

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

EXECUTIVE COMMITTEE

Minutes of the Meeting

January 25, 1995
10:00 a.m.

The meeting was held by telephone conference, with Vice President Lubar presiding.

Executive Committee members participating: Regents Dreyfus, Gelatt, Krutsch, Lubar, Schilling, and Steil

Executive Committee members not participating: Regent Grebe

Approval of minutes

Upon motion by Regent Dreyfus, seconded by Regent Schilling, the minutes of the November 10, 1994, meeting of the Executive Committee were unanimously approved as distributed.

Authorizations to recruit, UW-Madison Medical School

Interim Provost John Wiley explained the need to move forward rapidly to recruit new leadership for the Departments of Surgery and Anesthesiology.

In response to a question raised by Regent Gundersen as to whether filling these chairs should be deferred until a new dean of the Medical School is hired, Provost Wiley indicated that the critical nature of the positions makes it important to fill them as soon as possible. The search process is being overseen by the Chancellor's office.

Authorization to recruit for professor or associate professor and chair, Department of Surgery, Medical School, UW-Madison

Provost Wiley and Dr. Philip Farrell, Acting Dean of the Medical School, commented that the environment is favorable at this time to recruit for this chair and that the UW position is seen as attractive in the national market.

Regent Dreyfus asked if competition for the position should reduce the level of salary that will need to be offered. Provost Wiley replied that the

favorable situation may allow the UW to pay less than it would otherwise pay for a top candidate. Dean Farrell added, however, that it still may be necessary to pay toward the top of the range to attract the best person.

Recognizing that payments from the clinical practice plan constitute a large component of the compensation package, Regent Gelatt inquired as to how the decision is made about how much of the package is composed of GPR funds and how much is composed of practice plan funds.

Provost Wiley indicated that the requested range of \$100,000 - \$150,000 in GPR funds reflects in part the difference in salary between an associate professor and a full professor. He assured the Committee that the administration will craft the best possible offer, suited to the candidate selected, and recognizing that it is in the UW's interest to hold down costs.

President Lyall cited figures showing that peer group salaries for such positions range up to \$242,000, with a mean of \$203,000, including inflation. Dr. Farrell indicated that the person selected could make more than \$300,000, including the clinical practice plan and depending on surgical specialty.

In response to a question by Regent Steil, Dean Farrell commented that good progress is being made in resolving the issue of adjusting salaries among specialities and that proposed changes to the clinical practice plan will be helpful in that regard. He felt candidates will be satisfied that the matter is being resolved successfully.

Regent Krutsch asked if the foundation will be a reality before the new chairs come on board. Dean Farrell indicated that it is anticipated that recruitment for the chairs will be completed by summer 1995, while the earliest date for the foundation to become operational is January 1996. Voting among the faculty will begin in February 1995, with a two-thirds majority needed for approval. If the required two-thirds majority is not obtained, additional adjustments to the plan will be made.

Regent Dreyfus noted that the two chairs to be replaced are nationally recognized for their excellence; yet their successors may be paid considerably more. He questioned whether this is justifiable in view of the problem of accelerating increases in medical costs around the nation.

Dean Farrell responded that neither of the chairs had been paid at market levels.

Regent Schilling added that the compensation of the Chair of the Department of Surgery includes a large amount received from the clinical practice plan which is not reflected in his base salary.

Upon motion by Regent Krutsch, seconded by Regent Dreyfus, the following resolution was adopted unanimously:

Resolution 6843: 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 recruit for a Professor or Associate Professor and Chair, Department of Surgery, Medical School, at a salary that exceeds the Executive Salary Group Six maximum.

Authorization to recruit for a professor or associate professor and chair, Department of Anesthesiology, Medical School, UW-Madison

Referring to peer group comparisons, Regent Schilling noted that, while peer salaries for this position are lower than for the chair of the Department of Surgery, the proposed salary range is the same.

Provost Wiley replied that the intent is to maximize flexibility and that the range is modest compared to the national norm. Dean Farrell added that, like the chair of the Department of Surgery, this position has a major leadership role.

Regent Gelatt commented that there should be no constraint against offering a salary at the high end of the proposed range if needed to attract the best candidate.

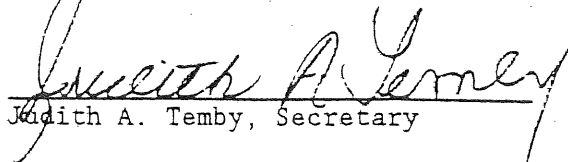
Upon motion by Regent Dreyfus, seconded by Regent Steil, the following resolution was adopted unanimously:

Resolution 6844: 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 recruit for a Professor or Associate Professor and Chair, Department of Anesthesiology, Medical School, at a salary that exceeds the Executive Salary Group Six maximum.

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Additional business

In response to a question by Regent Gelatt as to the status of the search for an executive assistant to the Board, Regent Vice President Lubar indicated that there was a total of 353 applications. After pre-screening, the total of viable applications is 208. Due to the freeze on filling positions, the Department of Administration has asked the Board to proceed no further at this time. Regent Lubar indicated that he would discuss the matter with Regent President Grebe and President Lyall.


Judith A. Temby, Secretary