr

President Lyall reported the receipt by Regent San Orr of the Governor's 1993 Award for Support of the Arts. She thanked Regent Orr for his contribution to keeping the arts alive and well in Wisconsin.

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#### Grant to UW-Eau Claire School of Nursing

Stating that UW institutions are stepping up their contributions to help meet urgent health care needs across the state, President Lyall cited receipt of a \$1.7 million five-year grant from the U.S. Indian Health Service, to provide baccalaureate nursing education to American Indian students in northwest Wisconsin. A cooperative program with Lac Courte Oreilles Community College, the ultimate goal is to increase basic health care services available in Sawyer, Washburn, Burnett and surrounding northwestern Wisconsin counties.

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#### Gift from John Deere Corporation to UW-Platteville

President Lyall announced receipt of a \$15,000 gift from John Deere to help fund start-up of a distance learning project that will link engineering programs at UW-Platteville and UW-Stout. Future plans call for Deere employees to enroll as special students at UW-Platteville and, ultimately, a telecommunications link between UW-Platteville and the Dubuque works of John Deere so employees can take classes at the work site. Having also received \$100,000 for this project from the competitive systemwide fund for enhancing engineering programs, she said this project is a wonderful example of how UW institutions are sharing faculty and program expertise and stretching to reach clients beyond the boundaries of the campus.

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#### Athletic Achievements of UW Institutions

Following up on Regent President Steil's commentary on Tokyo's Coca-Cola Bowl, President Lyall reported the exceptional success of UW System athletic teams this year. In addition to Rose Bowl activities, all UW-Madison men's and women's fall sports teams were represented in post-season NCAA tournaments this year, including women's volleyball, soccer and cross country, and men's soccer and cross country.

The football team at UW-La Crosse won the conference championship, and their men's cross country team also won the conference championship. The women's soccer team at UW-Stevens Point won the conference championship; and the women's tennis team at UW-Eau Claire won the overall conference title. At UW-Oshkosh, the women's cross country team won the conference championship.

The UW-Whitewater women's volleyball team won the conference championship in their conference. The UW-Oshkosh and UW-Eau Claire women's volleyball teams also qualified for the NCAA tournament. At UW-Parkside, the women's cross country team was NCAA Division 2 regional champion; and at UW-Milwaukee, the men's cross country team, the women's cross country team, and the men's soccer team won the mid-continent championship at that institution.

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#### REPORT OF THE EXECUTIVE COMMITTEE

Minutes of the Executive Committee meetings of November 15 and December 3, 1993, are attached as EXHIBITS A and B.

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#### REPORT OF THE BUSINESS AND FINANCE COMMITTEE

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

##### Consent Agenda

Adoption of Resolutions 6565-6567, which were approved unanimously by the Business and Finance Committee, was moved by Regent Gelatt and seconded by Regent Nicholas. Regent Gundersen requested that Resolution 6567 be considered separately, and Resolutions 6565 and 6566 then were adopted unanimously.

##### Adeline Pepper Bequest

Resolution 6565: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the bequest of the late Adeline Pepper, Township of Lakewood, County of Ocean and State of New Jersey be accepted; and that the Trust Officer or Assistant Trust Officers be authorized to sign receipts and do all things necessary to effect the transfer for the benefit of the University Library, University of Wisconsin, Madison, Wisconsin.

(The Will states:

SECOND: All of my estate and property, real, personal and mixed, of whatsoever kind or nature the same may be and wheresoever it may be situate, I do hereby give, devise and bequeath unto the University of Wisconsin, State of Wisconsin, to be used solely for purposes directly connected with improvements and enhancements to the University Library.

Ms. Pepper received a Bachelor of Arts Degree in Journalism from UW-Madison in 1925. The Memorial

Library will receive \$1.1 million dollars from her estate.)

#### Request for Increased Expenditure Authority for UW-Madison Athletics

Resolution 6566: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, an increase of \$588,000 in expenditure authority is granted for the 1993-94 UW-Madison Intercollegiate Athletics budget.

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#### Accountability for Achievement: Progress Report on Recommendations of Accountability Task Force

Regent Gundersen suggested future consideration of changing the word "diversity" to the word "equality." When asked by Regent Lubar if he was suggesting some actual change in the document, Regent Gundersen replied that he was not suggesting change at this time.

Regent Gundersen moved adoption by the Board of Resolution 6567, which had been approved unanimously the prior day at a joint meeting of the Education Committee and the Business and Finance Committee to which all Regents were invited. The motion was seconded by Regent Davis and adopted unanimously by the Board.

Resolution 6567: That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents accepts the report, "Accountability for Achievement: Progress Report on Recommendations of the Accountability Task Force," as revised, and authorizes its transmittal to the Governor and Legislature, in accordance with 1993 Wis. Act 16, Sec. 9156(1v).

