

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Milwaukee, Wisconsin

UW-Milwaukee

Held in the Fireside Lounge, UWM-Union

Friday, June 9, 2000

9:00 a.m.

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9:00 a.m.

- President Smith presiding -

PRESENT: Regents Alexander, Axtell, Barry, Benson, Boyle, Brandes, DeSimone, Gottschalk, Gracz, James, MacNeil, Marcovich, Mohs, Olivieri, Randall, and Smith

ABSENT: Regent Krutsch

ELECTION OF OFFICERS OF THE BOARD OF REGENTS

President of the Board

Regent Jay L. Smith was nominated by Regent Virginia MacNeil for the office of President of the Board. The nomination was seconded by Regent Patrick Boyle. There being no further nominations, Regent Smith was elected President of the Board by a unanimous voice vote.

Vice President of the Board

Regent Gerard Randall was nominated for the position of Vice President of the Board by Regent Frederic Mohs, and the nomination was seconded by Regent Gregory Gracz.

Regent JoAnne Brandes was nominated for the position of Vice President of the Board by Regent Toby Marcovich, and the nomination was seconded by Regent Patrick Boyle.

Regent Brandes made a statement to the Board, noting that during her years on the Board, elections had not been contested and it had always been clear who would fill leadership roles. The Vice Presidency, she said, went to a Regent who had three to four years remaining on his or her term, who had served as a committee chair for at least two years, and who had agreed that he or she really wanted to serve in that office. Further, it had been understood that the Vice President is also the successor to the President. This year, she stated, she is the only committee chair who meets those criteria and she had obtained enough votes to be elected. However, in April she was informed of the Governor's preference for another candidate.

Colleagues and supporters had advised her not to run since the decision had already been made. However, she pointed out that she had been given the same advice many times in the past. If she had accepted it, she would not have succeeded as she had in her career; she would not have taken the risks she had taken to change the culture of the work place, and she would not have gotten orphaned children out of Romania. Most importantly, she remarked, if she were to let this go, she would not be true to her principle-centered leadership and she would not be making others accountable for their own principles.

She then outlined her qualifications for the Vice Presidency, noting first that her commitment to the quality of the UW System started 40 years ago, with UW Extension sponsored 4-H activities in Kenosha County. She earned her undergraduate degree from UW-Eau Claire, receiving both the student-selected and the faculty-selected Outstanding Senior Award in the School of Arts and Sciences. She was a member of the university/state Merger Implementation Committee 30 years ago that drafted the shared governance statutes under which the UW System continues to operate. She served on UW-Eau Claire's Community Advisory Board after graduating from law school. In 1995, she received the UW-Eau Claire Distinguished Alumni award for her contributions to the university and to society. Even before becoming a Regent, she had visited every campus in the UW System at least once. In addition, she had held numerous community leadership positions, such as the presidency of the Racine Area United Way, and was the founder of the Franklin Education Association. She was one of the youngest people at her company to be named Vice President and the youngest Senior Vice President ever named. She started the nation's largest corporate child care center and was recognized by *Working Mother* magazine in 1994 as "Working Mother of the Year" for courage in improving work place conditions nationally for working women. She also served as a director for two public companies in other states and chaired a number of committees.

When called upon to serve the state, she had never declined. She served on the Governor's Glass Ceiling Task Force and was one of the authors of its report which brought positive national attention to Wisconsin. She chaired the W2 Child Care Council, was a member of the Sesquicentennial Committee's executive team and loaned

an employee from her company to that effort for three years. She served on numerous selection committees for a variety of positions. As a member of the Board of Regents for four years, she was Vice Chair of the Business and Finance Committee and had served for two years as Chair of the Education Committee. She was chairing her second chancellor selection committee and was serving on another. A student of leadership for 18 years, she graduated from the National Center for Creative Leadership and completed a three-year executive leadership program.

To any who might be concerned about her having enough time to fulfill a Board leadership position, she gave assurance that she has never failed to meet her commitments and that her company supports her role on the Board.

Noting that this would be her only opportunity for leadership on the Board, she said she strongly opposed granting a second term to any Regent and commented that other qualified and committed volunteers should not be deprived of the opportunity to serve. Since she was the only candidate with enough time remaining on her term to fully serve in the leadership capacities of Vice President and then President, she felt that colleagues had the choice of either voting for her or asking the Governor to extend the term of another Regent. In conclusion, she stated that she is honest and independent and that, as President, she would vote on the basis of principle and commitment, not on the basis of politics.

Regent Randall stated that he is committed to the UW System and honored to serve on the Board, noting that he has visited every campus, some more than half a dozen times. There is no stronger advocate for public education, he said, nor anyone who can be more independent. He had worked hard for young people as an educator and also had served in other arenas of public life, bringing to the Board a wealth of experience and deep commitment.

Noting that his relationships with the Legislature and the Governor's Office are very good, he felt those positive relationships will be important in advancing the university's priorities and seeking help of the citizens of the state. In conclusion, he thanked Regent Brandes for her commitment and urged fellow Board members to consider that he is equally qualified and committed.

As provided by the Board of Regents bylaws, the vote was by paper ballot. Regent Randall was elected Vice President on a vote of 10 - 6.

Secretary, Assistant Secretary, Trust Office and Assistant Trust Officers

Regent Gottschalk nominated the following officers for re-election: Judith Temby, Secretary; Patricia Takemoto, Assistant Secretary; Deborah Durcan, Trust Officer; Lori Mills and Elizabeth Rindskopf Parker, Assistant Trust Officers. The nominations were seconded by Regent Marcovich, and the nominees were elected unanimously.

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APPROVAL OF MINUTES

There being no additions or corrections, the minutes of the May 4 and 5 meetings of the Board of Regents were declared approved as distributed.

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REPORT OF THE PRESIDENT OF THE BOARD

Report on the May 24th meeting of the Wisconsin Technical System Board

The Regents received a written report of the May 24 meeting of the Wisconsin Technical College System Board.

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Report on the June 7th meeting of the Hospital Authority Board

A written report on the June 7 meeting of the Hospital Authority Board was provided to the Regents.

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Report on Legislative matters

The Regents received a written report on legislative matters.

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REPORT OF THE PRESIDENT OF THE SYSTEM

The following resolution of commendation to Regent Orr was presented by Regent James and adopted by acclamation, with an ovation in appreciation of his service on the Board of as Regent President.

Resolution of Commendation: San W. Orr, Jr.

Resolution 8150: WHEREAS, San W. Orr, Jr. has benefited the citizens of Wisconsin with distinguished service and leadership during his seven years as a member of the University of Wisconsin System Board of Regents, including two consecutive terms as Board president; and

WHEREAS, Regent Orr has represented to the citizens of Wisconsin the significant contribution of the UW System to the State's economic prosperity, social progress, and competitive advantage in the global marketplace; and

WHEREAS, these efforts have included helping to build new bridges of partnership and understanding between the University and elected state officials, resulting in exceptional 1999-2001 operating and capital budgets for the UW System, more competitive pay for faculty and academic staff, and much-needed administrative flexibilities; and

WHEREAS, with equal determination he has worked with Regents, System Administration officials and institutional leaders to reduce credits to degree, offer more and better distance education instruction, implement web-based teaching methods, and develop new degrees and academic programs based on collaborations between institutions; and

WHEREAS, his attentiveness to the opportunities presented by new and emerging technologies has led to budgetary initiatives that are enabling the UW System to deliver quality educational programs to more citizens of Wisconsin – wherever and whenever they are available to learn; and

WHEREAS, as chair of the counsel of trustees of the UW Hospital and Clinics, San Orr was instrumental in the successful effort to privatize UW Hospital, which put the institution on secure financial footing for the 21st century; and

WHEREAS, in the true spirit of The Wisconsin Idea, Regent Orr has extended his time, energy, and thoughtful leadership *beyond the boundaries* of expectation, positively impacting every UW institution throughout the State;

BE IT THEREFORE RESOLVED that on behalf of the people of Wisconsin, the Board of Regents of the University of Wisconsin System highly commends Regent Emeritus San W. Orr, Jr. for his extraordinary service and steadfast commitment to this great State, extending sincere best wishes to him as he concludes his meritorious term on the Board of one of America's premier public university systems.

