



**Board of Regents of the University of Wisconsin System**  
**Office of the Secretary**  
1860 Van Hise Hall  
Madison, Wisconsin 53706  
(608)262-2324

February 27, 2003

TO: Each Regent

FROM: Judith A. Temby

A handwritten signature in cursive script, appearing to read "J. A. Temby".

RE: Agendas and supporting documents for meetings of the Board and Committees to be held at Van Hise Hall, 1220 Linden Dr., Madison, on March 6 and 7, 2003.

Thursday, March 6, 2003

10:30 a.m. –

- Update on Proposed Cut for 2002-2003
- Governor's Budget Recommendations for the UW System

1820 Van Hise Hall

**All Regents Invited**

12:30 p.m. – Lunch

1:00 p.m. –

- Higher Education in the Future: Surviving and Thriving through Disruptive Innovation (Wayne Hodgins, Autodesk, Inc.)
- Teaching and Learning with Technology: UW System Models

1820 Van Hise Hall

**All Regents Invited**

3:00 p.m. – Committee meetings:

Education Committee

1820 Van Hise Hall

Business and Finance Committee

1920 Van Hise Hall

Physical Planning and Funding Committee

1511 Van Hise Hall

Friday, March 7, 2003

9:00 a.m. – Board of Regents

1820 Van Hise Hall

*Persons wishing to comment on specific agenda items may request permission to speak at Regent Committee meetings. Requests to speak at the full Board meeting are granted only on a selective basis. Requests to speak should be made in advance of the meeting and should be communicated to the Secretary of the Board at the above address.*

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## BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

### I. Items for consideration in Regent Committees

1. Education Committee - Thursday, March 6, 2003  
1820 Van Hise Hall

10:30 a.m.     All Regents

- Update on Proposed Cut for 2002-2003
- Governor's Budget Recommendations for the UW System

12:30 p.m.     Box Lunch

1:00 p.m.     All Regents

- Higher Education in the Future: Surviving and Thriving through Disruptive Innovation (Wayne Hodgins, Autodesk, Inc.)
- Teaching and Learning with Technology: UW System Models

3:00 p.m.     Education Committee

- a. Approval of the minutes of the February 6, 2003 meeting of the Education Committee.
- b. Discussion: All-Regent Sessions.
- c. Report of the Senior Vice President for Academic Affairs:
  - (1) Budgetary Implications on the Educational Core:
    1. Quality;
    2. Academic Programming.
- d. Program Authorizations - First Reading:
  - (1) Expedited Program Approval Process;
  - (2) B.S. or B.A. in Web and Digital Media Development, UW-Stevens Point;
  - (3) Ph.D. in Health Sciences, UW-Milwaukee.
- e. Amendments to Academic Staff Policies and Procedures, UW-Madison
- f. Additional items that may be presented to the Education Committee with its approval.

Closed session items:

- g. Closed session to consider personnel matters, as permitted by s. 19.85(1)(c), Wis. Stats. [Possible agenda items: .]

## **EXPEDITED PROGRAM REVIEW PROCESS**

### **EXECUTIVE SUMMARY**

#### **BACKGROUND**

In discussion at the December, 2002, meeting of the Education Committee, the idea emerged for an expedited program review process. The UW System Office of Academic and Student Services explored the idea further through additional conversation with the Provosts at each of the UW System institutions. In response to these discussions, the Office of Academic and Student Services developed an accelerated process for approving new programs. This process is designed to facilitate rapid completion of new program approval for those programs that target emerging markets and/or respond to a unique, time-sensitive opportunity. Timelines are shortened and some steps in the approval process are completed in parallel rather than in sequence. It should be noted that the usual reviews by the appropriate institutional governance groups and by two external consultants are still required. In short, the checks and balances required by the process stipulated in ACIS-1.0 revised are still observed, but in a compressed time frame.

#### **REQUESTED ACTION**

This item is presented for information only and no action is required.

#### **DISCUSSION**

##### **Description of Process**

The Expedited Program Review is a demanding process that requires the active cooperation of all University of Wisconsin System institutions. Therefore, institutions that consider using this process should contact the UW System Associate Vice President of Academic and Student Services (ACSS) when planning begins to be certain that the expedited process is appropriate for the proposed program.