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#### CQI Presentation on Third Class Bulk Mail, UW-Platteville

Continuous Quality Improvement Consultant Sue Rohan introduced UW-Platteville Professor and CQI Coordinator Donna Perkins and Sue Abing, a UW-Platteville student, who presented UW-Platteville's CQI project on third class bulk mail. For the 1991-92 academic year, bulk mail represented almost half the total packages, and because of the reduced cost, it was only 17 percent of the postage cost from the campus. The significant reduced cost is incentive for increasing the usage of bulk mail, but the bulk mail process requires a great deal of expertise to be efficient and accurate.

The seven-step improvement process was used to guide the CQI team in defining problems, identifying root causes, collecting and analyzing data, and developing solutions. A trial bulk mail center has been developed as a key solution, and preliminary results showed a 79 percent reduction in time spent preparing mailings, with a 100 percent reduction in errors.

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#### UW-Madison Student Family Housing Revised Master Plan and Continuous



## Maintenance Plan

UW-Madison Housing Director Norman Sunstad presented the UW-Madison student family housing revised master plan and continuous maintenance plan to the Committee. At the September Committee meeting, he had been asked to review and revise the master plan and to share these revisions with the Regents. The revised plan includes details for a structured preventative maintenance program designed to ensure that a high standard be maintained on the remodeled units and that the un-remodeled apartments are properly maintained until they are remodeled. The plan also includes cash solvency and does not require further construction-related rent increases.

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## Annual Report on Research Support, UW-Madison

Graduate School Dean John Wiley presented the UW-Madison annual report on extramural research support, which includes information on the 1992-93 federal and non-federal awards, analysis of UW-Madison's national and Big-Ten rankings for research support, and analysis of 1993-94 year-to-date awards. The report showed that in the previous year, UW-Madison received \$228 million in federal research awards and \$93 million in non-federal research awards. The non-federal amount represents an increase of approximately \$3 million over the previous year. Eighty-five percent of the research awards were to individual faculty members. Over the past three years, approximately 62 percent of UW-Madison faculty members have obtained extramural research support.

Most recent national data indicate that, in 1991, UW-Madison maintained a competitive share of federal obligations for university research, ranking eighth nationally and second in the Big Ten. In terms of total expenditures for research and development, UW-Madison ranked fourth nationally and third in the Big Ten. Year-to-date awards are lower than the 1992-93 amounts through November, primarily because of lower federal awards for instruction, student aid and physical plant.

Regents also received a report on how UW-Madison research activities affect the Wisconsin economy. Listing companies which are spin offs or recipients of UW-Madison technology, it points out their economic contributions.

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## Report on Support Services at UW-Madison

In response to a Regent request, Board Executive Assistant Bove presented a report to the Committee on UW-Madison support services which examined changes in those services provided centrally at UW-Madison over the past 20 years. The study showed that the overall central support service units increased by 290 payrolled, state-funded full time equivalent positions between 1974 and 1991--a 21.5 percent increase. Excluding physical plant, facilities and security, central support positions increased by 163 FTE or 28 percent in these years. Over the same period, student FTE enrollment increased by 26 percent, and state-funded faculty positions increased by ten percent.

Support units experiencing the largest increase and a relatively large percentage increase in state-funded expenditures are: information technology;

automated data processing telecommunications; and the Dean of Students' office. According to UW-Madison officials, these particular increases in support personnel and expenditure are the result of deliberate policy decisions to undertake customer-oriented initiatives, such as automated registration and expanded counseling services for minority and disadvantaged students.

The study also highlights a number of important policy questions. For example, there is currently no standardized, generally accepted definition of administrative costs in higher education. Clarification of the definition would be helpful for both methodological and operational reasons and would set a methodological framework for future analysis. The Committee discussed the conflicting objectives of narrowing the definition to better focus improvement efforts and broadening the definition to permit greater flexibility if administrative costs are required to be cut again. The Committee agreed that a speaker with experience in reengineering of support functions in higher education would be invited to address the Board at a future meeting.

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#### Report of the Vice President

##### Update on UW Processing Center Merger

Vice President Marnocha reported to the Committee that since the last report there have been a number of developments: functions are being consolidated at the UW Processing Center; budgetary resources to be transferred along with personnel also are being identified; the systemwide users group has held two meetings. Specifically, accounting systems will be consolidated in the 1994-95 year; and payrolls for System Administration employees will be converted to the UW Processing Center beginning in 1994. The Vice President thanked those involved in making this successful transition.

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#### REPORT OF THE EDUCATION COMMITTEE

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

##### Consent Agenda

In moving adoption of Resolutions 6568-6572 as consent agenda items, Regent Davis pointed out that Resolution 6571 is a result of a one-year-only piece of permissive legislation intended to avert calendar conflicts with the Rosh Hashana holiday. The motion was seconded by Regent Benson and carried unanimously.

