

MINUTES

EDUCATION COMMITTEE, BOARD OF REGENTS

1820 Van Hise Hall

Madison, Wisconsin

February 10, 2000

The February 10, 2000 meeting of the Education Committee was called to order by Regent Gerard Randall at 1:40 p.m. Present were Regents Benson, Boyle, and Smith. Regent Gracz joined the meeting in progress.

1. Approval of the minutes of the December 9, 1999 meeting of the Education Committee.

It was moved by Regent Boyle, seconded by Regent Benson, that the minutes of the December 9, 1999 meeting of the Education Committee be approved.

The resolution PASSED unanimously.

2. Report of the Senior Vice President for Academic Affairs.

Senior Vice President for Academic Affairs, David J. Ward, reported the following items:

(1) Ten of the 14 UW institutions offered winter inter-sessions this year, and 11 are expected to do so next year. Approximately 5,100 students participated in 1998-99, and Senior V.P. Ward estimates that some 8,000 took part in 99-00 inter-sessions. (2) As stipulated in the 99-01 budget bill, a working group has been formed to explore ways to improve transfer plans between the UW and WTCS systems.

3. Authorizations to Recruit.

The committee approved the following authorizations to recruit:

I.1.c.(1) It was moved by Regent Boyle, seconded by Regent Benson, that the President of the University of Wisconsin System be authorized to search for a Chancellor, UW-Oshkosh, at a salary that exceeds the Executive Salary Group Six maximum.

The resolution PASSED unanimously.

I.1.c.(2) It was moved by Regent Benson, seconded by Regent Boyle, that the Chancellor of the University of Wisconsin-Madison be authorized to recruit a Professor of Political Science, College of Letters & Science, and to make an appointment at a salary that may exceed the Executive Salary Group Six maximum (C\$95,000-\$125,000).

The resolution PASSED unanimously.

- I.1.c.(3) It was moved by Regent Boyle, seconded by Regent Smith, that the Chancellor of the University of Wisconsin-Madison be authorized to recruit an Associate Professor or Professor of Business Ethics, and to make an appointment at a salary that may exceed the Executive Salary Group Six maximum (C\$70,000-\$125,000).

The resolution PASSED unanimously.

- I.1.c.(4) It was moved by Regent Benson, seconded by Regent Boyle, that the Chancellor of the University of Wisconsin-Madison be authorized to recruit a Director, University Health Services, and to make an appointment at a salary that exceeds the Executive Salary Group Six maximum (A\$110,000-\$175,000).

The resolution PASSED unanimously.

4. Graying of the Faculty Presentation: *Future Staffing Principles*.

Senior Vice President Ward introduced a presentation on the issue of what principles should guide the hiring of new faculty in the future. This was the third in a series of presentations on the *Graying of the Faculty*, following presentations on *Fall New Faculty Profiles* (November) and *Preparing New Faculty for Teaching* (December). He introduced Frank Goldberg, Associate Vice President for Policy Analysis and Research, who reviewed FTE trends in the use of faculty and teaching academic staff between 1987 and 1997. Provost Kenneth Waters, UW-Milwaukee, discussed some of the ways his campus has used non-faculty instruction staff for programmatic and flexibility purposes.

Senior V.P. Ward introduced seven principles, which will receive final consideration at the board's March meeting.

1. Institutions will have flexibility in allocating and filling open positions to accommodate changing levels of enrollment and changing budget conditions.
2. Institutions will have the flexibility to establish an appropriate mix of faculty and academic staff to meet their respective needs in the areas of teaching, research and/or service.
3. Institutions will have the flexibility to hire practitioners (e.g., clinical supervisors, businesspersons, etc.) who may not hold traditional academic credentials.
4. Institutions will have the flexibility to offer competitive start-up packages when hiring new faculty.
5. Staffing will take into account the need for a diverse faculty and academic staff.
6. Staffing will be consistent with institutional tenure management policy.
7. Faculty positions will normally be filled through national searches.

Responding to a question from Regent Smith, President Katharine Lyall stated that a decline in the faculty-student ratio between 1987 and 1997 reflects the fact that, faced with budget cuts, UW institutions sought to maintain the number of sections available to students by employing academic staff. Regent Benson asked if UW institutions might follow the private sector in establishing start-up packages that include a signing bonus. Regent Boyle observed that, while the principles provide direction, they fail to address such key issues as differential pay scales for the same work, job security and institutional commitment. He emphasized the need to indicate how such concerns are being addressed. Responding to Regent Boyle, UW-La Crosse Chancellor Judith Kuipers stated that

many of these problems are management issues that must be addressed in order to meet enrollment demands. Regent Smith praised the emphasis on flexibility in the principles and expressed the view that the university's primary goal should be to find people who will take the enterprise to the next level through a process that emphasizes continual improvement. Agreeing that flexibility is important, Regent Randall stressed the importance of addressing existing inequities while avoiding creation of greater inequities through the inconsistent application of policies.