##### **I. Expedited Entitlement Steps**

- A. The Provost/Vice Chancellor for Academic Affairs sends a memo electronically to ACSS requesting an Entitlement to Plan a new degree program using the expedited process which includes a brief statement:
  1. Identifying the program, and addressing the issues identified in Board of Regents Policy ACIS-1.0 revised;
  2. Indicating why the expedited program review process is appropriate for this program.
- B. The ACSS staff will review the request immediately to confirm that the expedited review process is appropriate. If so, it will be circulated electronically to all Provosts/Vice Chancellors for Academic Affairs within two working days. The

purpose of this review is to ensure that all institutions know about the request and have an opportunity to consider the potential for collaboration. Institutions will be asked to respond within 30 days.

- C. The Associate Vice President will review the responses and share them with the Provost/Vice Chancellor of the requesting institution. No decision on the request will be made at this time.

## **II. Expedited Authorization Steps**

- A. Simultaneous with the expedited entitlement process, the Authorization to Implement process will take place pursuant to the Academic Program Review Guidelines for Regent Policy ACIS-1.0 revised.
- B. The Provost/Vice Chancellor will submit the complete and final proposal to the Associate Vice President, ACSS.

## **III. Expedited Approval**

- A. Immediately upon receipt of the complete and final proposal, the Associate Vice President and ACSS staff will review the proposal and make a decision on the Authorization to Implement within two working days. The decision may be to:
  - 1. Approve and present the new program to the Board of Regents Education Committee as soon as possible;
  - 2. Return the proposal to the institution for revision or to pursue potential collaboration with other institutions; or
  - 3. Deny the request.
- C. The Education Committee, upon request, may select to waive the Initial Review and recommend that Authorization to Implement be granted immediately.

**NEW PROGRAM AUTHORIZATION  
B.A./B.S. in WEB AND DIGITAL MEDIA DEVELOPMENT  
UNIVERSITY OF WISCONSIN-STEVENS POINT  
(INITIAL REVIEW)**

**EXECUTIVE SUMMARY**

**BACKGROUND**

In accordance with the procedures outlined in Academic Planning and Program Review (ACIS-1.0 revised), the new program proposal for a baccalaureate degree in web and digital media development (WDMD) is presented to the Board of Regents for initial review. As stipulated by ACIS-1.0 revised, this program proposal will be on the agenda for the April 2003 meeting for a second review, at which time UW System Administration will recommend that the Board of Regents take action authorizing the Chancellor to implement the program. If approved, the program will be subject to a regent-mandated review to begin five years after its implementation. The institution and System Administration will conduct that review jointly, and the results will be reported to the Board of Regents.

The proposed Web Design and Media Development program (WDMD) has been developed as part of UW-Stevens Point's 2001-2003 Biennial Budget Initiative: *The Central Wisconsin Idea (CWI): Building Collaborative Partnerships for Economic Development*. The new program in web development will replace and expand upon an existing minor that has been housed in the Art Department and focused on design. This program will be part of the Department of Mathematics and Computing and will provide a broader, more comprehensive, and technologically focused program of study, which will include courses in computer information systems, business and professional writing, and new WDMD-specific courses.

**REQUESTED ACTION**

No action requested at this time.

**DISCUSSION**

**Program Description**

WDMD offers students the intellectual benefits of a broad-based baccalaureate degree. Students will complete the UW-Stevens Point general education requirements and develop specialized knowledge through focused, upper-level coursework. To complete the major, students will take 45/46-credits. The program will require 36 interdisciplinary core credits from WDMD, English, Business and Computer Science. Students will select three additional courses to specialize either with a design or a technical focus. Nine of the courses are pre-existing or already developed. Two more will be developed and in place in time for the first cohort of students to complete the program. As a major containing 45-46 credits, WDMD is similar in the total credits required of many existing majors at UW-Stevens Point. A full-time student will be

able to complete the university's general degree requirements and the requirements of this major within four academic years.

The design emphasis within the major will attract students who are interested in a focus on the "front-end," i.e., user interfaces, and who want to understand the use of media on the web, site design, and production. The technical focus will attract students more interested in the technical "back-end," in order to specialize with a focus on active server pages, database web applications, and the "nuts and bolts" of the web. WDMD targets students who are interested in working with the World Wide Web as site developers and managers, as well as those interested in employment delivering multimedia materials digitally. In the latter category, positions are found in education and training, as well as in the entertainment and publishing industries.