##### Appointment of UW System Representative to Natural Areas Preservation Council

Resolution 6568: That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents, as authorized by the legislature, appoints Alan W. Haney, Dean, School of Natural Resources, UW-Stevens

Point, to a three-year term (January 1, 1994 - December 31, 1996) as a University of Wisconsin System representative to the Natural Areas Preservation Council.

Authorization to Recruit Dean, College of Sciences and Allied Health, UW-La Crosse

Resolution 6569: That, upon recommendation of the Chancellor of the University of Wisconsin-La Crosse and the President of the University of Wisconsin System, the Chancellor be authorized to recruit for a Dean, College of Sciences and Allied Health, University of Wisconsin-La Crosse.

Authorization to Recruit Dean, College of Liberal Studies, UW-La Crosse

Resolution 6570: That, upon recommendation of the Chancellor of the University of Wisconsin-La Crosse and the President of the University of Wisconsin System, the Chancellor be authorized to recruit for a Dean, College of Liberal Studies, University of Wisconsin-La Crosse.

Starting Date for Fall Semester Classes

Resolution 6571: That, upon recommendation of the President of the University of Wisconsin System and pursuant to 1993 ACT 57, Wis. Stats., the Board of Regents:

delegates to the President the authority to permit individual UW institutions to commence 1994 fall semester classes on September 1, 1994; and

instructs each of those institutions to formalize the procedures that accommodate students unable to register or attend classes in order to continue to work during the Labor Day weekend.

Appointment of Named Professor, UW-Eau Claire

Resolution 6572: That, upon recommendation of the Chancellor of the University of Wisconsin-Eau Claire and the President of the University of Wisconsin System, Professor Tess Onwueme, Department of English, be appointed Distinguished Professor of Cultural Diversity, effective spring semester, 1993-94 academic year.

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Report of the Senior Vice President

#### 1994-95 Sabbaticals

Senior Vice President Portch reported that 243 faculty members have been selected to receive sabbaticals during 1994-95. This is 21 more than were awarded during the current year. Some problems associated with sabbatical leaves were presented by Professor Toivola, President of The Association of University of Wisconsin Professionals, and work will begin on their

resolution.

#### Academic Staff Development Awards

There were 72 projects selected as recipients of academic staff development awards during the spring of this academic year. This will bring to 159 the number of academic staff projects that will receive almost \$150,000 in UW System matching funds this year.

#### Informational Report on Program Review and Planning in the UW System for 1992-93

This annual report also includes academic program changes and designations and was approved by System Administration during the year. This 48-page report indicates that program reviews and changes are both comprehensive as well as continuous activities, and a considerable amount of time and effort is spent by the faculty and administration in the critical area of program review and planning.

#### Joint Report of UW Medical School and the Medical College of Wisconsin

Senior Vice President Portch informed the Committee that the 1993-94 biennial budget bill required the UW Medical School and the Medical College of Wisconsin to submit a joint report by January 1, 1994, on how the schools will achieve the goal of having 50 percent of their graduates select a career in primary care specialties by the year 2000. The two medical schools and primary care provider groups have been working in collaboration on this report, and Dr. Portch reviewed for the Committee some key points that are likely to be included. While the report is due to the Legislature and the Governor by January 1 to meet the statutory requirement, the Board will have the opportunity at its February 1994 meeting to discuss and revise the report as necessary.

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#### Report on North Central Accreditation, UW-Superior

Senior Vice President Portch and members of the Committee congratulated Chancellor Youngblood and her faculty and staff on the recent accreditation review of UW-Superior by the North Central Association. The review recognized UW-Superior's assessment program, particularly the assessment program within the major. The Committee was pleased to see the widespread acceptance of assessment across an entire institution.

In Committee, Regent Krutsch asked the Chancellor how the North Central observations will be utilized in UW-Superior's strategic planning effort. It was noted that the accreditation team indicated that the institution must reduce the wide array of majors and components of majors it currently offers. In light of this finding, the Committee will be reviewing the institution's strategic planning efforts.

The proliferation of committees on this campus as well as the acceptance of the governance process within the institution were concerns the Chancellor indicated were under study, there being a need to streamline these processes and make them more efficient.

Regent Gundersen noted that the report included reference to UW-Superior's successful program for outcome evaluations, and he urged other UW universities to increase their acceptance of the concept in a broad-based way.

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#### REPORT OF THE PHYSICAL PLANNING AND DEVELOPMENT COMMITTEE

Regent Dreyfus, Chair, reported for the Committee.

##### Consent Agenda

Regent Dreyfus moved adoption by the Board of Resolutions 6573-6578 which had been unanimously approved in Committee. Regent Gundersen seconded the motion and they were approved unanimously by the Board.

