

MINUTES OF THE REGULAR MEETING
of the
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Madison, Wisconsin

Friday, May 6, 1994

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MINUTES OF THE REGULAR MEETING
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BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Madison, Wisconsin

Held in the Clarke Smith Room, Van Hise Hall
Friday, May 6, 1994
9:00 a.m.

- President Steil presiding -

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

ABSENT: Regents Barry, Dreyfus, and Orr

Approval of Minutes

Upon motion by Regent Lubar, seconded by Regent Budzinski, minutes of the meeting of the Board of Regents held on April 7 and 8, 1994, were unanimously approved as distributed.

REPORT OF THE PRESIDENT OF THE BOARD

Report of the Vice Chair of the Council of Trustees of the UW Hospital and Clinics

Presenting a summary of the May 5 meeting of the Council, Regent Gundersen, Vice Chair, noted that there has been a year-to-date 3.8 percent decrease in admissions and patient days. No significant change is expected for the remainder of the fiscal year. Expected revenues exceed projections, due to retroactive Medicare adjustments of \$6 million--an infusion of funds for 1993-94 only.

It was reported that construction has begun of the UW Hospital Sports Medicine, Spine, Industrial Medicine, and Preventive Cardiology facility. This new building will ease a severe space deficit within the hospital.

There have been difficulties in filling several vacancies in departmental chairmanships and other positions due in part to inadequate facilities and space. Dean Marton and Superintendent Derzon assured the Council that a proposed integrated health science project will address this problem.

The Council heard a report on the first meeting of a group headed by Regent Orr which is looking into issues identified in the recent Legislative Audit Bureau report. Other participants in the group are Regent Lubar, Chancellor Ward, James Morgan and Pamela Wegner. The group expects to finish its work by mid-June. Council member Weinstein noted formation at the federal level of public/private enterprises which signal a change in the way government does business. Regent Gundersen commented that the hospital is at risk and must be protected. Regent Orr and Dean Marton emphasized the importance of the hospital to the success of the schools of Medicine, Nursing and Pharmacy.

The Council reviewed the 1994-95 budget, which was described by Superintendent Derzon as the most challenging in many years. No rate increase is proposed for 1994-95 and cost containment measures will be continued. Net income over expenses in 1994-95 is expected to be \$4 million, which is smaller than in past years. Room rates at UW Hospital are \$350 per day, which is competitive with other local hospitals.

Volume data for 1993-94 shows that inpatient days decreased and intensive care unit days increased. There were increases in some outpatient areas, but decreases in others.

Regent Krutsch reported to the Council that a new safety director had been hired.

Medical staff appointments were approved by the Council.

Report on the Association of Governing Boards National Conference

Regent Krutsch, Regent liaison to the Association of Governing Boards, reported on the AGB's April 16-19 conference in Washington D.C., noting that Regent Tregoning and Chancellor Kerrigan also were in attendance.

The Multi-Campus System Track, in which Regent Krutsch participated, was moderated by Chancellor Thomas Layzell, of the Illinois Board of Governors and a speaker at the UW Board's January development session. Topics included: Making policy within the multi-campus system, the relationship between system and the campuses, and the needs and expectations of the system board chair. In addition, Edgar Schick, a consultant for the American Association of State Colleges and Universities, made a report on institutional boards within multi-campus systems.

Other sessions included a discussion of the future of accreditation, led by Peter McGrath, President of the National Association of State Universities and Land Grant Colleges; and a presentation on the Wingspread Report on Higher Education, with a panel that included former Senator William Brock, who chaired the Wingspread group. Panel member Constance Barry Newman commented that recent college graduates do not seem to have adequate understanding of the historical traditions of this country. Panelist Gilbert Amelio, Chief Executive Officer of the National Semi-Conductor Corporation, observed that graduates lack skills in mathematics, science and communications.

Regent Krutsch described topics covered in a session on higher education productivity, led by Sean Rush, a Coopers and Lybrand partner and Chair of Higher Education Consulting Services. He suggested that a focus on quality within realistic financial parameters may be a more appropriate concept in the university setting than the concept of productivity, per se. He also discussed the concept of institutional financial equilibrium, which involves realistic calculation of how much money is available to be spent currently and in the future. Once this calculation is made, the university must determine what programs of appropriate quality it can afford to offer. Productivity is a by-product of implementing suitably designed quality initiatives.

Regent Tregoning noted that the UW Board already is taking initiatives along the lines of suggestions made at the conference session on strengthening board effectiveness with respect to communicating with legislators, media and other constituents. In the area of fundraising, it was suggested that Board members become active participants in these events in order to heighten interest and demonstrate support for the importance of fundraising. Attendance at a session for new trustees had enhanced his appreciation for the respect with which he is treated as the student member of this Board.

Suggesting that a larger group of Regents attend next year's conference, Regent Krutsch and Regent Tregoning emphasized the value of exposure to speakers and issues, along with the opportunity to discuss such issues as a group.

Report of the State Superintendent of Public Instruction

Regent Benson distributed copies of testimony he had presented to the Study of Administrative Value and Efficiency Commission. The testimony included description of the Department's vision for the future and how it is reorganizing to carry out that vision.

