

MINUTES

EDUCATION COMMITTEE, BOARD OF REGENTS

1820 Van Hise Hall

Madison, Wisconsin

March 9, 2000

The March 9, 2000 meeting of the Education Committee was called to order by Regent JoAnne Brandes at 2:20 p.m. Present were Regents Benson, Boyle, MacNeil, Randall and Smith. Regents Barry, Mohs, Orr, and Gracz joined the meeting in progress.

1. Approval of the minutes of the February 10, 2000 meeting of the Education Committee.

It was moved by Regent Randall, seconded by Regent Benson, that the minutes of the February 10, 2000 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 announced the Office of Multicultural Affairs was awarded a Milwaukee Advertising Club *ADDY* for its Plan 2008 marketing brochure. This annual award recognizes excellence in print media design work. The Plan 2008 brochure won in the non-profit category.

Senior Vice President Ward presented the triennial report on Remedial Education in the UW System. He reported that since 1990 there has been approximately a 40 percent decline in students needing mathematics remediation, and a 30 percent decline in those requiring remediation in English. He observed that good progress has been made and suggested two strategies to achieve further improvement: (1) continue working with K-12 schools regarding how their graduates do, especially in math and English; and (2) push for the early math placement test for all Wisconsin high school juniors. Senior V.P. Ward stressed the importance of distinguishing between remediation, defined as achieving minimally acceptable levels, and the student's developing quantitative skills.

In reply to Regent Brandes, Regent Benson said that the Department of Public Instruction pays attention to the report in evaluating the readiness of students entering UW institutions. Senior V.P. Ward agreed with Regent Boyle that there is need to study the fact that students taking remediation in the first semester enjoy greater success than those taking remedial courses in later semesters. Responding to Regent Boyle, Senior V.P. Ward cited the following graduation rates comparing students who needed remediation in mathematics to those who did not (for students who began college in 1993): (1) non-remedial freshmen, 56 percent; (2) students taking remediation, 38 percent; and (3) students taking remediation in the second semester or later, 18 percent. He noted that students requiring English remediation have lower graduate rates than those requiring remediation in math. Regent Randall urged creation of more math and language enrichment camps. He also noted that teacher in-service is critical to helping students improve their math and language skills. Responding to Regent Smith, Senior V.P. Ward stated that remediation is supported solely by tuition revenue. Regent Orr urged continued advocacy of the early math placement test.

3. Authorizations to Recruit.

The committee approved the following authorizations to recruit:

- I.1.c.(1) It was moved by Regent MacNeil, seconded by Regent Boyle, that the Chancellor of UW-La Crosse be authorized to recruit for a Dean, College of Business Administration, and to make an appointment at a salary that exceeds the Executive Salary Group Six maximum.

The resolution PASSED unanimously.

- I.1.c.(2) It was moved by Regent Randall, seconded by Regent Benson, that the Chancellor of the University of Wisconsin Colleges be authorized to recruit for a Campus Dean, UW-Sheboygan.

The resolution PASSED unanimously.

4. Future Staffing Principles.

- I.1.d. It was moved by Regent Randall, seconded by Regent MacNeil, that the Board approves *Future Staffing Principles* for the University of Wisconsin System and requires a report in spring 2001 on progress made under the Principles.

The resolution PASSED unanimously.

The approved principles are as follows:

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 tenure-track and non-tenure-track appointments to meet their respective needs in the areas of teaching, research and/or service.
3. Titles for non-tenure-track instructional and research staff will be revised to reflect national titling trends.
4. Institutions will have the flexibility to hire practitioners (e.g., clinical supervisors, businesspersons, etc.) who may not hold traditional academic credentials.
5. Institutional policies and practice will encourage the integration of non-tenure-track instructional staff into departments and institutions.
6. Staffing will take into account the need for a diverse faculty and academic staff.
7. Staffing will be consistent with institutional tenure management policy.
8. Faculty positions will normally be filled through national searches.

Regent Boyle complimented UW-Madison on its work in issues related to non-tenure-track instructional and research staff, and urged other UW institutions to follow its lead. Edward Muzik, speaking for The Association of University of Wisconsin Professionals voiced concern "that we have been hiring too many non-faculty and that the maintenance of quality is threatened."

Responding to Regent Brandes, Senior V.P. Ward cited several reasons for filling faculty lines with non-faculty: (1) budget cuts; (2) increased salaries for new hires; (3) the development of

programs requiring staff without traditional faculty credentials; and (4) an increase in the length of time required to hire a new faculty, with non-faculty hired in the interim. UW-Madison Provost John Wiley noted that the term instructional academic staff covers a wide range of individuals, not all of whom teach in the classroom. Regent MacNeil observed that some individuals might prefer teaching in multiple institutions. Senior V.P. Ward commented that there is increased use of part-time individuals to teach specialty courses. In response to Regent Benson, Frank Goldberg, Assistant Vice President for Policy Analysis, stated that the UW system is slightly below national averages in use of instructional academic staff. In response to Regent Boyle's statement that the Principles' impact should be analyzed, the committee agreed to amend the resolution to require a report in spring 2001.