The following resolution of commendation to Regent MacNeil was presented by Regent Mohs and adopted by acclamation with a standing ovation in appreciation for her service.

Resolution of Commendation to Virginia MacNeil

Resolution 8151: WHEREAS, Virginia R. MacNeil has served the citizens of Wisconsin with energy and dedication as a member of the University of Wisconsin System Board of Regents; and

WHEREAS, the many contributions she has made during her term as Regent reflect a long-standing and personal commitment to assist young people to succeed in life through the opportunity of post-secondary education; and

WHEREAS, as evidence of this commitment, Regent MacNeil chaired the committees that annually select the best and brightest undergraduate teachers and academic staff members from throughout the UW System; and

WHEREAS, the benefit of these award programs extends far beyond the recipients, serving as a wonderful inspiration to all faculty and staff to continually strive for creativity, innovation, impact and the highest quality in their work; and

WHEREAS, Regent MacNeil's contributions to the UW System also include membership on the UW Research Park Board of Directors and a term as Vice Chair of the Regent Education Committee; and

WHEREAS, through her tenure as Regent, Regent MacNeil invited and welcomed the input and contributions of students Systemwide, considering the

student perspective on a range of issues that will shape the career success of UW System graduates and their contributions throughout Wisconsin and around the world;

BE IT THEREFORE RESOLVED, that the Board of Regents of the University of Wisconsin System commends Regent Emeritus Virginia R. MacNeil for her successful tenure and dedicated service to the people and institutions of the UW System.

The resolution, a plaque and gifts were presented to Regent MacNeil.

Regent MacNeil remarked that she had enjoyed her tenure on the Board and the wonderful people with whom she had worked. She praised the outstanding leadership provided to the UW System by President Lyall, Regent President Orr, Senior Vice President Ward, with whom she had worked for six years as a member and Vice-Chair of the Education Committee, and the UW Chancellors. She had enjoyed serving on Regent committees, including several committees for chancellor searches and had learned a great deal in the process. She also appreciated working with her fellow Regents, all of whom were very dedicated to their volunteer work on the Board. She had been a volunteer all her life, she noted, and planned to continue volunteering in the future.

On a personal note, Regent MacNeil noted that she and a number of colleagues had developed cancer during her tenure on the Board and that she deeply appreciated the support she had received from those people and others. In the future, she looked forward to having international experiences with her daughters and grandchildren. In closing, she expressed appreciation for the recognition and for her marvelous experience as a member of the Board.

Presenting Resolution 8152, Regent Brandes stated that Senior Vice President Ward is one of the finest people with whom she has worked either in business or in public life, and that he is a man of principle and integrity who can take great pride in all he has accomplished and the respect he has earned. The resolution was adopted by acclamation with a standing ovation for Senior Vice President Ward. The framed resolution and gifts were presented to him.

Resolution of Commendation to David J. Ward

Resolution 8152: WHEREAS, David J. Ward has been a visionary leader and staunch supporter of public higher education in Wisconsin since joining the business faculty at UW-Green Bay in 1969, and;

WHEREAS, through his 30 years of service to the UW System, serving in a variety of faculty and

administrative positions, Vice President Ward has championed the University's mission of excellence in instruction, research and public service with wisdom, courage, stewardship and innovation; and

WHEREAS, while at UW-Oshkosh, he established both the Small Business Institute and a reputation for building awareness of and support for the University as the primary vehicle for advancing Wisconsin's economic development, business vitality and global competitiveness; and

WHEREAS, since 1994 as the UW System's chief academic officer, he has led a number of major initiatives to improve student access through distance learning, manage enrollments to maximize available resources, modernize classrooms and laboratories, improve undergraduate education, encourage interdisciplinary and inter-institutional collaboration on academic program development, and put the latest technology in the hands of students, faculty and staff; and

WHEREAS, a number of these efforts have earned national recognition, including the innovative Collaborative Nursing Degree Program which continues to broaden the education base for nurses and positively impact health care across Wisconsin; and

WHEREAS Vice President Ward has inspired every UW institution by his commitment to help build a more diverse campus population and a climate in which every student, faculty and staff member can achieve their full potential;

BE IT THEREFORE RESOLVED, that the Board of Regents of the University of Wisconsin System highly commends David J. Ward for his three decades of service to the UW System and citizens of Wisconsin, wishing him best wishes upon his retirement from his distinctive and illustrious UW career.

Expressing appreciation for the recognition, Senior Vice President Ward noted that he owed much to many people, including his wife, Judy, who has been his biggest

supporter and a prime reason for his success. He also owed much, he continued, to the many talented people with whom he had worked in the UW System. In particular, he mentioned Professor Frank Grainer, a teacher of his at UW-Madison who had encouraged him to pursue a faculty position. There also were three extraordinary role models who taught him about being a good administrator and a good human being - Rolli Posey, Dean of the School of Professional Studies at UW-Green Bay, where he began his career, Chancellor Ed Penson, of UW-Oshkosh, and President Katharine Lyall. All of these, he remarked, are exceptional leaders, and the UW System is very fortunate to have Katharine Lyall as President.

He also thanked the provosts and chancellors with whom he had served, characterizing them as a very talented group of people. Finally, he extended appreciation to the Board of Regents for devoting countless hours to governing one of the greatest systems of higher education in the world. Noting that membership on the Board involves great personal sacrifice, a lot of criticism and little thanks, Senior Vice President Ward expressed gratitude to the Board members for their work and encouraged them to remain strong and to look out for the best interests of the UW System.

In conclusion, he promised that, even as he moved to the private sector, he would continue to support and advocate for the great University of Wisconsin System.

The following resolution was presented by Grant Staszak, a former student Regent and graduate of UW-River Falls. Before reading the resolution, Mr. Staszak stated that he was honored to participate in recognizing Chancellor Thibodeau, who had been a role model and mentor for him throughout his college years.

Resolution of Commendation to Gary A. Thibodeau

Resolution 8153: WHEREAS, Gary A. Thibodeau has served as Chancellor of the University of Wisconsin-River Falls for fifteen years and is the longest serving chancellor in the UW System; and

WHEREAS, he has worked to create an atmosphere in which faculty and students thrive and flourish, especially through "Reach for the Future," the University's strategic plan that reallocated more than \$2 million directly into faculty training, classroom academic support, and laboratory and technology upgrades -- an effort that has become a national model for collaborative governance; and

WHEREAS, during his tenure, the University has secured or launched the planning of 17 major academic and campus building and construction projects totaling

more than \$79.5 million, including the Chalmer Davee Library and South Hall; and

WHEREAS, Chancellor Thibodeau gained first-hand experience about student issues and concerns by living in Hathorn Hall his first year as chancellor, and through his tenure has remained an advocate for students and the quality of their education and campus experience; and

WHEREAS, one of Chancellor Thibodeau's most enduring extracurricular accomplishments as chancellor has been his great success as the author of a textbook on human anatomy and physiology that has enjoyed numerous printings, has been translated into Spanish, Italian, Japanese and Chinese, and is considered the national standard for introductory courses for undergraduate students of human anatomy and physiology; and

WHEREAS, Chancellor Thibodeau is an extraordinary higher education leader who balances good management with insightful leadership -- skills which he now brings to UW System Administration as Interim Senior Vice President for Academic Affairs;

BE IT THEREFORE RESOLVED, that the University of Wisconsin System Board of Regents commends Gary A. Thibodeau for his successful tenure as Chancellor of the University of Wisconsin-River Falls and a distinguished lifetime of service to the University of Wisconsin System, and extends sincere best wishes to him on the occasion of his new role as Interim Vice President and his ensuing retirement from the University of Wisconsin System.