UW-Eau Claire: Approval of Design Report; Authority to Construct Primary Electrical System Repairs

Resolution 6573: That, upon the recommendation of the UW-Eau Claire Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority granted to construct the Primary Electrical System Repair project, for an estimated total project cost of \$1,699,000, General Fund Supported Borrowing - Utilities Repair and Renovation funds.

UW-Madison: Authority to Increase Budget for Grainger Hall of Business Administration

Resolution 6574: 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 by an amount not to exceed \$600,000 of Gift Funds for the Grainger Hall of Business Administration, on the campus at UW-Madison, for a revised total cost of up to \$36,801,000, which would be funded as follows:

(a)	General Fund Supported Borrowing:	\$17,130,000
(b)	Program Revenue Supported Borrowing:	4,670,000
(c)	Program Revenue (cash):	676,000
(d)	Gift Funds:	14,325,000
	Total all funding sources:	\$36,801,000

The \$14,325,000 Gift Fund total includes the \$600,000 increase and will be reduced by the full amount of any balance that is not required.

UW-Madison: Authority to Increase WISTAR Funds for Engineering Building Addition/Remodeling

Resolution 6575: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to increase the

project budget for the Engineering Building Addition and remodeling and Total Facilities Performance - Phases 1 and 2 project by \$660,000 of General Fund Supported Borrowing - WISTAR Program funds, from the following funding sources:

General Fund Supported Borrowing	\$14,500,000
General Fund Supported Borrowing -	
All-Agency Program Funds	3,530,000
General Fund Supported Borrowing -	
WISTAR Program Funds	5,210,000
Gift Funds	2,000,000
Federal Funds	350,000
Revised Total Project Budget	\$25,590,000

UW-Parkside: Authorization to Accept Land from the Nature Conservancy at Chiwaukee Prairie in Kenosha County

Resolution 6576: That, upon the recommendation of the UW-Parkside Chancellor and the President of the University of Wisconsin System, authority be granted to accept from The Nature Conservancy a gift of approximately 137 acres of land, valued at \$288,300, located at the Chiwaukee Prairie in Kenosha County.

UW-Stevens Point: Approval of Design Report; Authority to Construct College of Natural Resources Building Addition and Remodeling Project

Resolution 6577: That, upon the recommendation of the UW-Stevens Point Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority be granted to construct the College of Natural Resources Building Addition and Remodeling project, for an estimated total project cost of \$10,814,000 (\$5,989,000 1993-95 General Fund Supported Borrowing - matching WISTAR funds and \$4,825,000 Federal Grant Funds).

UW-Whitewater: Approval of Design Report; Authority to Construct University Center Dining Facility Remodeling

Resolution 6578: That, upon the recommendation of the UW-Whitewater Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority granted to construct the 1993 University Center Dining Facility Remodeling - Phase I and II project, for an estimated project cost of \$1,672,000 of Program Revenue Bonding.

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UW-Stevens Point: Authority to Refurbish, Assemble and Install a Paper Machine

Regent Dreyfus explained that Resolution 6579 was on the November agenda

but was deferred to this month because of Committee discussion regarding two primary issues: the high cost for installing and repairing the equipment; and the request for full GPR funding. Since that meeting, Chancellor Sanders has determined that raising \$600,000 (approximately one third) of the \$1.8 million cost was an achievable goal. A representative at the Committee meeting from the Consolidated Paper Company expressed confidence and is leading the fundraising that agrees to provide at least one third of the funding in cooperation with the Paper Industry Management Association.

Regent Dreyfus thought there is a principle in this that needs addressing--the support of the System's centers of excellence. This program, he said, is the center of excellence of that campus for several reasons: because it is of such national excellence; because it is the only state program that produces paper scientists and engineers; and paper is currently the number one industry in the state, surpassing agriculture. On that basis, he thought that this state-supported university should be supporting the industry.

The UW-Stevens Point program, he continued, would not exist without the paper industry. The program has complete scholarships for every student and lucrative jobs exist for all graduates of the program, often at higher salaries than the professors who taught them. Professors often are retained on the campus only because the industry provides additional dollars for many faculty members.

He further stated that this situation is comparable to a future situation at UW-La Crosse. Their center of excellence, he believed, would have much to do with its cardiac rehabilitation unit which is one of the outstanding programs in the state and possibly in the country. Some day, he predicted, someone will donate to UW-La Crosse an MRI, a CAT scanner or something similar and look for similar support from the System to promote that center of excellence.

Regent Dreyfus then moved adoption of the resolution approving one third of the funds to come from outside fund raising, and the motion was seconded by Regent Barry.

Resolution 6579: That, upon the recommendation of the UW-Stevens Point Chancellor and the President of the University of Wisconsin System, authority be granted to refurbish, assemble and install a Paper Machine, for an estimated total project cost of \$1,835,000 (\$1,235,000 General Fund Supported - Borrowing WISTAR funds and \$600,000 Gift Funds).