5. Student Transfer and Transition in the UW System

In preparation for the joint meeting with the Wisconsin Technical College Board in April, Assistant Vice President for Academic Affairs, Larry Rubin, provided background information on transfer in the UW System and on issues likely to arise in the meeting, reviewed transfer practices in the UW System, and discussed new and proposed initiatives. He noted that one in four new undergraduates, and one of every three earning a baccalaureate degree, is a transfer student.

Senior Vice President Ward described three groups of individuals transferring from WTCS to UW System institutions: (1) those seeking a bachelor's degree following completion of the Associate Degree; (2) individuals wanting to complete a specific major; and (3) persons wishing to transfer without having completed the Associate Degree. Responding to Regent Orr, Senior V.P. Ward listed the following expected actions: (1) redrafting of the 1989 UW System and WTCS *Guiding Principles for Transfer*; (2) increasing the number of general education transfer credits accepted from WTCS non-college parallel districts; (3) developing more 2+2 programs; and (4) developing new degree completion programs. Regent Orr emphasized that these actions should be ready for board vote in April.

Senior V.P. Ward agreed with Regent Mohs' observation that courses must be evaluated for their equivalency. Regent Orr emphasized the importance of advising students as to which institution best suits their needs. Regent Benson indicated his belief that 2+2 programs are excellent and pointed out that, in the Waukesha area, the high schools have developed a 2+2+2 program with Waukesha Technical College and UW-Stout. Regent Barry commented that the goal for the new initiative is greater seamlessness between the two institutions. Regent Randall urged careful monitoring of the new initiative, especially as both UW System and WTCS institutions pursue more adult learners.

William Messner, Chancellor of the UW Colleges, observed that to the extent WTCS unlinks transfer credits from pursuit of a technical degree, it operates like a community college. This, he argued, is a public policy issue. Regent Orr responded by warning against "mission creep." Regent Barry added that Wisconsin cannot afford to replicate community colleges across the state.

6. New Program Authorizations.

- I.1.f.(1) It was moved by Regent MacNeil, seconded by Regent Boyle, that the Chancellor of UW-Platteville be authorized to implement the Master of Engineering degree.

Senior V.P. Ward stated that, as requested by Regent Boyle at the February meeting, UW-Platteville and UW-Madison have identified preliminary areas of cooperation. Regent Boyle

noted that this program provides an opportunity to test the ability of these institutions to coordinate their efforts.

The resolution PASSED unanimously.

- I.1.f.(2) It was moved by Regent Randall, seconded by Regent Benson, that the Chancellor of UW-Platteville be authorized to implement the B.S. in Ornamental Horticulture.

The resolution PASSED unanimously.

- I.1.f.(3) It was moved by Regent MacNeil, seconded by Regent Boyle, that the Chancellor of UW-Milwaukee be authorized to implement the Master's in Liberal Studies.

The resolution PASSED unanimously.

- I.1.f.(4) It was moved by Regent Randall, seconded by Regent Boyle, that the Chancellor of UW-Eau Claire be authorized to implement the B.A./B.S. in Mass Communication.

The resolution PASSED unanimously.

- I.1.f.(5) It was moved by Regent MacNeil, seconded by Regent Boyle, that the Chancellor of UW-River Falls be authorized to implement the B.S./B.A. in Environmental Science.

The resolution PASSED unanimously.

The committee heard initial presentations of three programs:

(1) M.A., Russian, East European and Central Asian Studies, UW-Madison. Responding to Regent Boyle, Kathie Hendley, Director of the Center for Russia, East Europe and Central Asia, said that prospective students' backgrounds will be varied, ranging from disciplines like law to individuals with a more general background who are seeking an area of expertise.

(2) B.A., Athletic Training, UW-La Crosse. Responding to Regent MacNeil, Mark Gibson, Athletic Training Program Director, said that the program graduates only 10 students annually because its accrediting body requires eight students to one clinical supervisor.

(3) B.S.E., Early Childhood Education, UW-Whitewater. Regent Brandes strongly supported the program, with Regents Randall and MacNeil concurring. Responding to Regent Boyle, Ann Riall, Associate Professor of Special Education, noted that the program requires 146 credits because it combines two licenses.

7. Additional items.

There were no additional items to come before the committee.

8. 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 Randall, 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, Brandes, Boyle, MacNeil, Randall, Orr and Smith voting “yes” and no regents voting “no.”

In closed session:

I.1.h.(1)	It was moved by Regent Randall, seconded by Regent MacNeil, that the following named professorships be approved, effective July 1, 2000:	
	Paul G. Ahlquist Departments of Plant Pathology and Oncology, Institute for Molecular Virology	Paul J. Kaesberg Professor;
	Joseph Buongiorno Department of Forest Ecology and Management	John N. McGovern Professor;
	Michael N. Gould Departments of Oncology, Medical Physics and Human Oncology	Kelly H. Clifton Professor;
	Franz J. Himpfel Department of Physics	Ednor M. Rowe Professor of Physics;
	John W. Moore Department of Chemistry	W.T. Lippincott Professor of Chemistry;
	Lorrie Moore Department of English	Delmore Schwartz Professor in the Humanities;
	Lee M. Vogel Department of Family Medicine	Darwin E. Smith Geriatric Chair in Family Medicine.

The resolution PASSED unanimously.

Resolution I.1.h.(1) was referred to the full session of the board at its Friday, March 10, 2000 meeting.

The meeting adjourned at 4:30 p.m.