Upon motion by Regent Smith, Resolution 8153 was adopted by acclamation, with a standing ovation for Chancellor Thibodeau.

Thanking all those who had made his time in the UW System so pleasurable and meaningful, Chancellor Thibodeau noted that he was completing 35 years in public higher education, 15 of them as Chancellor of UW-River Falls - a campus that represents a remarkable return on investment to the people of Wisconsin. He recognized the Board

of Regents for its advocacy role for public higher education and predicted that good things will continue to happen that will take the UW System to even greater prominence.

Thanking President Lyall for her leadership, he noted that during his tenure in the UW System he had worked with 42 UW Chancellors and a succession of Board of Regents Presidents. He expressed appreciation to each of these people, along with all members of the Board, for their contributions to the UW System. He looked forward to working for the next several months as Interim Senior Vice President for Academic Affairs.

Expressing his respect for Chancellor Kuipers and her accomplishments, Regent Olivieri read the following resolution, which was adopted by acclamation and with a standing ovation for Chancellor Kuipers.

Resolution of Commendation to Judith L. Kuipers

Resolution 8154: WHEREAS, Judith L. Kuipers has served with distinction as Chancellor of the University of Wisconsin-La Crosse since 1991; and

WHEREAS, the many positive partnerships she has established between UW-La Crosse and agencies, organizations and businesses throughout the region have contributed to a stronger, more vibrant campus and community; and

WHEREAS, among her greatest accomplishments has been her leadership in the creation of the collaborative La Crosse Health Science Consortium, a unique partnership that is providing students with state-of-the-art instruction and research opportunities, and allied health services that will eventually reach and benefit citizens throughout 22 western Wisconsin counties; and

WHEREAS, Chancellor Kuipers has championed the expansion of international relationships and study-abroad programs, as well as the enhancement of undergraduate education and campus student life; and

WHEREAS, as an active role-model and leader, she has encouraged faculty and staff to become involved in a wide range of civic enrichment projects, transforming

the University into a much more vigorous partner in the La Crosse community; and

WHEREAS, through her membership on the Board of Directors of the American Association of State Colleges and Universities (AASCU), and on the International Education Committee of the American Council on Education (ACE), Chancellor Kuipers has represented the interests of UW-La Crosse and the UW System in important national forums; and

WHEREAS, by the force of her personal commitment and action, she has succeeded -- time and again -- in demonstrating that there is no other single institution, or organization, or force, that has a more important influence on the continuing economic and cultural well being of La Crosse and West-Central Wisconsin than does the University of Wisconsin-La Crosse.

BE IT THEREFORE RESOLVED, that the University of Wisconsin System Board of Regents commends Judith L. Kuipers for her extraordinary service and steadfast commitment to the University of Wisconsin System, and extends sincere best wishes to her and her husband, Jerry, as together they begin a new life in California.

Chancellor Kuipers expressed appreciation to her spouse, Jerry, for his unflagging support throughout their lives. She thanked the people of Wisconsin, current and past members of the Board of Regents, Chancellors and UW System staff for enriching her life in so many ways.

Noting that at heart universities are about truth, courage and the future, she observed that these values are easy to overlook with today's focus on money and measures of success. She considered the major challenge for higher education today to "think big" and in a collaborative way, with the Governor, Legislature, and UW System forming a partnership to move the UW to the next level. Referring to the increasing diversity of the state and to rapidly changing technology, she emphasized that it is imperative for the State of Wisconsin to invest in higher education at this critical time.

In conclusion, Chancellor Kuipers extended particular appreciation to President Lyall who epitomizes the many wonderful people in the UW System and their commitment to learning.

Offering Resolution 8155, Regent Boyle commented that Chancellor Beaver had taken the reins at UW-Extension at a time when the institution was in great need of leadership and consistent management. He had strengthened UW-Extension and placed it on the road to a bright future. The resolution was adopted by acclamation, with a standing ovation for Chancellor Beaver.

Resolution of Commendation to Albert J. Beaver

Resolution 8155: WHEREAS, Albert J. Beaver has served the University of Wisconsin System for 34 years beginning at UW-River Falls as an assistant professor of Soil Science, and also has served in several leadership positions at UW System Administration, including nine years as Associate Vice President for Academic Affairs; and

WHEREAS, in his most recent position, serving as Interim Chancellor of the University of Wisconsin-Extension since 1997, Albert Beaver has capped an illustrious career of teaching, research, meritorious public service and resourceful leadership; and

WHEREAS, as Interim Chancellor, he has succeeded in strengthening relationships between Extension and the many partners who help deliver quality programs and services to learners of all ages, all across Wisconsin -- conveniently and with impact; and

WHEREAS, he played a pivotal role in securing funding and overseeing the construction of The Pyle Center, UW-Extension's state-of-the-art conference center in Madison; and

WHEREAS, his leadership has helped strengthen UW-Extension and place the institution on the road to a bright and productive future, leaving it on solid financial ground and with strong leadership in place to succeed him; and

WHEREAS, through his years of service, Interim Chancellor Beaver continually has been recognized for his direct, honest, and collegial approach in his dealings

with Regents, System Presidents, Chancellors and countless other individuals and constituencies with whom he has interacted;

BE IT THEREFORE RESOLVED, that the University of Wisconsin System Board of Regents commends Albert J. Beaver for his successful tenure as Interim Chancellor and his lifetime of service to the University of Wisconsin System, and extends sincere best wishes to him on the occasion of his retirement as a good and faithful servant of the Wisconsin Idea and an accomplished leader of the University of Wisconsin System.

Chancellor Beaver observed that UW-Extension is poised for success in a world where its role is more relevant than ever to the advancement of the Wisconsin Idea. He expressed appreciation to UW-Extension faculty and staff, to the Board of Regents, President Lyall, and the UW Chancellors, faculty and staff with whom he had worked over the years. As he prepared for retirement, he expressed confidence that the UW is in good hands as it moves to the future, and he thanked all those who had helped him along the way.

Reflecting on the contributions of the leaders honored at this meeting, President Lyall was reminded of how important this caliber of leadership is to the UW System. She took seriously, she stated, the admonition to stay true to the search for truth, which is a key element of the UW System's mission. She also appreciated Chancellor Kuiper's advice to think big and invest for the future, noting that a great deal is at stake for the State of Wisconsin and for the UW System. Thanking all that were honored, she observed that the UW would not be where it is today without their efforts.

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Presentation by University of Wisconsin-Milwaukee Idea Budget Initiative

Beginning her presentation, Chancellor Zimpher indicated that the Milwaukee Idea and the role of an urban university builds on the rich tradition of the Wisconsin Idea. It is being implemented in phases, including extensive group discussions and evaluations. Several initiatives already are being launched, including curriculum work in Cultures and Communities, the Consortium for Economic Opportunity, the Milwaukee Partnership Academy in education, Healthy Choices, the Global Passport idea, and Campus Design Solutions, which is driving thoughts about the built environment on campus and in the community. Initiatives still to be implemented include Fresh Water, a new Milwaukee Technology Center, and a Knowledge Fest for the campus and community.