Report on Legislative Matters

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

Resolution of Commendation: Senior Vice President Portch

The following resolution of commendation for Senior Vice President Portch, who is leaving the UW System to become Chancellor of the University of Georgia System, was presented by Regent Davis and adopted by acclamation with a standing ovation:

Resolution 6662: WHEREAS, Stephen R. Portch will leave the University of Wisconsin System on July 1, 1994 after 18 years of distinguished service to the System as a faculty member at UW Center-Richland, Dean of UW Center-Marathon County, Chancellor of UW Centers, and Senior Vice President for Academic Affairs; and

WHEREAS, during his three years as chief academic officer of the UW System his leadership has been instrumental in the formulation and implementation of Enrollment Management policies, lateral reviews of academic programs, and policies enhancing transfer opportunities with the Wisconsin Technical College System; and

WHEREAS, he provided leadership for The Undergraduate Imperative, which brought together many initiatives focusing on the single most important mission of the UW System: high quality undergraduate education; and

WHEREAS, he served as a member of the Governor's Task Force on University of Wisconsin Accountability Measures, and oversaw the subsequent development of accountability goals and indicators; and

WHEREAS, he introduced Academic Affairs to tea and scones, crumpets and cricket, and Guy Fawkes Day, as well as a new academic discipline: American as a Second Language; and

WHEREAS, he is a modern-day yeoman farmer and barnyard philosopher, and a model of the simple agrarian values that made Wisconsin what it is today; and

WHEREAS, he is an innovative teacher, a consultative leader, a considerate colleague, and a gifted administrator, possessed of great wit, charm and personal commitment to the cause of public higher education;

THEREFORE, be it resolved that the Board of Regents of the University of Wisconsin System expresses its heartfelt gratitude and appreciation for his devoted service, and extends sincere congratulations and best wishes to Dr. Portch and his wife, Barbara, as they embark on a new and challenging assignment as chancellor of the University of Georgia System.

In remarks following presentation of the resolution, Senior Vice President Portch recalled that he had begun his career in the UW System as a faculty member of the smallest campus--UW Center-Richland, after which he had moved to the deanship of the UW Center-Marathon County. He was appointed Chancellor of the UW Centers, and then Vice President and Senior Vice President for Academic Affairs of the UW System.

He thanked the Regents for the confidence they had placed in him throughout the years, and he expressed appreciation for the mentoring he had received from President Lyall and other senior officials, as well as for the talented colleagues he had had the opportunity to work with--chancellors, vice chancellors, faculty, academic staff and students. Introducing his staff, he thanked them for their loyalty, their commitment to education and their dedication to the UW System. The Georgia Regents, he noted, complimented the UW System highly on the quality of its reputation and its people.

Urging that this talent not be taken for granted, he emphasized that a great university needs to recognize, support and reward its vibrant faculty, creative staff, motivated students and bold administrators. He particularly commended President Lyall as a leader of extraordinary intellect, work ethic and decency.

Second, he urged that the UW System's reputation for excellence not be taken for granted. Warning that the current property tax issue has the potential to seriously erode the UW's quality, he stated that the Regents and citizens must stand together to preserve the greatness of the UW System as a state treasure.

Recognition of Retiring Regents Erroll Davis and Albert Nicholas

Noting that Regent Davis and Regent Nicholas were completing their seven-year terms on the Board, Regent President Steil thanked them for the outstanding contributions they had made and extended gratitude and best wishes on behalf of the Board. He commended them for finding the time in their demanding careers as highly successful business executives to contribute their energy and talents to higher education.

Stating that his seven years on the Board had been a labor of love and a wonderful learning experience, Regent Davis thanked the administrators and staff for their support, the university communities for their hospitality to the Regents and others, and fellow Regents for the opportunity to work with them. The UW System today, Regent Davis observed, is a better system than in the past and is much more efficient and productive. Stating that it is the responsibility of the Board to maintain the quality of the UW System, he expressed his appreciation for the opportunity to make a contribution and to serve the people of the state.

Regent Nicholas began his comments by citing advice given to him when he joined the Board by Regent Schilling, who counseled that a Regent must be able to listen, ask good questions, use common sense and use the background he or she brings to the Board. Using his expertise in investments and his interest in athletics, Regent Nicholas had focused his contributions in these areas.

Expressing appreciation for all he had learned and the fine people he had met, he stated that it has been an honor to serve the UW System and urged the Regents to work hard to maintain the UW System's excellence.

Presentation: Report on the Results of Strategic Planning at the UW-Madison College of Agricultural and Life Sciences

The presentation was made by Roger Wyse, Dean of the UW-Madison College of Agricultural and Life Sciences.

Noting that the purpose of the planning exercise was to position the college for the future, Dean Wyse pointed out the ranking of the college as one of the finest in the country in the areas of agriculture, biology, environment and natural resources. It is the combination of these programs that gives the college its strength and ability to address societal problems relating to the environment, health and agriculture.

As a land-grant institution, the college has a mandate to do research, train students and apply discoveries to improving the quality of life for citizens of the state. This is accomplished in partnership with UW Extension.

The Dean described the following two challenges facing the college: First, the inflexibility of the budget, with most state dollars (92 percent) committed to faculty and classified staff salaries. The faculty is highly successful in obtaining external grants and contracts, amounting to about \$64 million per year. It is this money which determines the research agenda. The challenge is how to be able to apply income to the needs of the state.