Regent Barry explained that because the Committee had voted to defer this resolution the prior month when Regent Dreyfus had been absent, the resolution now had more definition and was greatly improved.

Regent Budzinski said his concerns had been addressed by a survey of paper machine manufacturers, all of whom felt it would be a mistake not to install the machine for a price of \$1.8 million.

Regent Tregoning said he understood that because this 32-year-old machine does not operate as fast as a new one, students have the opportunity to stop it and study it. He did not want, however, to set a precedent for future equipment donations that would require the industry also to provide private

funds. This could, he said, discourage donations to the UW centers of excellence.

In his business, Regent Orr stated, they have eight machines running, the oldest of which was built in 1899 and the newest in 1965, all of them remaining highly competitive in the market.

Regent Gelatt was concerned about upkeep for this older machine, and Chancellor Sanders explained that of the \$1.8 million, about half will be spent for the machine's refurbishment before it is installed, so maintenance costs will be very low for a long period of time.

Put to the vote, Resolution 6579 was adopted unanimously.

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#### Report of the Vice President

##### Camp Randall Stadium

Vice President Brown reported that at the Building Commission meeting there was an increase of \$700,000 for the Camp Randall Stadium structural repair project and an additional \$25,000 to cover the cost of conducting further studies on improvements to address crowd safety aspects.

##### UW-Stevens Point Land Purchase

The Building Commission also approved the UW-Stevens Point purchase of .151 acre of land for future parking development with the stipulation that no state tax dollars are to be spent on relocation costs.

##### USDA Grant for UW-Madison Biotechnology Genetics Project

The Vice President reported an additional grant in excess of \$2 million from the USDA for the UW-Madison biotechnology genetics project, which means that over one third of the funding for this \$30 million project has been raised from federal sources.

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#### REPORT OF THE COMMITTEE ON REGENT ORIENTATION AND DEVELOPMENT

Regent Krutsch, Chair of the Committee on Regent Orientation and Development, urged full Regent representation at the scheduled January 28, 1994, development program entitled "The Role of the Citizen Board in Public Universities: Responsibilities and Relationships." The morning session speaker will be Joe Kauffman, Professor Emeritus of Educational Administration at UW-Madison, and a former Executive Vice President of the System, speaking on the history and role of the citizen board in American public higher education, with particular emphasis on a multi-campus system. Following Professor Kauffman's presentation will be a panel of representatives from campuses, the System and Legislature which will provide an opportunity for interaction between Board members and the panel.



Following lunch, she continued, Tom Layzell, Chancellor of the Board of Governors of the Illinois State Colleges and Universities, will speak on the public university governing board relationship to internal and external constituencies. A panel will follow Chancellor Layzell which will consist of legislators, a representative from the Governor's office, two Regents Emeriti, and System President Lyall. There also will be an opportunity for some discussion after comments by panel members.

Regent Krutsch thought that this first annual development session will be a very useful opportunity for education and reflection about some very basic, important aspects of Board members' responsibilities.

President Steil commended Regent Krutsch and members of the Committee for their outstanding preparatory work on this meeting.

Regent Dreyfus suggested that the Committee also may want to include in development programs Mr. Alan Ostar, retired chief executive of the American Association of State Colleges and Universities, who spent 30 years of his career in the UW System.

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#### ADDITIONAL RESOLUTIONS

##### Cancellation of January 6 and 7, 1994, Meetings

President Steil said he was not aware of any circumstances that would prevent cancellation of these meetings, and upon motion by Regent Lubar, seconded by Regent Tregoning, the following resolution was adopted unanimously by the Board:

Resolution 6580: That the meetings of the Board of Regents scheduled for January 6 and 7, 1994, be cancelled.

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##### Resolution of Commendation: Chancellor Outcalt

Regent Davis presented the following resolution and moved its adoption by the Board of Regents. The resolution was adopted by a standing ovation.

Resolution 6581: Whereas, David Outcalt has served with distinction as chancellor of the University of Wisconsin Green Bay for six years; and

Whereas, Chancellor Outcalt has contributed substantially to UW-Green Bay in the areas of student recruitment, program development, community relations, affirmative action, administrative organization; and

Whereas, these efforts have included the development of a number of joint degree programs with other UW System institutions, thus making wise use of state resources and fostering a spirit of cooperation among UW campuses; and

Whereas, Chancellor Outcalt succeeded in strengthening the university's ties with the community by spearheading business ventures through the UW-Green Bay Technology Park and collaborations with the state VTAE system; and

Whereas, under his direction and leadership, the Edward W. Weidner Center for the Performing Arts became a reality, opening earlier this year on the Green Bay campus; and

Whereas, David Outcalt's tireless efforts on behalf of the UW System are greatly appreciated by all who have had the good fortune to work with him;

Therefore, be it resolved that the Board of Regents of the University of Wisconsin system highly commends David Outcalt for dedicated service as chancellor, extending sincere best wishes to him as he continues his work at UW-Green Bay under the Philip and Elizabeth Hendrickson Professorship in the School of Business.