In simplest terms, the three E's of the Milwaukee Idea - Education, Environment and Health, and Economic Development equal economic growth and quality of life. The Milwaukee Idea expresses the intellectual capacity of the university, with 146 degree programs, 23,000 students and more than 3,000 employees, to make major contributions in these key areas through research, teaching and service.

In the area of education, initiatives have been created to expand pre-college programs and to focus on commitments to teacher preparation and curriculum development, in Cultures and Communities, Global Studies and Technology. In the area of Environment and Health, commitments have been made to programs that will make a difference in quality of lifestyle, in the environment, in public housing and community development. In Economic Development, programs are focused on workforce development, international education, neighborhood economic development and technology transfer through basic and applied research.

In developing the Milwaukee Idea, Chancellor Zimpher noted, the university understands its responsibility to match ambitious goals with a financial plan designed to achieve them. The investment plan builds on the commitment to increase grants and contracts over the next five years to \$21 million, to increase enrollments which will generate tuition revenues totaling \$20 million over the next five years, to increase donor and foundation giving through a major capital campaign, and the commitment by the university to reinvest in itself through the budgeting process. UWM's commitment totals \$50 million, to which is added the request for state GPR over the next two biennia of \$25 million - \$8 million in the first year, another \$8 million in the second year, \$4 million in the first year of the next biennium and another \$5 million after that. For every dollar of the state's investment, the Chancellor emphasized, UWM will invest two dollars.

As evidence that this will be a good investment for the state, Chancellor Zimpher pointed out that there already has been a 39% increase from last year to this year in external grants and contracts, \$5.9 million already has been netted in the effort to expand and grow enrollments, and UWM is accruing significant experience in raising money, having just completed two major campaigns in the arts and in education.

Citing broad community support for the Milwaukee Idea, Chancellor Zimpher introduced the Executive Director of the Milwaukee Teachers Education Association, who represents a partnership with the Milwaukee Public Schools that includes the Superintendent, the Board, Milwaukee Area Technical College, the Private Industry Council, the Metropolitan Milwaukee Association of Commerce, and Ameritech. She also introduced representatives of UWM's Corporate Council, which includes many prestigious firms among its members, and thanked them for their support of the Milwaukee Idea. In addition to community support, Chancellor Zimpher recognized UWM faculty, staff, and students and thanked them for making the plan a reality.

Noting that another important area of support is from elected officials, the Chancellor introduced Representative Jon Richards, Senator Alberta Darling and Senator Richard Grobschmidt and thanked them for their support.

In essence, Chancellor Zimpher stated, the Milwaukee Idea is a proposal to invest in Wisconsin and to make a difference. With regard to what can be achieved for the economy, she cited increasing the number of profitable corporations, increasing the number of patents, increasing federal dollars, and sustaining high employment. Over the next five years, UWM is committed to increasing enrollments by 20,000 and doing this in partnership with the two-year colleges. Impact around the world will be expanded through commitment to Global Studies, to an international curriculum and to Wisconsin Worldwide, providing instruction, consulting services and new product assessment to Wisconsin and overseas entities. Another commitment is to the growth of minority businesses.

Barometers for impact in the environment and health area include making a difference in statistics that characterize health and welfare, such as reducing teenage pregnancies, preventing lead poisoning, reducing the incidence of childhood asthma, and increasing the statewide level of immunizations against disease. These initiatives include partnerships with the UW Medical School's Urban Medical Program in Milwaukee, the Medical College of Wisconsin and others throughout the state to increase UWM's capacity to make a difference in promoting good health. Environmental initiatives include creating work that will reduce toxics in the environment and the Milwaukee Idea Home, a highly energy efficient architectural design for affordable housing. In the area around the university, UWM takes seriously the challenge of building one of the best university neighborhoods in the country in the belief that both students and the university can be excellent neighbors.

Standards for impact in the area of education include supplying more teachers, particularly teachers of color, for the Milwaukee urban setting, where 85% of the students, but only 17% of the teachers, are people of color. With the public schools and other partners, UWM is committed to reversing the attrition of teachers, improving the quality of teaching and learning, increasing graduation rates, and thereby creating a more diverse workforce, not only for Milwaukee but for the whole state. The university also is committed to increasing study abroad and global curriculum programs.

Observing that this is a critical moment in the history of the State of Wisconsin, Chancellor Zimpher emphasized that the challenge is to position Wisconsin well for the future. She referred to an index by the Progressive Policy Institute on economic potential of states in terms of innovative capacity. In this new economy index, she pointed out, Wisconsin's projected position among the states is 32nd, an unacceptably low ranking. States ranked ahead of Wisconsin that have similar education systems include Illinois, North Carolina, Georgia, Arizona and Pennsylvania. All of these states have invested more heavily than Wisconsin in higher education and in their urban public research universities. The Chancellor quoted as follows from a *New York Times* article: "If there is one never-absent factor in innovation economies, it is the proximity of a research university shifting from ivory tower to revving economic engine. Fast growing high tech sectors increasingly determine which metropolitan areas are succeeding or failing, and the key is the presence of a research university." In conclusion, the Chancellor emphasized

that it is time for Wisconsin to build its future - economic, educational, and environmental. UW-Milwaukee is ready to help lead the way.

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Accountability Task Force Report

As background to the report, President Lyall recalled that the UW System was one of the first in the nation to start issuing public stakeholder reports. This was done at the recommendation of the Accountability Task Force, whose members included Regent Roger Axtell and former Regents Dan Gelatt and Michael Grebe. Starting in 1993, the UW System has issued an Accountability Report every year, showing progress on each of 18 individual indicators, ranging from access rates and faculty workloads to graduation rates, credits-to-degree, research funding, faculty retention and tenure rates, workplace safety, facilities maintenance, and employer, alumni, and student satisfaction ratings.

Since that time, she pointed out, the educational business has changed, and so has the financial picture. Today, the UW is serving new markets, earning more of its own revenues, and using new instructional technologies barely envisioned in 1993. The 18 indicators that have been used reflect the work of the 1990s, and should be updated to recognize changing trends and expectations.

Last fall, President Lyall appointed a task force, chaired by UW-Superior Chancellor Julius Erlenbach, to review the accountability indicators and recommend changes to more effectively capture the world of 2000 and beyond. The Task Force designed these indicators to be more useful to the Board, to university managers, and to interested constituents across the state.

The Task Force recommended a "balanced scorecard" approach, in which 21 indicators will help measure progress towards, and tradeoffs among, six overall goals:

- 1) Access for traditional and non-traditional students;
- 2) Persistence and graduation rates;
- 3) Development of critical thinking skills;
- 4) A learning environment that fosters global understanding;
- 5) Out-of-classroom learning opportunities;
- 6) Efficient and effective stewardship of resources.

Some current indicators will continue, while others are new. Among the new indicators are: 1) Tracking of service to non-traditional students; 2) study abroad opportunities for students; 3) undergraduate research and apprenticeship opportunities, and other work-study combinations; 4) adoption/uses of instructional technology by faculty; and 6) participation in citizenship learning by students.

A number of key constituent satisfaction surveys will give important feedback on how well students, faculty, and alumni feel the university is serving their needs. An important change is proposed in how this information is collected. In the past, the UW commissioned surveys that provided information about its performance, but without direct comparison to others. Under the "balanced scorecard" approach, the UW will participate in established national surveys, including the National Survey of Student Engagement (NSSE), the ACT Alumni Survey, and the UCLA Faculty Survey, so that UW results can be benchmarked against other universities nationally.