The second challenge is an over-committed budget and the resulting need to downsize the college by about ten percent. This translates into about 30 faculty, 40 staff, and a ten percent reduction in administration.

Dean Wyse discussed the planning process and the effort to integrate quality while being responsive to state needs. There is need for an ongoing planning process in which continual assessment of progress takes place.

Another emphasis of the planning process was to reconnect the college to its constituents. This was accomplished through focus groups statewide, public workshops, conferences, and hearings.

As a result of these planning efforts, goals, objectives and action plans now are in place. Outcomes to be emphasized are: 1) Maintaining quality of faculty and academic excellence; 2) renewal of commitment to undergraduate education with more efficient delivery and a strong science base; 3) responsiveness to the citizens of the state; 4) multi-disciplinary programs; and 5) realigning the definition of scholarship and the reward system.

In reaching these outcomes, the talent represented in the faculty will be integrated with other colleges in the System, in UW-Madison, across state boundaries. New efforts are being made to coordinate between departments and across college boundaries and to eliminate low-enrollment courses. There also

is movement toward a core curriculum, from which students can be advised into a major field of study in a timely way, thus reducing time to degree.

Report on State Fiscal Environment

President Lyall reported that the Joint Committee on Employment Relations accepted the recommendation of the Department of Employment Relations Secretary to approve a two percent parity adjustment for UW faculty and academic staff. This adjustment brings unclassified employees into parity with the settlements provided to classified state employees for the coming year. Together with the previously approved pay plan, compensation increases will total six percent when the last installment goes into effect on January 1, 1995. With these adjustments, faculty and academic staff salaries will be closer to market than at any time in the past decade. In approving the parity adjustments, the Committee requested that in the next biennial budget the Board of Regents identify ways in which future compensation increases might be better targeted to recognize teaching. Regent guidelines for distributing pay plans currently stipulate that teaching must be taken into account and that teaching evaluations must be conducted as part of the process. Individual campus distribution guidelines also provide for the reward of teaching in pay plan allocations. President Lyall will consult with UW institutions and provide a recommendation for the Board's consideration in submitting the 1995-97 compensation request.

Turning to another development, the President reported that the Secretary of the Department of Administration has instituted a hiring freeze for all state agencies. Coming at the time when hiring commitments are being made for the fall semester, this presents a number of questions and concerns for UW institutions. The Secretary's guidelines indicate that each vacancy should be evaluated and justified before refilling. The UW System has had such a rejustification policy in place for more than a year. If this existing standard meets the guideline, the UW should be able to meet obligations for the fall.

Pre-College Programs

Referring to pre-college program catalogue that had been distributed to the Regents, President Lyall expressed appreciation to the Department of Public Instruction and UW Extension for assistance in developing this publication, which contains a comprehensive list of pre-college opportunities throughout the state. Included are courses in science, mathematics, communications, social sciences and others. There are music, computer, and sports camps, opportunities to learn about different careers and to participate in Upward Bound. What the programs have in common is the chance to visit a campus and get a glimpse of the world of learning in college.

National Contest Winners at UW-Platteville

President Lyall reported that the UW-Platteville student team won the 1994 National Collegiate Soils Judging Contest, defeating teams from Purdue, Cornell, Penn State, Iowa State and other first-rate agricultural schools. This is the seventh national championship UW-Platteville has won and is an indicator of the excellent education that agriculture students receive at that institution.

UW-Madison Core Curriculum

It was reported by President Lyall that the UW-Madison Faculty Senate recently voted to adopt a core curriculum to be required of all undergraduate students. The curriculum focuses on written and oral expression, essential mathematical skills, and broad exposure to knowledge in the natural and social sciences and humanities. This is another step, the President indicated, in UW-Madison's agenda of initiatives to improve undergraduate education. Others include expansion of the undergraduate honors program; a writing across the curriculum program; a new automated course planning and advising system; regular customer surveys of employers, students and alumni; and sophomore year testing of basic skills.

Underkofler Distinguished Teaching Awards

President Lyall announced receipt of Underkofler Distinguished Teaching Awards by four outstanding UW faculty: Emily Auerbach, Professor of English, UW-Madison; Harold Schlais, Professor of Mathematics, UW Center-Rock County; Patricia Devine, Professor of Psychology, UW-Madison; and D. Joanne Wilson, Professor of Engineering, UW-Platteville. Regent Davis presented the awards, which are supported by Wisconsin Power and Light Holdings and are named in honor of former Chairman and CEO James Underkofler. These awards, which carry sizable stipends, help to reinforce the message that fine teaching is valued throughout the UW System.

Congratulations to John Stockwell

President Lyall congratulated John Stockwell, Interim Chancellor of UW-Parkside, on his appointment as Chancellor of the University of South Carolina at Spartanburg.

Congratulations to Mike Dorsher

President Lyall congratulated *Wisconsin State Journal* higher education reporter Mike Dorsher on his admission to the doctoral program in journalism at the University of Maryland.

Appreciation to Steven and Barbara Portch

President Lyall expressed her deep appreciation to Steven and Barbara Portch for all they had contributed to the welfare of the UW System and its students over the years. They soon will move from Wisconsin to Georgia, where Dr. Portch has accepted the position of Chancellor of the University of Georgia System.