### **Program Goals and Objectives**

The program's goals are to:

- Provide students with the critical-thinking skills and broad, general knowledge of a college education, as well as the technological training that responds to the state's economic need for individuals highly skilled in web design and media development.
- Provide intensive foundational instruction in web and digital media issues and specialization courses that allow students to choose a design or technical focus.
- Provide currently enrolled students and working professionals with the knowledge and skills necessary for digital media development and technology-based project management.
- Reach time- and place-bound student populations by also offering the program through the Collaborative Degree Program (CDP).

### **Relation to Institutional Mission**

The proposed WDMD program reflects the UW System's mission to develop human resources, the UW Cluster mission to promote and support economic development of the state, and the UW-Stevens Point mission to cooperate with UW-Extension to provide outreach programming and area partnerships. Through the internship component and the partnerships with area businesses the program links University expertise and resources with the current and emerging needs of the new economy in central Wisconsin. It will serve the mission of economic development by providing currently enrolled students and working professionals with the knowledge and skills needed for developing, advancing, and administering technologically driven organizations.

### **Need**

The field of web and digital media development is still new, and so the job titles associated with it have not yet been tracked by the State or Federal Departments of Labor statistics. However, in its Occupational Outlook Handbook for 2002-03, The U.S. Department of Labor has made the case that specialists with expertise in internet design and digital media are, and will remain in high demand. The rapid expansion of the internet and of the use of digital media, as opposed to analog media, points to the need for specialists to enter the job market with



titles such as Web Development Manager, Digital Video Specialist, New Media Developer, Flash Architect, New Media Trainer, Web Server Administrator, Web Graphic Designer, Web and Client Server Developer, Internet Developer, Web Editor, Web/Multi Media Designer, Internet Projects Manager, User Interface Designer, E-Business Designer, Technical Trainer, and Senior Instructional Designer. The proposed major addresses this demand. Traditional media/communication fields are not in a position to meet the demand.

### **Comparable Programs in Wisconsin**

In Wisconsin, there are currently no academic majors with titles specifically identifying a major in web design or digital media. UW-Platteville's program in Communication Technology has a 24-credit emphasis in Graphic Communication/Imaging that focuses primarily on print and broadcast communication. UW-Eau Claire has a minor and certificate program in Web Design and Development. This minor allows students to choose from Computer Information Science (CIS) courses and Communication and Arts-related design courses. UW-Parkside has an interdisciplinary certificate, World Wide Web Publishing, made up of five courses including two courses in art and two computer science courses. The UW-Madison Small Business Development Center, in partnership with UW-Milwaukee University Outreach, has a Web Site Design Certificate Program including certificates in website design, electronic commerce, internet application development, or internet services administration. As a full academic major, the proposed WDMD program is able to provide a broader complement of audio-, visual- and web-development and business skills than a minor or certificate program is able to do.

### **Comparable Programs outside Wisconsin**

Major institutions in several states have recently developed programs that fill the need of integrating digital arts creation and computer web development. These include: the Indiana University/Purdue University Indianapolis program in New Media; the University of Evansville's (Indiana) major in Internet Technology; a web design and internet program at Parson's School of Design in New York; the Design/Media Arts major at UCLA; and the Multimedia/Web Development major at Dakota State University in Madison, South Dakota. Two programs offer a curriculum very close to that which we propose for WDMD: Fort Hays State University (Kansas) has a Web Development program, and the State University of New York College of Technology at Alfred has an Information Technology Degree in Web Development. Faculty from these programs were, therefore, asked to serve as outside reviewers for this proposal.

### **Collaboration**

During the first year of the proposed major, the WDMD program will become the third major offered as part of UW-Steven Point's Collaborative Degree Program (CDP). CDP is a cooperative, degree-completion program involving UW-Stevens Point, UW-Marshfield, UW-Marathon, and UW-Marinette. To meet the needs of time- and place-bound student populations, CDP classes are offered at all sites via distance education, usually in the evening. We expect that WDMD courses will be offered with faculty presenting from a single site throughout the semester.

## Use of Technology/Distance Education

Technology is at the heart of this program, which emphasizes design and use of internet-related technology. In most courses, technology is the primary content, e.g., web design and digital imaging, while in a few courses, such as business writing and principles of management, computers are support tools rather than the focus of instruction. The Department of Mathematics and Computing has a state-of-the-art computing lab that will be used to provide instruction in web design, internet languages, and digital image and audio development. These are technology tools and foci of instruction that are used by few other programs in Wisconsin. In addition to this new lab, UW-Stevens Point is well equipped with computing technology that supports such curricular elements of this program as 3-D computer graphics, network management, business writing, and marketing. As noted in the prior section, the WDMD major will be offered via distance education as part of the Collaborative Degree Program (CDP) to students at UW-Marshfield, UW-Marathon and UW-Marinette. Resources are in place at the UW-Marshfield campus that will allow full presentation of the WDMD program to that institution. As UW-Marathon and UW-Marinette develop appropriate resources, they will be able to receive the full WDMD program.