Thanking the Board for its kind resolution, Chancellor Outcalt pointed out that although he had been UW-Green Bay Chancellor since 1986, he has been a chancellor for 12-1/2 years, including the years beginning in 1981 when he was Chancellor of the University of Alaska-Anchorage. Both institutions, he said, were very young when he came and were just developing their maturity but were very promising institutions that had already achieved some distinction.

The Chancellor said he maintains a profound respect for the University of Wisconsin System and believes the Board will face exceptional challenges from several directions in the next few years. He predicted that higher education would affect the development of international economic competitiveness and that, as the electronic revolution begins to be felt in the classroom, the faculty workload would need redefinition and would impact on how the System operates and budgets.

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Regent Davis asked if it would be possible, from an administrative perspective, to pass the resolution to go into closed session earlier in the Board meeting; and President Steil thought it might be a good suggestion from Board Parliamentarian Robert Andersen that a recess could be declared at the end of the Board meeting and the resolution to go into closed session could be read when the Board reconvenes after that recess.

At 10:50 a.m., the following resolution, moved by Regent Grebe, and seconded by Regent Nicholas, was adopted unanimously on a roll-call vote, with Regents Barry, Benson, Budzinski, Davis, Dreyfus, Grebe, Gundersen, Hempel, Krutsch, Lubar, MacNeil, Nicholas, Orr, Schilling, Steil and Tregoning (16) voting in the affirmative. There were no abstentions and no dissenting votes.

Resolution 6582: That the Board of Regents recess into closed session to

consider compensation of employees, and to consider approval to offer salary that exceeds executive salary group six maximum to specific individuals, UW-Madison, UW-Milwaukee, as permitted by s. 19.85(1)(c), Wis. Stats.;

For initial review of honorary degree nominations at UW-Milwaukee and UW-Stout, for possible action on appointments to the UW-Superior Board of Visitors, and on whether to grant a request to review a decision on a student disciplinary matter, UW-Whitewater, as permitted by s. 19.85(1)(f), Wis. Stats.;

And to confer with legal counsel, as permitted by s. 19.85(1)(g), Wis. Stats.

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#### CLOSED SESSION ACTIONS

The Board arose from closed session at 12:05 p.m., having adopted the following resolutions:

Appointment to Board of Visitors, UW-Superior

Resolution 6583: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of UW-Superior, Mr. James H. Schlender be appointed to the UW-Superior Board of Visitors for a three-year term, effective December 15, 1993.

Offer of Salary Exceeding Executive Salary Group 6 Maximum, UW-Milwaukee

Resolution 6584: 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 offer a 33% appointment at a full-time equivalent salary of A\$110,000 for the Interim University Physician/Director of Student Health, for the period November 15, 1993 through June 30, 1994.

Offer of Salary Exceeding Executive Salary Group 6 Maximum, UW-Madison

Resolution 6585: 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 offer a salary of A\$95,000 for the Director of the University Industry Research (UIR) Program.

Compensation Adjustment

Resolution 6586: That, upon the recommendation of the Chancellor of the

University of Wisconsin-Madison and the President of the University of Wisconsin System, the payment of the academic and competitive performance incentive provision of the November 10, 1992 Employment Agreement between UW-Madison and head football coach Barry Alvarez be authorized following any bowl appearance this season.

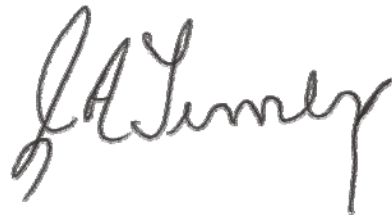
Request for Review of Decision on Student Disciplinary Matter, UW-Whitewater

Resolution 6587: That, upon the recommendation of the Committee on Student Discipline and Student Governance Appeals, the request for review submitted by a UW-Whitewater student be denied.

Base Salary Adjustment, UW-Extension

Resolution 6588: That, upon the recommendation of the President of the University of Wisconsin System, a base salary adjustment of \$3,000 be approved for the Chancellor, UW-Extension, effective January 1, 1994, to recognize competitive factors.

The meeting adjourned at 12:05 p.m.



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Judith A. Temby, Secretary

January 10, 1994

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN

Executive Committee

Minutes of the Meeting

November 15, 1993

9:30 a.m.