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REPORT OF THE BUSINESS AND FINANCE COMMITTEE

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

Consent Agenda

Regent Gelatt presented Resolutions 6663 and 6664, which were approved unanimously by the Business and Finance Committee, and moved their adoption as consent agenda items by the Board of Regents. The motion was seconded by Regent Nicholas. At the request of Regent Davis, Resolution 6664 was removed from the consent agenda. Put to the vote, Resolution 6663 was approved unanimously by the Board of Regents.

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Julian J. Rogan Trust

Resolution 6663: 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 Julian J. Rogan, be accepted; and 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 of Wisconsin, Madison, Wisconsin.

(The Will provides \$100,000 to the University of Wisconsin, Madison, Wisconsin to establish a fund to be known as the JULIAN J. ROGAN SCHOLARSHIP FUND. The net income from the Fund, as determined under applicable policies of the institution, shall be used to provide scholarships to students who are dependent in whole or in part upon their own efforts to provide the means of obtaining an education. Among worthy and eligible students, preference shall be given to those students whose parents are employees at the time the scholarship is awarded of Rogan Corporation, a Delaware corporation whose principal office is currently in Northbrook, Illinois, or students who at the time the scholarship is awarded are employees of Rogan Corporation, or are on leave from employment by Rogan Corporation, or have left the employment of

Rogan Corporation, in order to attend such institution. Otherwise, the selection of individuals to receive such scholarship awards and all other matters relating to the making of such awards shall be under the direction of the President of the institution or the person designated by him to administer scholarship funds.)

Salary Policy for UW System Senior Executives

Regent Davis stated his support of Resolution 6664 and commended those who had worked on developing the proposed policy. Noting the coming departure of Senior Vice President Portch and the UW-Madison Chancellor's inability to put together a competitive package to attract outstanding candidates for the vice chancellorship, Regent Davis pointed to the importance of paying competitive market salaries and noted that it will not be possible to implement fully the proposed policy because of statutory constraints. His concern was that the quality of the UW System will be eroded if market salaries are not paid, not only to senior executives, but also to faculty and staff at every level.

Regent Gundersen stated his agreement with Regent Davis' comments.

Regent Gelatt expressed appreciation to Regent Hempel and Regent Orr for their work on the salary policy.

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

Resolution 6664: That the Board of Regents rescinds Resolution 5357 (November 1989) and adopts the attached salary policy for UW System senior executives.

(The policy is attached to the minutes as EXHIBIT A.)

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Amendment of Investment Guidelines to Remove Prohibition of Investments in Companies Doing Business in South Africa

The Business and Finance Committee approved a resolution to change the trust fund investments, objectives and guidelines to remove the explicit prohibition against investments in companies doing business in South Africa. This action followed amendment by the Board of Resolution 1615 at the March 1994 meeting and the recent all-race elections held in South Africa.

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Endowment Update

Vice President Marnocha provided the Committee with an endowment update, which showed the market value of the principal fund on June 30, 1993, to be \$139.8 million. Equities comprised 59 percent of the portfolio; fixed income securities, 41 percent. The five-year history of the fund showed a 43 percent growth. The market value of the fund grew to \$149 million as of March 31, 1994. UW investment performance lags the NACUBO \$100-\$399 million grouping and the Big Ten schools for all of the periods measured, while UW performance relative to markets is above market indices in most of the past five years. Even though UW managers have currently been exceeding market indices, managers of other Big Ten schools and the NACUBO peer group have consistently added more value.

Review of Asset Allocations

The Business and Finance Committee approved a resolution increasing the equity fraction of the principal fund from 60 percent to 65 percent effective June 1, 1994. It is the consensus of the Committee to request removal of the 75 percent limit on the equity portion as part of the statutory language recommendations in the 1995-97 biennial budget.

1994-95 Annual Budget Preview and Base Review

Vice President Marnocha and Associate Vice President Sell presented to the Committee the annual budget preview and base review. The highlights of the annual budget preview include: First, most of the funding increase--88 percent--is for compensation, while only 12 percent is for new initiatives. Second, the total GPR increase is 2.9 percent, but the projected tuition increase will be between 7 and 7.6 percent. Third, most of the new initiative funding is for the second year of the undergraduate education initiative. This funding is allocated to the institutions as a lump sum. Institutions then have the flexibility to allocate funds to their highest priority undergraduate education activities within five designated areas.

In the area of compensation, in addition to the 2.5 percent and 0.5 percent phased regular pay plan, payable on July 1, 1994, and January 1, 1995, respectively, all unclassified staff except category C (deans and top administrators) also receive an additional one percent market adjustment on July 1, 1994. Recently the Joint Committee on Employment Relations has agreed to the Department of Employment Relations Secretary's recommendation for an additional 2 percent parity adjustment to be awarded to all unclassified staff on January 1, 1995. For all but category C academic staff and executive pay plan officers, this means a total 6 percent increase in 1994-95.

The Committee asked that additional information on reallocation within activities and within classes of expenditures be included in the annual budget report in future years.