The Task Force also recommended including a section in each accountability report on "context and capacity", which will reflect the larger demographic, financial and economic climate in which UW institutions must carry out their work. This section also will enable reporting on some of the most important contributions the UW makes to the new Wisconsin economy.

The original Accountability Task Force recommended maintaining any given set of indicators for at least six years to ensure reasonable continuity over time. It would be the intention to maintain these new indicators through 2006, when another update will be considered.

In conclusion, President Lyall thanked the Task Force for its hard work, and expressed special appreciation to Chancellor Erlenbach for serving as chair.

Referring to the procedural guidelines on page 4 of the report, Regent Gottschalk urged that institutional level data, as well as system-wide averages, be incorporated into the report.

Chancellor Erlenbach explained that the Task Force was motivated by the charge to make the document more useful within the UW System for self-improvement purposes, which resulted in the guideline that institutional results, while not part of the report, will be provided to the institutions. He saw no objection, however, to including them in the report as well.

President Lyall noted that tabular information by campus has been included in appendices to past accountability reports. It is more difficult, however, to report survey results on statistically significant bases by campus, since it would be necessary to pay for a much larger sample survey process. She wanted to have the opportunity to confer with the Chancellors as to their sense of campus-level sample sizes for the survey portion of the report. She saw no reason that other campus information could not be incorporated into an appendix to the report, if the Board wished.

Regent Gottschalk indicated that he did not believe the Board needs to see the complete detail of every survey, and that his emphasis is on a pro-active positive approach, not a negative one.

The question was put on Resolution 8156, and it was adopted unanimously, upon motion by Regent Randall, seconded by Regent Gottschalk.

President Lyall noted that the next Accountability Report will be based on the indicators just adopted and commented that they will help both the UW and its constituencies to monitor the UW's progress.

Recommendations of the Accountability Review Task Force

Resolution 8156: That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents accepts the Recommendations of the Accountability Review Task Force and authorized implementation of the new accountability indicators.

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Search and Screen Procedures for Chancellors, Senior Vice Presidents and Vice President

President Lyall indicated that the proposed amendments to Regent Policy 88-2 arose from a Board discussion in May about the composition of the Search and Screen Committee for a new UW-Madison Chancellor, which includes additional community representatives and the kinds of expertise needed in the search. The recommended amendments to the policy would remove restrictive language that limits the number of community representatives to only one and would insert a provision for the Search and Screen Committee to make periodic progress reports to the Regent President, the System President and the Regent Interviewing Committee.

It was moved by Regent Axtell and seconded by Regent Mohs that the following resolution be adopted by the Board.

Amendments to Regent Policy 88-2

Resolution 8157: That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents adopts the attached amendments to Regent Policy 88-2: Search and Screen Procedures for Chancellors, Senior Vice Presidents and Vice Presidents.

Regent Mohs commented that proposed changes are very helpful and will add to the richness of the search and screen process.

The question was put on Resolution 8157, and it was adopted unanimously.

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Presentation on Technology Transfer Initiative

Introducing General Counsel Elizabeth Rindskopf-Parker, President Lyall described the technology transfer initiative, called "WiSys", as a particularly exciting new vehicle for moving forward in the area of intellectual property.

General Counsel Rindskopf-Parker explained that the new initiative is a cooperative venture of the UW System and the Wisconsin Alumni Research Foundation (WARF) to encourage technology development and transfer at all UW campuses outside of UW-Madison, which has had that capability for many years. WiSys Technology, Inc. is a five-year pilot program that will provide services to assist faculty, staff and students in identifying, protecting and licensing those inventions that have commercial potential. The program intends to initiate a cycle of development by increasing research funding and enriching learning experiences, which will lead to more academic inventions and stimulate economic growth. The program also will be useful in educating campuses on the importance of intellectual property protection and will address findings of a recent audit report as well.

As background on development of WiSys, Ms. Rindskopf-Parker noted that, while for many years UW-Madison has had the services of WARF in patenting and licensing, no comparable facility has been available for the other campuses. Faculty members on those campuses wanting to develop commercial potential of their inventions have had to proceed on their own, without any expert assistance. The result has been lost opportunities to protect the intellectual property of inventions and to move them forward into the economy.

As a subsidiary of WARF, WiSys will provide education and outreach, market analysis, intellectual property protection, technology licensing, and royalty revenue management. Reimbursement for these activities will be on a fee-for-service basis paid largely from subsequent royalty returns.

Two UW System offices are joining WiSys as founding organizations in this new partnership. The UW-Milwaukee Office of Technology Transfer will serve as host campus for all UW campuses and the Office of General Counsel will serve as program manager. Ms. Rindskopf-Parker introduced Bill Rayburn, Associate Provost for Research at UW-Milwaukee; K. C. Lerner, Technology Transfer Manager; P.J. Boylan, Senior University Counsel for Technology Transfer; and Beth Donley, General Counsel of WARF, who will serve as WiSys general manager.

Even before the program has been officially launched, WiSys has received eight invention disclosures, three of which have been accepted for patenting and licensing to the commercial sector. In conclusion, General Counsel Rindskopf-Parker expressed special appreciation to President Lyall, Chancellor Ward, UW-Madison Graduate Dean Virginia Hinshaw, participants at UW-Milwaukee and Carl Gulbrandsen of the UW Foundation for bringing this exciting project into being.

Responding to a question by Regent Axtell, Ms. Rindskopf-Parker noted that University Industry Research (UIR) is a capability at UW-Madison, many of the functions of which will be performed by WiSys for other campuses. Regent Axtell commented that

he is very impressed with UIR as an economic development tool, through its service as an entrance point for businesses that want to tap into the technology resources of the university. Account managers at UIR will help businesses connect with experts in a wide variety of fields. Often, the result is a potentially patentable process, resulting in a confidential disclosure to WARF. This, he emphasized, is a great boon for economic development, with the university engaging with business and providing specific technology transfer to the private sector. Through this process, faculty can own patentable procedures and even form their own companies. He urged that the UIR be given more attention and visibility, as the starting place for development of inventions.

Ms. Rindskopf-Parker replied that this was exactly what they hoped to achieve. In the System context, she added, there may also be benefits by introducing researchers to one another across the campuses.

Expressing support for the project, Regent Olivieri commented that it is an important step in going beyond the Madison campus in terms of technology transfer and that many opportunities across the state probably have been missed because the proper mechanism was not in place. He thought UW-Milwaukee, particularly, will benefit from WiSys because it is a research institution and that the whole state's economy will benefit as well.

President Lyall thanked General Counsel Rindskopf-Parker for her persistence in getting WiSys established and also thanked Carl Gulbrandsen, of WARF, for his helpful assistance.

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REPORT OF THE PHYSICAL PLANNING AND FUNDING COMMITTEE

Regent Barry, Chair, presented the Committee's report.

Unanimously approved by the Physical Planning and Funding Committee were Resolutions 8158 - 8165. Regent Barry moved their adoption by the Board of Regents as consent agenda items. The motion was seconded by Regent Alexander and it was carried unanimously.

UW-LaCrosse: Authority to Construct a Drake Hall Window Replacement Project

Resolution 8158: That, upon the recommendation of the UW-La Crosse Chancellor and the President of the University of Wisconsin System, authority be granted to construct a Drake Hall Window Replacement Project at an

estimated total project cost of \$ 235,000 Program Revenue-Cash.

UW-La Crosse: Authority to Construct a Drake and Angell Halls Telecommunications Cabling Project

Resolution 8159: That, upon the recommendation of the UW-La Crosse Chancellor and the President of the University of Wisconsin System, authority be granted to construct a Telecommunications Cabling Project in Drake and Angell Halls at an estimated cost of \$237,600, using Program Revenue-Cash.