Held by telephone conference

Committee members present: Regent Dreyfus, Regent Grebe, Regent Lubar,  
Regent Schilling, and Regent Steil

Committee members  
unable to participate: Regent Davis and Regent Gelatt

- Regent President Steil presiding -

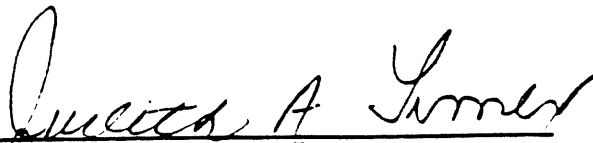
The meeting was called to order at 9:30 a.m., at which time it was moved by Regent Grebe and seconded by Regent Dreyfus that the Committee recess into closed session, as permitted by s.19.85(1)(e), Wis. Stats., for competitive reasons, to deliberate regarding purchase of real estate.

The motion was adopted on a unanimous roll-call vote, with Regent Dreyfus, Regent Grebe, Regent Lubar, Regent Schilling, and Regent Steil voting in the affirmative.

In the closed session, the Committee voted:

Resolution 6564: That the purchase and remodeling of Parkway Hospital be approved at a total cost not to exceed \$4.24 million to be funded by program revenues, with every effort made to negotiate further reduction in the purchase price. Renovation costs are not to exceed \$840,000.

The meeting was adjourned at 9:55 a.m.

  
Judith A. Temby, Secretary

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EXHIBIT A

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Executive Committee

MINUTES OF THE MEETING

December 3, 1993

2:05 p.m.

Held by telephone conference

Executive Committee members participating: Regent Davis, Regent Dreyfus, Regent Gelatt, and Regent Grebe

Executive Committee members unable to participate: Regent Lubar, Regent Schilling, and Regent Steil

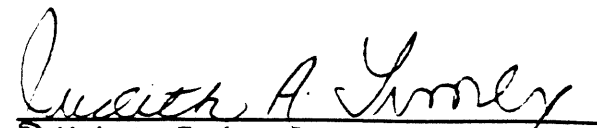
- Regent Vice President Grebe presiding -

Upon motion by Regent Dreyfus, seconded by Regent Davis, the minutes of the Executive Committee meeting held on November 15, 1993, were approved as distributed.

The purpose of the meeting was to consider amendments to personnel rules affecting probationary faculty and probationary academic staff appointments, specifically involving circumstances not included in the 7-year probationary period. Proposed amendments specifying additional circumstances not to be included in the 7-year period were approved by the Board in September 1993 and submitted to the Legislature. During the Legislative review period, several modifications were suggested and these legislative proposals were brought to the Executive Committee for action.

After review and discussion of the proposed changes, the Executive Committee, upon motion by Regent Davis and seconded by Regent Dreyfus, approved the proposed changes and included an additional modification to indicate that the designated administrative officer who is authorized to grant a request for additional time because of responsibilities with respect to childbirth or adoption shall also specify the appropriate length of time to be granted. The amendments as modified are being returned to the Legislature for an additional 10-day review period. The proposed amendments as revised are attached as EXHIBIT A.

The meeting was adjourned at 2:40 p.m., upon motion by Regent Dreyfus, seconded by Regent Davis.

  
Judith A. Temby, Secretary

December 7, 1993

EXHIBIT B

MODIFICATIONS TO CLEARINGHOUSE RULE 93-106

SECTION 1. UWS 3.04 is renumbered 3.04(1) and amended to read:

UWS 3.04 PROBATIONARY APPOINTMENTS. (1) Each institution's rules for faculty appointments shall provide for a maximum 7-year probationary period in a full-time position, and may provide for a longer maximum probationary period in a part-time position of at least half time. Such rules may permit appointments with shortened probationary periods or appointments to tenure without a probationary period. Provision shall be made for the appropriate counting of prior service at other institutions and at the institution. ~~A leave of absence, sabbatical leave, or teacher improvement assignment shall not constitute a break in continuous service, nor shall it be included in the probationary period.~~ Tenure is not acquired solely because of years of service.

SECTION 2. UWS 3.04 (2), (3), and (4) are created to read:

UWS 3.04 (2) A leave of absence, sabbatical or a teacher improvement assignment does not constitute a break in continuous service and shall not be included in the 7-year period under sub. (1).

UWS 3.04 (3) Circumstances in addition to those identified under sub. (2) that do not constitute a break in continuous service and that shall not be included in the 7-year period include responsibilities with respect to childbirth or adoption, significant responsibilities with respect to elder or dependent care obligations, disability or chronic illness, or circumstances beyond the control of the faculty member, when those circumstances significantly impede the faculty member's progress toward achieving tenure. It shall be presumed that a request made under this section because of responsibilities with respect to childbirth or adoption shall be approved. A request shall be made before a tenure review commences under s. UWS

3.06(1)(c). A request for additional time because of responsibilities with respect to childbirth or adoption shall be initiated in writing by the probationary faculty member concerned and shall be submitted to a designated administrative officer who shall be authorized to grant a request and who shall specify the length of time for which the request is granted. Except for a request because of responsibilities with respect to childbirth or adoption, a request made because of other circumstances under this section shall be submitted to a designated administrative officer who shall be authorized to grant a request in accordance with institutional policies. A denial of a request shall be in writing and shall be based upon clear and convincing reasons. More than one request may be granted because of responsibilities with respect to childbirth or adoption. More than one request may be granted to a probationary faculty member but the total, aggregate length of time of all requests, except for a request because of responsibilities with respect to childbirth or adoption, granted to one probationary faculty member ordinarily shall be no more than one year. Each institution shall develop procedures for reviewing the requests.