Reorganization of the UW-Madison Division of Information Technology
Using a Structural Model

Director Mark Luker made a presentation to the Committee on the reorganization of the UW-Madison Division of Information Technology using a structural model. The main objectives of the reorganization were: First, to unify three distinct organizations--academic computing, administrative computing and telecommunications; second, to achieve high performance response to future demands; third, to focus resources on strategic needs; fourth, to continuously improve products and services; and fifth, to accomplish much more with the same resources. The new structure is defined and in the process of implementation.

Report of the Vice President

Gifts, Grants and Contracts

Vice President Marnocha reported to the Committee that total gifts, grants and contracts for the nine-month period ending April 15 were \$444.9 million, a decrease of \$4.6 million compared to the preceding year. Federal awards increased by \$3.5 million, while non-federal awards decreased \$1.1 million.

Legislative Request for Report on Program Revenue Activities

The Committee was informed by Vice President Marnocha about a legislative request for a report on program revenue activities in the UW System. The Board of Regents is required to report to the Governor and the Joint Committee on Finance no later than December 1, 1994, on its review of UW campuses to determine whether there is program revenue funding which is not entirely accounted for in the UW System budget.

Chartwell Home Infusion Program

In response to a request by the Committee at the April 1994 meeting, Vice President Marnocha presented additional information on the Chartwell Home Infusion Program. The ten persons who were staffing the UW Hospital home therapy program will be offered comparable jobs within the UW Hospital and Clinics. UWHC will have no liability for debts of Wisconsin Therapies or of the new partnership. The Regent resolution in March 1994 is seen as authorizing support of the 501(c)(3) entity as limited to the authority to expend up to \$705,000. Finally, the Legislative Audit Bureau will have access to Wisconsin Therapies' records.

Regent Davis inquired as to whether the employees in the program would be affected by the hiring freeze. Replying in the negative, Regent Gelatt explained that, because they already are state employees, they will have the option of either moving to the new entity and ceasing to be state employees or staying as state employees at other jobs within the hospital.

Audit Subcommittee: 1994-95 Internal Audit Schedule

Vice President Marnocha reported to the Subcommittee on audits completed in 1993-94. Presenting the 1994-95 internal audit schedule, he noted that audits scheduled as "priority one" are audits which will be performed because of outside requirements, agreements, or UW System requirements. At times, additional audits are requested and will replace audits scheduled as "priority one or two." Once the "priority one" audits are completed, "priority two" audits will be commenced.

The four primary categories of "priority one" audits are: Audits required by the NCAA of all athletic departments within the UW System, except for UW-Madison which uses external auditors; audits required by the Corporation for Public Broadcasting of the UW-Milwaukee and UW-La Crosse radio stations; audits performed through agreement with the Legislative Audit Bureau of the academic fee assessment and collection systems and for verification of the accuracy of the Central Data Request every three years; and other audits mandated by the Board or existing UW System policy and donor requests.

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REPORT OF THE EDUCATION COMMITTEE

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

Consent Agenda

Regent Davis presented Resolutions 6665-6671, which were approved unanimously by the Education Committee and moved their adoption by the Board of Regents as consent agenda items. The motion was seconded by Regent Benson.

With respect to Resolution 6669, Regent Gelatt requested that the Education Committee provide a report within the next year on the pervasiveness of change from entry level bachelor's degree to entry level master's degree programs.

Regent Krutsch agreed that the question is an important one, both in terms of educational rationale and in terms of how employers and other customers feel about the change. With respect to the program in question, she noted that the master's program, with early entry, will take only about six months longer to complete than the existing bachelor's degree program. Regent Davis added that the change in this program has been more than ten years in the making.

Put to the vote, Resolutions 6665-6671 were approved unanimously by the Board.

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Amendments and Revisions to ss. 3.04, 3.12 and 3.12(4) Faculty Policies and Procedures, University of Wisconsin-Milwaukee

Resolution 6665: That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, UW-Milwaukee Faculty Document No. 1872, amendments to sections 3.04 and 3.12, and UW-Milwaukee Faculty Document No. 1916, revisions to section 3.12(4), UW-Milwaukee Faculty Personnel Policies and Procedures, be approved.

New Program Authorization: B.S., Occupational Therapy, University of Wisconsin-La Crosse

Resolution 6666: 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 implement the B.S. in Occupational Therapy.

New Program Authorization: B.S., Physician Assistant, University of Wisconsin-La Crosse

Resolution 6667: 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 implement the B.S. Physician Assistant program.

New Program Authorization: M.S., Physical Therapy, University of Wisconsin-La Crosse

Resolution 6668: 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 implement the M.S. in Physical Therapy (MSPT).

Substantive Restructuring of the M.S. and Ph.D. Programs in Mining Engineering into M.S. and Ph.D. Programs in Geological Engineering, College of Engineering, UW-Madison

Resolution 6669: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the M.S. and Ph.D. programs in Mining Engineering be restructured into M.S. and Ph.D. programs in Geological Engineering, College of Engineering, with the understanding that the restructured programs will be jointly reviewed in the Fall 1999 and brought to the Board of Regents for final action.

Lateral Review of Agriculture and Natural Resources Programs: Final Report

Resolution 6670: That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents accepts the report on institutional responses to the Lateral Review of Agriculture and Natural Resources Programs and endorses the actions proposed in the report.