UW-Madison: Authority to Accept a Gift-in-Kind

Resolution 8160: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to accept a gift-in-kind from Bou-Matic, Inc. of a 720 sq. ft. barn addition at the Arlington Dairy Research Center to house a robotic milking system. The addition will be constructed under terms of a land use agreement with the Board of Regents.

UW-Madison: Authority to Prepare a Fire Alarm System Master Plan and to Install Phase I of Eagle Heights Centralized Fire Alarm System Project

Resolution 8161: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to prepare a fire alarm system master plan for the Eagle Heights apartment complex at a cost of \$25,000 and to install Phase I of a centralized fire alarm system for the Eagle Heights apartments at a cost of \$250,000 for a total budget of \$275,000 Program Revenue-Cash.

UW-Parkside: Authority to Execute an Easement to Wisconsin Electric Power Company

Resolution 8162: That, upon the recommendation of the UW-Parkside Chancellor and the President of the University of Wisconsin System, authority be granted for the President and Secretary of the Board of Regents to execute a permanent 5.86 acre easement to the Wisconsin

Electric Power Company (WEPCO) as a site for the construction of an electric substation to provide service to the area around UW-Parkside, and eventually UW-Parkside. In consideration for the easement, WEPCO will make a cash payment of \$350,000 to be used at the discretion of the Chancellor, as is usual practice for such transactions.

UW-River Falls: Approval of Land Trades with City of River Falls And Hockey Association

Resolution 8163: That, upon the recommendation of the UW-River Falls Chancellor and the President of the University of Wisconsin System, authority be granted to:

- a. Exchange 9.92 acres of UW-River Falls Laboratory Farmland for 9.92 acres of land owned by the River Falls Youth Hockey Association. There are no costs related to this transaction since the parcels are contiguous and have equal value.
- b. Exchange a 7-foot by approximately 1,500-foot (.25 acres) of UW-River Falls Laboratory Farmland for a city of River Falls 66-foot by 1,260-foot (1.9 acre) platted, undeveloped right-of-way extending into the campus Laboratory Farm.
- c. Adjust the campus boundary accordingly.

UW-Superior: Authority to Construct a Five Residence Hall Telecommunication Project

Resolution 8164: That, upon the recommendation of the UW-Superior Chancellor and the President of the University of Wisconsin System, authority be granted to construct a Five Residence Hall Telecommunication Project at an estimated total project cost of \$450,000, using Program Revenue-Cash.

UW-Whitewater: Approval of Land Acquisition for Parking And Acceptance of Gift of Land

Resolution 8165: That, upon the recommendation of the UW-Whitewater Chancellor and the President of the University of Wisconsin System, authority be granted to acquire one

improved parcel of land and to accept a gift of adjacent vacant land from the city of Whitewater totaling approximately 1.84 acres at a total acquisition cost of \$145,750 Program Revenue Cash, Parking Funds, and to adjust the campus boundary accordingly. The total cost includes the closing and related expenses in accordance with the provision of Section 20.914 of the Wisconsin Statutes (\$140,000 acquisition plus \$5,750 closing, demolition, asbestos removal).

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Report of the Assistant Vice President

Report of Building Commission Actions

Assistant Vice President Nancy Ives reported to the Physical Planning and Funding Committee that the following items were submitted for the June Building Commission: The Governor's Agriculture Initiative (including facilities for UW-Platteville and the Environmental Farm Living/Learning Center); UW-Madison replacement of the Meat/Muscle Biology facility and an integrated dairy project involving the main campus and the Arlington and Marshfield stations. At the June meeting, it is planned to seek \$1.7 million All-Agency funds for digital transmission equipment for WHA-TV.

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Presenting Resolution 8166, Regent Barry noted that Dr. W. Carl Wimberly joined the UW-La Crosse faculty in 1953 as an instructor in political science. He served as Director of the Division of Arts, Letters and Sciences and later as Dean of that College. Following his service as Dean, he was named Vice Chancellor and held that position until his retirement in 1992. His leadership in expanding the Business Administration program led to the creation of the current UW-La Crosse College of Business Administration. Dr. Wimberly served as the President of the UW-La Crosse Foundation for two and one-half years and currently serves as a member of the Foundation Board of Directors.

Regent Barry moved adoption of Resolution 8166, which was approved unanimously by the Committee. The motion was seconded by Regent Alexander and carried unanimously.

UW-La Crosse: Approval to Name North Hall

Resolution 8166: That, upon the recommendation of the UW-La Crosse Chancellor and the President of the University of Wisconsin System, authority be granted to name North Hall, "The W. Carl Wimberly Hall."

Presentation by UW-Milwaukee on Campus Signage and Discussion of Campus Planning Issues

Regent Barry reported that UW-Milwaukee physical plant representatives presented to the Physical Planning and Funding Committee plans as to campus signage. There also was a brief discussion on issues of campus planning at UW-Milwaukee, especially related to enrollment growth envisioned by the Milwaukee Idea. Noting that at 80 acres, UWM is the smallest campus in the UW System, Regent Barry indicated that those acres are prescribed from further development by long-standing agreements on

preservation of the Downer Woods. The Committee encouraged UWM to work towards development of a campus master plan that might contemplate expansion of the campus. Expressing strong support for the Milwaukee Idea, Regent Barry added his belief that the long-term health of the UWM campus requires additional space. An analysis is needed as to whether that space should be adjacent to the campus or elsewhere.

REPORT OF THE BUSINESS AND FINANCE COMMITTEE

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

The Business and Finance Committee unanimously approved Resolutions 8167-8169 and moved their adoption as consent items by the Board of Regents. The motion was seconded by Regent Axtell and carried unanimously.

Administrative Positions Assigned to Salary Ranges

Resolution 8167: That, upon recommendation of the President of the University of Wisconsin System, the following be approved to rescind and replace Regent Policy 78-5:

That the President of the University of Wisconsin System continue to be authorized to assign, on behalf of the Regents, the positions of associate vice presidents, assistant vice presidents, vice chancellors not identified as university senior executives, assistant chancellors,

associate vice chancellors and assistant vice chancellors, to UW System salary ranges governing administrative academic staff and limited appointment positions as required by s. 20.923(5), Wis. Stats., and

That the President will assign the officer positions named above to salary ranges based on functions performed, scope of responsibility, span of institutional influence, inter-institutional equity and market factors, and

That the President shall retain the current authority to approve officer title changes and changes to salary range assignments for existing officer positions and may approve on behalf of the Regents, newly created officer positions and assign those new officer positions to salary ranges.

Delegation of Authority to President for Personnel Actions

Resolution 8168: That, upon recommendation of the President of the University of Wisconsin System, the following revision to Regent Resolution 5387 (Regent Policy Document 87-15) be approved (revisions shown by strikethrough and underline):

That the President of the University of Wisconsin System be authorized to approve, on behalf of the Regents, personnel actions involving staff in or for positions other than ~~system vice presidents and chancellors~~ UW System senior executives (except as delegated under Regent Policy 94-4); and that the President be authorized to delegate such authority, with the following provisions:

That, prior to authorizing recruitment or promotion to fill any faculty, academic or limited staff position for which the planned rate of pay exceeds ~~the maximum annual salary equivalent in Group 6 of the State Executive Pay Plan~~ 75% of the salary of the UW System President, the President shall furnish the Board with a description of the position and a justification of the salary range and intended length of appointment assigned to it. Unless a Regent requests that the

appointee be considered by the Board, the President may authorize recruitment and appointment, and

That prior to approving annual merit increases for faculty, academic and limited staff members whose rate of pay exceeds that stipulated above, the President shall review the list of such increases with the Board of Regents and obtain its approval.