(4) If any faculty member has been in probationary status for more than seven years because of one or more of the reasons set forth in sub. (2) or (3), the faculty member shall be evaluated as if he or she had been on probationary status for 7 years.

**EXAMPLE:**

A faculty member has been on probationary status for a total of 9 years because the faculty member was granted two requests under sub. (3) for one-year extensions because of the birth of two children. The faculty member's teaching, research and



professional and public service and contribution to the institution shall be evaluated as if the faculty member had only 7 years to work towards achieving tenure, rather than as if the faculty member had been working towards achieving tenure for 9 years.

SECTION 3. UWS 3.06(1)(b) is amended to read:

UWS 3.06(1)(b) Criteria. Decision relating to renewal of appointments or recommending of tenure shall be made in accordance with institutional rules and procedures which shall require an evaluation of teaching, research and professional and public service and contribution to the institution. The relative importance of these functions in the evaluation process shall be decided by departmental, school, college and institutional faculties in accordance with the mission and needs of the particular institution and its component parts. Written criteria for these decisions shall be developed by the appropriate institutional faculty bodies. Written criteria shall provide that if any faculty member has been in probationary status for more than 7 years because of one or more of the reasons set forth in s. UWS 3.04 (2) or (3), the faculty member shall be evaluated as if he or she had been in probationary status for 7 years.

SECTION 4. UWS 10.03(2)(a) is renumbered 10.03(2)(a)1. and is amended to read:

UWS 10.03(2)(a) Probationary academic staff appointments. 1. Each institution of the system may appoint selected members of the academic staff to probationary academic staff appointments leading to review and a decision on an indefinite appointment. Each institution shall adopt procedures to govern such appointments. These procedures shall provide for appropriate

counting of prior service, for a maximum probationary period not to exceed 7 years for a full-time position, for annual appraisal of performance, and for an affirmative review process prior to the end of the probationary period resulting in promotion to an indefinite appointment or termination of the appointment. A longer maximum probationary period may be provided for part-time appointees. Unless otherwise specified, probationary appointments shall be for a period of one year. ~~A leave of absence shall not constitute a break in continuous service, nor shall it be included in the probationary period.~~ An indefinite appointment is not acquired solely because of years of service.

SECTION 5. UWS 10.03(2)(a) 2., 3., and 4., are created to read:

UWS 10.03(2)(a)2. A leave of absence shall not constitute a break in continuous service, nor shall it be included in the probationary period under sub. (1).

UWS 10.03(2)(a)3. Circumstances that do not constitute a break in continuous service and that shall not be included in the 7-year period include responsibilities with respect to childbirth or adoption, significant responsibilities with respect to elder or dependent care obligations, disability or chronic illness, or circumstances beyond the control of the academic staff member, when those circumstances significantly impede the academic staff member's progress toward achieving indefinite status. It shall be presumed that a request made under this section because of responsibilities with respect to childbirth and adoption shall be approved. A request shall be made before an indefinite status review commences under s. UWS 10.03(2)(a)1. A request for additional time because of responsibilities with respect to childbirth or adoption shall be initiated in writing by the academic staff member concerned and shall be submitted to a designated administrative officer

who shall be authorized to grant a request following consultation with the academic staff member's supervisor and who shall specify the length of time for which the request is granted. Except for a request because of responsibilities with respect to childbirth and adoption, a request made because of other circumstances under this section shall be submitted to a designated administrative officer who shall be authorized to grant a request in accordance with institutional policies. A denial of a request shall be in writing and shall be based upon clear and convincing reasons. More than one request may be granted because of responsibilities with respect to childbirth or adoption. More than one request may be granted to a probationary academic staff member but the total, aggregate length of time of all requests, except for a request because of responsibilities with respect to childbirth or adoption, granted to one probationary academic staff member ordinarily shall be no more than one year. Each institution shall develop procedures for reviewing the requests.

4. If any academic staff member has been in probationary status for more than seven years because of one or more of the reasons set forth in sub. 2. or 3., the academic staff member shall be evaluated as if he or she had been on probationary status for 7 years.

**EXAMPLE:**

An academic staff member has been on probationary status for a total of 9 years because the academic staff was granted two requests under sub. 3. for one-year extensions because of the birth of two children. The academic staff member's record of performance shall be evaluated as if the academic staff had only 7 years to work towards achieving indefinite status, rather than as

if the academic staff member had been working towards achieving indefinite status for 9 years.