Named Professorships: UW-Madison

Resolution 6671: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the following University of Wisconsin-Madison faculty members be named Hoefs-Bascom Professors:

Carl A. Grant, Professor, Department of Curriculum and Instruction, School of Education;

Kenneth M. Zeichner, Professor, Department of Curriculum and Instruction, School of Education.

UW System Enrollment Management III Plan

Regent Davis presented Resolution 6672, which had been approved the preceding day at a session of the Education Committee to which all Regents were invited. Moving adoption of the resolution by the Board of Regents, he thanked all those in System Administration and on the campuses for their participation in the year-long effort to develop this plan. The motion was seconded by Regent Gelatt and carried unanimously. It was requested by the Committee Chair that the record note that Regent Schilling, who had voted against the resolution at the Committee meeting, was not present when this vote was taken at the Board meeting.

Resolution 6672: That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents accepts the proposed Enrollment Management III (EM III) plan. The Board of Regents approves the 1995-97 institutional student FTE targets reflecting increased enrollment that can be accommodated with existing base resources, a budget strategy for 1995-97 enrollment growth contingent upon additional state resources, and strategic direction for the 1997-99 and 1999-01 biennia. The Board approves this plan based on the assumption that state support in the UWS base budget is not reduced.

The Board expresses appreciation to the President, Chancellors, and to the faculty, staff, and students who participated in this assignment to sustain the quality of education at UWS institutions and provide appropriate access.

The Board directs the President to implement the 1995-97 plan as approved and further directs that should the stable resource assumption on which it is based change, the President shall bring the EM III plan back to the Board of Regents for review and possible modification.

Commending the Education Committee, Regent Gelatt commented that the process used in developing the enrollment management plan is an excellent example of data-driven decision making.

Report of the Senior Vice President for Academic Affairs

Presentation: UW-Green Bay General Education Program

UW-Green Bay Dean Carol Pollis reported to the Education Committee on the General Education program requirements which had been adopted. Stating that it was an impressive presentation, Regent Davis noted that the program includes full-scale assessment, complete with advising, tightening of the number of courses allowed for meeting the general education requirements, a capstone senior seminar, and a writing emphasis requirement.

Regents asked questions about the science component, about whether the area of statistics is included in the mathematics component, and the number of students that test out of the skill portion of the program. It was suggested that the western civilization element be reflected in the statement of philosophy of the program.

Regents applauded the use of broad-based competency tests in the assessment program and commended UW-Green Bay on a very fine general education program. The Committee felt the program provides an excellent benchmark for use of standardized tests and assessments, along with excellent follow up, in which individual student programs are tailored on the basis of test results.

Proffer from the Trustees of the William F. Vilas Trust Estate

Senior Vice President Portch informed the Committee of the response from the Trustees of the William F. Vilas Trust Estate to the request approved by the Board of Regents in April for funds to support scholarships, fellowships, professorships and special programs for the next fiscal year. With a minor technical adjustment, the Trustees agreed to fund the full request for a total of \$1,312,362. The Chair of the Committee expressed the Board's gratitude for this generous gift.

UW-Superior Reorganization

When the Regents approved the academic reorganization at UW-Superior in February 1994, the Education Committee asked for a progress report on reduction in the number of departments. The review of departmental array now has been completed, and Chancellor Youngblood reported that there will be a reduction from 19 to 15 departments. The Committee commended the Chancellor for this accomplishment, which provides another example of the increasing ability of the UW System to reallocate its resources and to make responses to a scarce resource environment.

1993-94 Update on Access and New Student Enrollment

Associate Vice President Jennifer Presley discussed with the Education Committee Occasional Research Briefs 94/5 and 94/6, the 1993-94 updates on access and new student enrollment.

The reports indicate that access remains at an all-time high of 32 percent of Wisconsin high school graduates. Nearly all qualified Wisconsin residents who apply are gaining admission, while at the same time, the profile of new freshmen is improving in terms of ACT score and high school class rank. Regent MacNeil inquired about the graduation rates of students admitted from the different quartiles of their high school classes, and it was indicated that this information will be updated in a future research brief.

Enrollment Management III: A Partnership Approach to Implementing the Planning Principles: Supplement

This supplement was presented at the request of the Education Committee to show the link between the Board-approved principles and both new and ongoing activities taking place to implement them. While the paper lists systemwide initiatives, the Committee was informed that many more such activities are occurring at the campus level.

REPORT OF THE PHYSICAL PLANNING AND DEVELOPMENT COMMITTEE

Regent Gundersen presented the Committee's report.

Consent Agenda

Resolutions 6673-6678, which were approved unanimously by the Committee, were presented to the Board of Regents for adoption as consent agenda items. It was moved by Regent Gundersen and seconded by Regent Grebe that Resolutions 6673-6678 be adopted by the Board of Regents.

At the request of Regent Gelatt, Resolution 6678 was removed from the consent agenda.

With regard to Resolution 6674, Regent Tregoning asked if computerization would be a part of the Davee Library remodeling at UW-River Falls. Chancellor Thibodeau replied in the affirmative. Regent Gundersen noted that the architect for the River Falls project is the same architect who did an excellent job in the information technology area in the renovation of the UW-Eau Claire Library.