Principal Expenditure UW System Trust Funds Clyde C. Stumreiter Bequest

Resolution 8169: That, upon recommendation of the President of the University of Wisconsin System, and the Chancellor of the University of Wisconsin-Madison, the principal and income balance of the Clyde C. Stumreiter bequest be made available for spending.

UW-Milwaukee Presentation: Student Technology

Joe Douglas, Director of Information and Media Technology at UW-Milwaukee presented an overview of their Student Technology Services (STS). An independent department, composed entirely of current students at UW-Milwaukee, STS is responsible for delivering technology and media-related services to the campus community. In addition to being staffed by students, STS is entirely managed by students and employs over 250 students from virtually every academic major at UWM. Students begin in entry-level positions and work their way up to intermediate and advanced positions. They are encouraged to change jobs each year, moving into other departments to learn and practice new skills.

The empowerment STS students acquire on the job is reinforced through a carefully tailored internal training curriculum, ensuring that each student employe is competent in both technical and life skills. When they reach graduation and assume positions in the outside workforce, STS students already possess management skills in leadership, customer service, communication, recruiting, evaluation, strategic planing, projects, teamwork, negotiation and budgeting, as well as an extensive work history that includes 3-5 years of experience in a diverse and professional workplace. There are not enough graduates with technical degrees to fill the available jobs requiring technical proficiency and building partnerships with business, and STS can fill this gap with technically proficient summer cooperative placements and graduates.

Among the benefits received by the STS business partners are increased efficiencies in the hiring process through access to the pool of STS employees, realized

savings on costly hiring and recruiting, and an increase in the retention rate of new employees.

Expanding the program to the Milwaukee Public Schools and Milwaukee Area Technical Colleges is an immediate goal of the STS program. Long term goals include expanding the program throughout the UW System and to the entire Wisconsin Technical College System.

Committee members were in agreement that this is a vital program, providing excellent training for technology-enabled workers.

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Report of the Vice President

Legislative Audit Bureau A-133 Audit

Reporting that, of \$700 million in revenue, the audit only questioned \$62,000 in costs, Regent Marcovich observed that the UW does extremely well in handling its funds.

Class Audit Law

Deborah Durcan, Acting Vice President, reported that legislation was approved allowing senior citizens to audit classes without charge. A resolution to bring Board policy into compliance with the new law will be presented at the September meeting.

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Additional Items

Cases involving diversion of funds

Regent Axtell inquired as to the status of two highly publicized cases at UW-Madison. Vice Chancellor John Torphy noted that diversion of funds in these isolated cases was not the result of improper university accounting practices, but that the money was diverted before it reached the UW.

Acting Vice President Durcan reported that a letter had been sent to all state financial institutions, reminding them of UW System policies regarding the establishment of university bank accounts and the need for a corporate seal. In the two cases in question, people opened accounts on their own without following university procedures. Diverted funds were put into those accounts.

Venture capital use in higher education

Regent Gottschalk referred to an article discussing the use of venture capital funds by higher education institutions in *The Chronicle of Higher Education*. The Committee asked administration to revisit the issues and present additional information at the September Board meeting.

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REPORT OF THE EDUCATION COMMITTEE

Regent Brandes, Chair, presented the report.

Joint Meeting with Business and Finance Committee

The Education and Business and Finance Committee met in joint session to consider two themes of the 2001-03 UW System Biennial Budget proposal: International programs and Information Technology.

International Education: Collaborative Foreign Language Program

The Collaborative Foreign Language Program offers language instruction using real-time interactive two-way video technology. Its primary goal is to internationalize the curriculum system-wide by providing students with languages and cultural opportunities previously unavailable to them. Funded by a UW System grant, the program presented a biennial budget request for permanent funding in the amount of \$1,319,200. Committee members agreed with Regent MacNeil's suggestion that a white paper describing what has been done in the area of international education would be helpful.

Information Technology

The goal of the Information Technology budget request is to support Wisconsin Workforce Development by using the infrastructure (network, libraries, administrative systems) to provide students with enhanced opportunities to develop technology skills. The \$14 million request includes funding for: (1) student access to technology tools; (2) access to technology for students with disabilities; (3) technology in the classroom; web-based learning support systems; (4) innovation funds; and (5) technology research and assessment.

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Regent Brandes presented Resolutions 8170-8177, which had been 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 MacNeil and carried unanimously.

2000-01 Tenure Designations and New Tenured Appointments

Resolution 8170: That, upon recommendation of the respective Chancellors and the President of the University of Wisconsin System, the 2000-01 tenure designations and new tenured appointments, reported in the attached materials by institutions, be approved.

UW- La Crosse: Authorization to Recruit Chancellor

Resolution 8171: That the President of the University of Wisconsin System be authorized to recruit for a Chancellor, University of Wisconsin-La Crosse, at a salary that exceeds the Executive Salary Group Six maximum.

UW-Madison: Authorization to Recruit: Assistant, Associate or Full Professors, School of Business

Resolution 8172: 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 up to seven Assistant, Associate or Full Professors, School of Business, at salaries that may exceed the Executive Salary Group Six maximum.

UW-Madison: Renaming an Institute: Robert M. LaFollette School of Public Affairs

Resolution 8173: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the Robert M. La Follette Institute of Public Affairs be renamed the Robert M. La Follette School of Public Affairs; and that the Regents recommend this change to the legislature should this approval be required.

UW-Milwaukee: Renaming a School: Milton and Lillian Peck School of the Arts

Resolution 8174: That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the UW-Milwaukee School of the Arts be renamed the UW-Milwaukee Milton and Lillian Peck School of the Arts.

UW-Madison: Appointment of Named Professor

Resolution 8175: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, Professor Karin Kirchhoff be appointed to the Charlotte Jane and Ralph Rodefer Chair in Nursing, effective August 21, 2000.

UW-Stout: Appointment of Named Professor

Resolution 8176: That, upon recommendation of the Chancellor of the University of Wisconsin-Stout and the President of the University of Wisconsin System, Danny Bee, College of Technology, Engineering and Management, be designated a G.A. Taft Manufacturing Engineering Professor, effective September 1, 2000 through August 31, 2003.

UW-Milwaukee: Appointment of Named Professors

Resolution 8177: That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the following named professors be appointed:

Hemant Jain Tata Consultancy Services Professor, effective July 1, 2000; and

Jay Lee Rockwell Automation Professor, effective August 21, 2000.

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Report of the Senior Vice President for Academic Affairs

Resolution of Appreciation

Senior Vice President Ward introduced a resolution of appreciation for Associate Vice President Sharon L. James on the occasion of her retirement.

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Occasional Research Brief: New Freshman Outcomes: Retention and Graduation

Frank Goldberg, Associate Vice President for Policy Analysis and Research, reviewed with the Committee the Occasional Research Brief on *New Freshman Outcomes: Retention and Graduation*. The study shows that the systemwide six-year graduation rates for freshmen who began in the fall of 1991 are higher than the national average – 51.8 percent to 47.6 percent. Completion of the first year of college and continuation into the second increased substantially for full-time new freshmen, from 75 percent for the 1977 cohort to 84 percent for the 1998 cohort.

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Presentation: Pre-College at UWM. Changing the Lives of Our Young People.

The Education Committee heard a presentation on UW-Milwaukee's pre-college programs. Some 1800 students are currently enrolled in the programs, with approximately 90 percent going on to post-secondary education. The Committee noted the importance of being more competitive in recruiting these students, so that they will attend UW schools, instead of going out of state.

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Presentation: Collaboration in International Program Development in the UW System.