5. NCA Accreditation Report, UW-Madison.

Casey Nagey, Executive Assistant to the Provost, reviewed UW-Madison's North Central Association accreditation renewal. The university was renewed for the maximum ten-year period and will next be reviewed in 2008-09.

6. New Program Authorizations.

The committee heard initial presentations of five programs:

(1) B.S./B.A. in Environmental Science, UW-River Falls. Responding to a question from Regent Smith, presenters noted that the program intends to prepare students for both the public and private sectors. It was noted in response to Regent Boyle that both advising and a capstone course will help integrate the student's experience.

(2) B.A./B.S. in Mass Communication, UW-Eau Claire. In response to Regent Boyle, it was noted that program planners are experimenting with on-line course delivery as a logical extension of the proposed program.

(3) B.S. in Ornamental Horticulture, UW-Platteville. Responding to Regent Boyle, presenters noted that the use of computer technology is integral to the program. In response to Regent Benson, it was noted that average earnings of graduates range from the mid-\$20,000 to the mid- to upper \$30,000 dollars.

(4) Master of Engineering, UW-Platteville. In response to Regent Boyle, it was noted that program planners have discussed possible collaboration with UW-Madison's engineering faculty. Regent Boyle requested more information on this topic when the program comes before the committee for final review in March.

(5) M.A. in Liberal Studies, UW-Milwaukee. A revised budget will be provided at the March meeting.

7. UW System Sabbatical Guidelines.

Senior Vice President Ward presented sabbatical guidelines for 2001-03. The purpose of these guidelines is to enable the board to recommend priorities for sabbatical decisions without continually revising the sabbatical policy contained in Academic Planning Statement #3.3 (ACPS 3.3), *The Faculty Sabbatical Program*. The current sabbatical policy gives preference to those individuals making significant contributions to teaching. In addition to that preference, in approving sabbaticals

for academic years 2001-03, UW institutions should also give consideration to projects that involve the following:

- Interdisciplinary activities;
- Collaborative program activities;
- International education; and
- Application of technology to instruction and distance education.

Committee members agreed that these four guidelines are adequate.

8. Revisions to Academic Planning Statement No. 4: *UW System Policy on Academic Year Definition and Assorted Derivatives.*

The committee considered revising ACPS.4, *UW System Policy on Academic Year Definition and Assorted Derivatives*, to state the following: “Faculty may receive overload payment for mini-sessions scheduled during the academic year when the addition of a mini-session or inter-session results in a teaching load that exceeds the institution’s regular expected teaching load for fall and spring semesters.”

I.1.h. It was moved by Regent Benson, seconded by Regent Boyle, that revisions to Academic Planning Statement No. 4, *University of Wisconsin System Policy on Academic Year Definition and Assorted Derivatives*, be approved.

Responding to a suggestion from Regent Boyle, Senior Vice President Ward substituted the word "additional" for "overload" in the proposed new wording of Section 6.b.

The resolution PASSED unanimously.

9. Renaming Division of Interior Architecture and Retail Studies, UW-Stevens Point.

I.1.i. It was moved by Regent Smith, seconded by Regent Boyle, that the Division of Interior Architecture and Retail Studies, UW-Stevens Point, be renamed the Division of Interior Architecture.

The resolution PASSED unanimously.

10. Additional items.

There were no additional items to come before the committee.

11. Closed session to consider personnel matters, as permitted by s.19.85(1)(c), Wis. Stats.

It was moved by Regent Benson, seconded by Regent Boyle, that the committee adjourn to closed session to consider personnel matters, as permitted by s.19.85(1)(c), Wis. Stats.

The resolution PASSED by a roll call vote, with Regents Benson, Boyle, Randall, Smith and Gracz voting “yes” and no regents voting “no.”

In closed session:

- I.1.k.(1) It was moved by Regent Smith, seconded by Regent Boyle, that the following named professorships be approved:
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| Stephanie Jutt
School of Music | Emily Mead Baldwin Bell-Bascom
Professor in the Arts
(effective July 1, 2000); |
| John L. Markley
Dept. of Biochemistry | Steenbock Professor of
Biomolecular Structure
(reappointment effective
January 1, 2000); |
| George Wilding
Dept. of Medicine | Donald and Margaret Anderson
Professor in Human Oncology
(effective January 1, 2000). |

The resolution PASSED unanimously.

- I.1.k.(2) It was moved by Regent Smith, seconded by Regent Boyle, that Donna Albrecht, College of Engineering and Management UW-Stout, be designate a Lenore Landry professor, effective March 1, 2000.

The resolution PASSED unanimously.

- I.1.k.(3) It was moved by Regent Boyle, seconded by Regent Smith, that the Chancellor of UW-Madison be authorized to appoint a specified individual, at a salary that exceeds the Executive Salary Group Six maximum (A\$120,000).

The motion PASSED unanimously.

Resolutions I.1.c.(1) - (4), I.1.h., I.1.i. and I.1.k.(1) - (2) were referred to the full session of the board at its Friday, February 11, 2000 meeting.

Resolution I.1.k.(3) was referred to closed session of the board following its Friday, February 11, 2000 meeting.

The meeting adjourned at 4:25 p.m.