Put to the vote, Resolutions 6673-6677 were adopted unanimously by the Board of Regents.

Phillips Science Hall Electron Microscope Center, UW-Eau Claire

Resolution 6673: That, upon the recommendation of the UW-Eau Claire Chancellor and the President of the University of Wisconsin System, authority be granted to construct an Electron Microscope Center in the Phillips Science Hall, at a total estimated cost of \$318,000 General Fund Supported Borrowing - WISTAR Funds.

Approval of Design Report and Authority to Construct Davee Library Remodeling and Addition Project, UW-River Falls

Resolution 6674: That, upon the recommendation of the UW-River Falls Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority granted to construct the Davee Library Remodeling and Addition project at a cost of \$7,145,000 from General Fund Supported Borrowing.

Approval of Design Report with Budget Increase and Authority to Construct the Barstow Hall Capital Renewal Project, UW-Superior

Resolution 6675: That, upon the recommendation of the UW-Superior Chancellor and the President of the University of Wisconsin System, the Design Report be approved reflecting a budget increase of \$907,500, from \$3,176,500 to \$4,084,000 and authority granted to construct the Barstow Hall Capital Renewal Project, from General Fund Supported Borrowing.

Approval for Sheboygan County to Undertake an Addition and Remodeling Project and for the Center to Purchase Movable Equipment, UW Center-Sheboygan County

Resolution 6676: That, upon the recommendation of the UW Centers Chancellor and the President of the University of Wisconsin System, the following approvals be granted on behalf of the University of Wisconsin Center-Sheboygan County:

- (1) for Sheboygan County to undertake a project to add new student services and computer laboratory space, remodel various existing administrative spaces, and to address several handicapped access issues at an estimated total cost of \$1.6 million of Sheboygan County funds; and
- (2) for the Center to purchase movable equipment at an estimated cost of approximately \$200,000 from the Building Commission's Statewide Equipment funds - General Fund Supported Borrowing. The actual cost of equipment will be based on a list of specific items to be developed by UW Centers and reviewed by System Administration.

Authority to Construct Vilas Hall Exterior Deck Repair Project,
UW-Madison

Resolution 6677: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to construct a Vilas Hall Exterior Deck Repair project, for a total estimated project cost of \$1,590,000 General Fund Supported Borrowing - Facilities Repair and Renovation Funds.

Approval of Engineering Mall Budget Increase, UW-Madison

Regent Gelatt expressed concern that projects funded with gifts might be viewed differently than projects that require state funding. He felt that many who donate to a campus beautification project also would be willing to donate to laboratory modernization, research space or other needs which are higher priorities. He intended to vote against the resolution as a statement that gift-funded projects should require the same scrutiny as state-funded projects.

Upon motion by Regent Gundersen, seconded by Regent Budzinski, Resolution 6678 was approved by the Board of Regents, with Regent Gelatt voting in opposition.

Resolution 6678: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, a \$481,000 budget increase be approved and authority granted to award contracts for the Engineering Mall project, at a revised total budget of \$981,000 from Gifts and Gifts-in-Kind.

Report of the Vice President

**Presentation by WWIAC and WSUC/WC
Athletic Conference Commissioners**

Presentations were made to the Physical Planning and Development Committee by Judy Kruckman, Commissioner of the Wisconsin Women's Intercollegiate Athletic Conference, and by Dennis Keihn, Commissioner of the Wisconsin State University and Wisconsin Collegiate conferences. These conferences provide intercollegiate programs for the former Chapter 37 universities and the UW Centers. There is a wide range of women's and men's sports available on the various campuses. The institutions are very competitive and the conferences are considered to be the premier NCAA Division III conferences in the country. Given today's emphasis on health and wellness, the Committee was pleased to learn that there are so many opportunities and participants in these programs.

Update on Gender Equity Initiatives Progress

In discussion at the Board meeting, Regent Krutsch inquired as to the operational definition of gender equity. President Lyall replied that the definition is a matter of debate within the federal government, making it difficult to know at this time what constitutes compliance. Some rulings indicate that equity has to do with numbers of students of each gender on campus; some suggest that equal amounts of money must be spent on men's and women's sports; and others suggest that equal numbers of sports must be offered.

Regent Krutsch suggested that it might be helpful for a UW System group of knowledgeable people to work together on developing a common-sense approach to the issue. Indicating that such work is under way within the System, President Lyall noted that it also will be necessary to reach agreement with the appropriate federal agencies.

Annual Report on Facility-Related 1994 Budgets of Cities and Counties on Behalf of UW Centers

The Physical Planning and Development Committee was presented with the annual report on facility-related 1994 budgets of cities and counties on behalf of the UW Centers. Over the years, municipalities have constructed more than one million square feet of space in about 80 buildings that have an insured value exceeding \$127 million. Further, they have budgeted city and/or county expenditures for 1994 in excess of \$5.6 million. Appreciation for their partnership and contributions is acknowledged annually through letters sent to the county board chairs and city administrators by Chancellor Grugel and Regent President Steil.

Tours

Three tours had been conducted the preceding day for the Physical Planning and Development Committee and other Regents. In the morning, a tour of the UW-Madison University Research Park was conducted by Park Director Wayne McGown.