Senior Vice President Ward introduced a presentation on international programs in the UW System. Four examples were given: (1) the Wisconsin-Hessen Exchange Program, created for the exchange of students between UW System institutions and institutions of higher education in the State of Hessen, Germany; (2) the Western Wisconsin Consortium's program at Dalkeith House, Scotland; and (3) UW-Platteville's program in Seville, Spain and other locations.

Committee members agreed that international programs are a critical part of a student's education for working in the contemporary global economy and encouraged creating more programs to provide affordable international experiences for greater numbers of students.

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ADDITONAL RESOLUTONS

Upon motion by Regent DeSimone, seconded by Regent Axtell, the following resolution was adopted unanimously.

Cancellation of July 2000 Meetings

Resolution 8178: That the Board of Regents' meetings scheduled for July 13 and 14, 2000 be cancelled.

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Presenting Resolution 8179, Regent MacNeil expressed special appreciation to Chancellor Zimpher for her impressive leadership, creativity, and the "Brain Train". The resolution was adopted by acclamation.

Resolution of Appreciation to UW-Milwaukee

Resolution 8179: Whereas, the Board of Regents is very pleased to have been invited to hold its June 2000 meetings at the University of Wisconsin-Milwaukee; and

Whereas, this visit was enriched by the opportunity to participate in the stimulating and very interesting conference, "Dynamics of Change: The Milwaukee Idea and the New Urban University"; and

Whereas, it is an honor to have attended UWM's reception and dinner with Governor Thompson, former Governors, other elected officials, and community and university leaders; and

Whereas, this visit was further enhanced by UW-Milwaukee's presentations to the Regents on the Milwaukee Idea Budget Initiative; Pre-College Programs; Student Technology; and Campus Signage; and

Whereas, the gracious and creative hospitality extended by Chancellor Zimpher and the UW-Milwaukee community is greatly appreciated;

Now, therefore, be it resolved that the Board of Regents of the University of Wisconsin System hereby expresses its appreciation to the University of Wisconsin Milwaukee for this especially interesting and enjoyable visit.

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EXECUTIVE SESSION

At 11:30 a.m., the Board recessed for ten minutes. The Board reconvened in open session at 11:40 a.m., at which time the following resolution, moved by Regent Randall, was adopted on a unanimous roll-call vote, with Regents Alexander, Axtell, Barry, Boyle, Brandes, De Simone, Gottschalk, Gracz, James, MacNeil, Marcovich, Mohs, Olivieri, Randall, and Smith (15) voting in the affirmative. There were no negative votes and no abstentions.

Resolution 8180: That, the Board of Regents recess into Executive Session, to consider student appeals and to consider appointments to the UW-Stevens Point Board of Visitors, as permitted by s.19.85(1)(f), *Wis. Stats.*, to consider annual evaluations, to consider appointment of an Interim Chancellor, UW-La Crosse, to set salaries for Interim Vice Chancellors, UW-Extension, UW-Colleges, and UW-La Crosse, to consider salary for Interim Senior Vice President for Academic Affairs, to consider 2000-01 salary adjustments for senior executives and for those with salaries above Group 6 of the Executive Pay Plan, to consider appointments at salaries above Group 6, Executive Pay Plan, UW-

Madison and to consider appointment of a Dean, UW-Rock County as permitted by S.19.85(1)(c), *Wis. Stats.*, and to confer with legal counsel, as permitted by S.19.85(1)(g), *Wis. Stats.*

The Board arose from executive session at 12:00 noon, having adopted the following resolutions:

UW-Stevens Point: Appointments to Board of Visitors

Resolution 8181: That, upon the recommendation of the University of Wisconsin-Stevens Point Chancellor and the President of the University of Wisconsin System, the following appointments and re-appointments to the UW-Stevens Point Board of Visitors be approved for terms ending in 2003:

New Members:

Thomas W. Bertz, Stevens Point

John Evans, Schofield

Rick Gering, Wausau

Re-appointments:

Marg M. Coker-Nelson, Stevens Point

Mary K. Croft, Plover

James F. Harmon, Stevens Point

Daniel O. Trainer, Stevens Point

UW-La Crosse: Authorization to Appoint: Interim Chancellor

Resolution 8182: That, upon recommendation of the President of the University of Wisconsin System, Douglas N. Hastad be appointed Interim Chancellor of the University of Wisconsin-La Crosse, effective July 1, 2000, at an annual salary of \$141,472.

UW Colleges: Approval of Salary: Interim Provost and Vice Chancellor

Resolution 8183: That, upon recommendation of the Chancellor of the University of Wisconsin Colleges and the President of the University of Wisconsin System, the salary for Margaret Cleek as Interim Provost and Vice Chancellor for Academic Affairs, be set at annual salary of \$107,529, effective June 1, 2000.

UW-La Crosse: Approval of Salary: Interim Provost and Vice Chancellor

Resolution 8184: That, upon recommendation of the Chancellor of the University of Wisconsin-La Crosse and the President of the University of Wisconsin System, the salary for Ronald G. Rada as Interim Provost and Vice Chancellor for Academic Affairs, be set at an annual salary of \$107,529, effective July 1, 2000.

UW-Extension: Approval of Salary: Interim Provost and Vice Chancellor

Resolution 8185: That, upon recommendation of the Chancellor of the University of Wisconsin-Extension and the President of the University of Wisconsin System, the salary for Marvin J. Van Kekerix as Interim Provost and Vice Chancellor for Academic Affairs, be set at an annual salary of \$107,529, effective July 7, 2000.

UW-Madison: Authorization to Appoint at a salary that exceeds the Executive Salary Group Six maximum

Resolution 8186: 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 appoint Byron E. Shafer the Hawkins Professor Political Science, College of Letters and Science, at a salary of C\$165,000.

UW-Madison: Authorization to Appoint at a salary that exceeds the Executive Salary Group Six maximum

Resolution 8187: 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 appoint Arne L. Kalleberg as Professor of Sociology and Director of the Industrial Relations Research Institute, College of Letters and Science, at a salary of C\$154,444, with a temporary base adjustment of \$15,444 for the 2001-02 academic year.

UW-Rock County: Appointment of Campus Dean

Resolution 8188: That, upon recommendation of the Chancellor of the University of Wisconsin Colleges and the President of the University of Wisconsin System, the Chancellor be authorized to appoint Dr. Janet Philipp as Campus Dean and Chief Executive Officer, UW-Rock County, at a salary of A\$83,000, effective July 10, 2000.

Appeal from UW-Madison Decision

Resolution 8189: That, upon the recommendation of the Committee on Student Discipline and Other Student Appeals, the Board of Regents adopts the attached Decision and Order in the matter of a student appeal from a UW-Madison decision.

Appeal from UW-La Crosse Decision

Resolution 8190: That, upon the recommendation of the Personnel Matters Review Committee, the Board of Regents adopts the attached Decision and Order in the matter of a student appeal from a UW-La Crosse decision.

UW System: Approval of Salary: Interim Senior Vice President for Academic Affairs

Resolution 8191: That, upon the recommendation of the President of the University of Wisconsin System, the salary for Gary Thibodeau as Interim Senior Vice President for Academic Affairs , be set at an annual rate of \$170,000, effective August 1, 2000.

Approval of 2000-01 Salaries: Senior Executives and Salaries over Group 6 Maximum

Resolution 8192: That, 2000-01 salary adjustments as listed in Schedule A for UW System Senior Executives and in Schedules B and C for faculty and academic staff whose salaries

will be above the maximum of Group 6 of the Executive Pay Plan, be approved.

The meeting was adjourned at 12:00 noon.

Judith A. Temby, Secretary