## Academic and Career Advising

WDMD majors will be assigned to faculty advisors as soon as they enter the program. Career advising opportunities will be available through interaction with the WDMD program faculty and with the Career Services Office on the campus. Each campus participating in the Collaborative Degree Program has an assigned CDP adviser. UW-Stevens Point Extension, which facilitates the CDP, will add WDMD advising to its regular training/orientation regimen for CDP advisers. Additionally, WDMD majors will have significant contact with area business people during their time as students through regular guest lecturers from industry, internship experiences, and as part of the web development seminar. The web development seminar is a capstone experience for students during their last semester before graduation. In this seminar, students will work in teams developing web sites for area businesses. The CIS program at UW-Stevens Point has a similar capstone seminar and it has demonstrated that work with areas businesses provide significant career insight for the students.

## Projected Enrollment (6 years)

By the sixth year, the program plans to admit 45-50 students annually, graduate 15-20 students annually, and have a total enrollment of 125-130.

Year	1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year	4 <sup>th</sup> year	5 <sup>th</sup> year	6 <sup>th</sup> year
New Students	20	20	30	35	40	50
Continuing Students		16	30	50	65	81
Total Enrollment	20	36	60	85	105	131
Graduating Students				9	11	19

## **Assessment and Program Evaluation**

Teaching faculty will be assessed by three annual peer evaluations based on classroom visitations, and via student course evaluations at least annually. Employers and supervisors at internship sites will be surveyed to obtain their assessment of the students' preparation. The program will survey both graduates and their employers to determine how well graduates are prepared for the world of work, and what additional areas of content should be incorporated as the program curriculum is continually reviewed and revised. In addition to qualitative assessment, the new program will be assessed to determine if it has achieved the following outcome based goals:

- By the end of the sixth semester, a minimum of ten students will have been placed as interns with area businesses;
- By the end of the eighth semester, the major will have graduated five students;
- By the beginning of the ninth semester, five students will have achieved employment in web and digital media positions;
- By the end of the tenth semester, the Collaborative Degree Program will have produced five WDMD graduates.

## **Evaluation from External Reviewers**

External reviews were favorable, and provided useful suggestions which have been adopted. For example, the description for the course on multimedia authoring has been renamed and clarified. One reviewer particularly liked that the program will require a management course. She felt this was a better choice than accounting, which is often required in similar programs. Both evaluators commented on the need to ensure adequate budget for faculty development since the technology and content-knowledge change so quickly. The attached budget demonstrates that this program has made the necessary long-term commitment to professional development for the faculty.

## **Resource Needs**

The WDMD major is funded as part of the Central Wisconsin Idea (CWI), which received legislative funding as part of a 2001-03 budget request. After the initial year with its associated startup costs, the program will receive \$273,800 annually. The budget will include nearly \$20,000 annually (after the first year) to fund faculty development to help faculty maintain field currency. Included in the first-year is \$212,500 to finance a hands-on, 30-seat lab with distance education capability. This initial expenditure for hardware and software, and the ongoing \$30,000 annually to upgrade and maintain hardware and software, will allow students and faculty to work with the latest digital technologies. Student help will be hired beginning in the second year to staff the hands-on lab during non-class hours for 26 hours per week, 43 weeks of the calendar year (this includes fall and spring semesters, summer sessions, and interim sessions between fall and spring and spring and summer). These students will monitor the use of the lab and will assist with technical problems associated with the computers and peripheral devices.