In the afternoon, Chancellor Hanna provided a tour of UW Extension Radio Hall facilities. There was also a tour of UW-Madison's Chamberlin Hall to view the existing pharmacy facilities and meet with Dean Witiak, of the School of Pharmacy. Regent Gundersen commented on the need to replace these archaic and deteriorating facilities.

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ADDITIONAL RESOLUTION

Amendments to Bylaws of the Board of Regents

Upon motion by Regent Davis, seconded by Regent Tregoning, Resolution 6679 was approved unanimously by the Board of Regents.

Resolution 6679: That Chapter II, Section 2, and Chapter III, Section 7, of the Bylaws of the Board of Regents be amended as indicated in the attached document, dated May 6, 1994.

The amendments are on file with the papers of this meeting.

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At 10:50 a.m., the Board recessed for ten minutes, after which the following resolution, moved by Regent Grebe and seconded by Regent Lubar, was adopted unanimously on a roll-call vote, with Regents Benson, Budzinski, Davis, Gelatt, Grebe, Hempel, Krutsch, Lubar, MacNeil, Steil, and Tregoning (11), voting in the affirmative. There were no abstentions and no dissenting votes.

Resolution 6680: That the Board of Regents recess into closed session to consider a salary adjustment above the Group 6 maximum, as permitted by s. 19.85(1)(c), *Wis. Stats.*, to consider naming a room at UW-Madison after a person and an appointment to the UW Centers Board of Visitors, 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 11:45 a.m., having adopted the following resolutions:

Appointment of UW Centers Board of Visitors

Resolution 6681: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the UW Centers, Mr. Daniel Genereau be appointed to the UW Centers Board of Visitors for a term ending June 30, 1997.

Salary adjustment: Interim Senior Vice President for Academic Affairs

Resolution 6682: That, upon the recommendation of the President of the University of Wisconsin System, Albert Beaver be appointed Interim Senior Vice President for Academic Affairs, effective July 1, 1994, at an annual salary of \$100,000.

Salary adjustment: Interim Vice Chancellor/Provost, UW-Madison

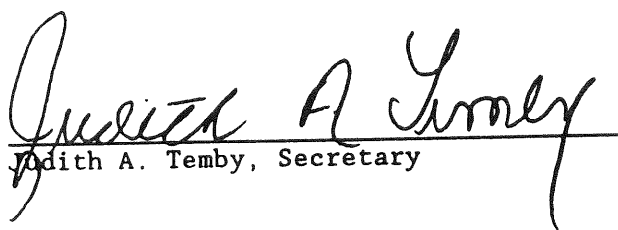
Resolution 6683: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor, UW-Madison, John D. Wiley be appointed Interim Chancellor/Provost of the UW-Madison, at an annual salary of \$122,000, effective immediately.

Adjustment of Effective Date: UW-Parkside Chancellor

Resolution 6684: That, upon the recommendation of the President of the University of Wisconsin System, Eleanor June Smith be appointed Chancellor, UW-Parkside effective May 16, 1994.

Resolution 6684 was added to the closed session agenda with the advice of legal counsel.

The meeting was adjourned at 11:45 p.m.


Judith A. Temby, Secretary

May 31, 1994

SALARY GUIDELINES FOR UW SYSTEM SENIOR EXECUTIVES

This salary policy is intended to reflect the duties and responsibilities borne by UW senior executive positions, the national market for higher education executives, and local Wisconsin conditions. This policy applies to Chancellors and Provosts or Vice Chancellors for Academic Affairs at the UW institutions; the Vice Chancellor for Clinical Health Sciences at UW-Madison; and the UW System President, Senior Vice Presidents, and Vice Presidents.

I. Establishment of salary ranges for UW System senior executive positions

To reflect the national higher education market, peer salary data will be utilized. The 1984 faculty peer groups will be utilized as the salary peer groups for the Chancellor and Vice Chancellor positions at the UW institutions. For the UW System President and Vice President positions the salary peer group will be the following university systems, which are similar in size and composition to the UW System: University of California, California State University System, State University of New York, City University of New York, University of North Carolina System, University of Florida System, University of Maryland System, and University of Texas System.

Because the cost of living is relatively lower in Wisconsin than many other states, the mid-point of the salary range will be set at 95% of the peer median as an approximation of the regional cost-of-living differential for Wisconsin.

The salary range will be 90-110% of the salary range midpoint as defined above.

For a few UW System senior executive positions statutory provisions may prohibit the Board of Regents setting a salary within the salary range defined in this policy. In these cases, the Board of Regents will seek to adhere to the salary guidelines as defined in this policy as closely as possible subject to the statutory constraints.

These salary ranges do not guarantee individual salary rates. Individual salaries for UW System senior executives are based on performance.

II. Procedures for Board of Regents approval of salaries of UW System senior executives

For continuing senior executives, salary increases are considered and approved by the Board of Regents once a year, at the same time as all other UW unclassified employees.

For newly hired senior executives, the Board approves the starting salary at the time of hire and, in addition, delegates to the UW President the authority and discretion to make a base salary adjustment up to a specified level within 6-9 months of the date of hire. Exercise of the base salary increase is at the President's discretion based on the performance of the individual in his/her new position. This provides the opportunity to reward outstanding performance during the initial period of employment.