### Estimated Total Costs and Revenue Sources

	FIRST YEAR		SECOND YEAR		THIRD YEAR	
	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
<b>CURRENT COSTS</b>						
Personnel						
Fac/Acad Staff	.165 <sup>1</sup>	\$8,605	.58 <sup>1</sup>	\$31,457	.875 <sup>1</sup>	\$48,881
Grad Assistants						
Classified Staff	.10	\$2,957	.10	\$3,016	.10	\$3,047
Subtotal		\$11,562		\$34,473		\$51,928
<b>ADDITIONAL COSTS</b>						
Personnel	1.75	\$110,439	3.5	\$219,986	3.5	\$226,586
Student Help				\$8,400		\$8,400
Non-personnel						
S&E		\$25,000		\$2,500		\$2,500
Capital Equip.		\$110,000				
Computing		\$77,500		\$29,100		\$29,100
Faculty development				\$19,800		\$19,800
Subtotal		\$322,939		\$279,786		\$286,386
<b>TOTAL COSTS</b>		<b>\$334,501</b>		<b>\$314,259</b>		<b>\$338,314</b>
<b>CURRENT RESOURCES</b>						
GPR		\$11,562		\$34,473		\$51,928
Other (Define)						
Subtotal		\$11,562		\$34,473		\$51,928
<b>ADDITIONAL RESOURCES</b>						
GPR Pay Plan allocation				\$5,986		\$12,586
From CWI DIN base allocation		\$322,939		\$273,800		\$273,800
Subtotal		\$322,939		\$279,786		\$286,386
<b>TOTAL RESOURCES</b>		<b>\$334,501</b>		<b>\$314,259</b>		<b>\$338,314</b>

<sup>1</sup>These FTE numbers represent faculty in the Department of Mathematics and Computing teaching courses required for the WDMD major, e.g., CIS 330 or CIS 332, which are also part of the CIS curriculum. The salary figures are based on the department's salary average.

### RECOMMENDATION

No action requested at this time.

### RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review (November 10, 1995), Academic Informational Series #1 (ACIS-1.0 revised).

**NEW PROGRAM AUTHORIZATION  
Ph.D. in HEALTH SCIENCES  
UW-MILWAUKEE  
(INITIAL REVIEW)**

**EXECUTIVE SUMMARY**

**BACKGROUND**

In accordance with the procedure outlined in Academic Planning Program Review (ACIS-1.0 revised), the new program proposal for a Ph.D. in Health Sciences is presented to the Board of Regents for initial review. As stipulated by ACIS-1.0 revised, this program proposal will be on the agenda for the April meeting for a second review, at which time UW System Administration will recommend that the Board of Regents take action authorizing the Chancellor to implement the program. If approved, the program will be subject to a regent-mandated review to begin five years after its implementation. The institution and System Administration will conduct that review jointly, and the results will be reported to the Board of Regents.

The proposed Ph.D. in Health Sciences addresses the urgent national shortage of qualified doctoral research faculty in the Health Sciences. It will draw on the skills and expertise of faculty from across departments and disciplines.

**REQUESTED ACTION**

No action requested at this time.

**DISCUSSION AND RECOMMENDATIONS**

**Program Description**

The Ph.D. in Health Sciences will require students to complete a minimum of 72 credits beyond the bachelor's degree in two or more disciplinary areas. Up to 36 credits may be transferred from a master's degree in fields such as Communication Sciences and Disorders, Human Movement Sciences, Occupational Therapy, Physical Therapy, or Clinical Laboratory Sciences. The curriculum includes a set of core courses to provide a comprehensive structure for doctoral education, including: (1) philosophical foundations; (2) concepts and practices that contribute to students' development as teaching scholars; (3) research methods; and (4) a series of seminars that build students' critical thinking skills, familiarity with a range of health science research topics, and experience in scholarly dialogue and presentation. In addition to the core courses, the program will include cross-disciplinary courses in areas such as disability and rehabilitation, diagnostic and biomedical sciences, human movement sciences, and population health, and health administration/policy. Independent research and the dissertation will be structured according to the choice of specialization.

## **Program Goals and Objectives**

The Ph.D. in Health Sciences establishes an innovative, interdisciplinary model for graduate education in a fertile research environment that contributes to the preparation of a diverse, globally-aware, and scientifically informed workforce. The interdisciplinary degree program has the following objectives:

- To provide advanced study and research training opportunities in the human health science disciplines;
- To build cohorts of scholars who are capable of advancing the empirical base that supports discovery of new knowledge, and its transfer and delivery to best practices in the health-related disciplines;
- To prepare future leaders in the academic, scientific, and health-related disciplines.

In addition, the faculty has established a number of specific outcomes and competencies for all graduates. These include proficiency in communication, leadership skills, research experience, skill in shared decision-making and collaboration, and ethnic and cultural awareness and sensitivity. Graduates will also develop fundamental understanding of student learning and the principles of pedagogy that lead to effective models of teaching and learning.

## **Relation to Institutional Mission**

The Ph.D. in Health Sciences supports UW-Milwaukee's core mission as an urban research doctoral institution. Faculty and students in the program will address research questions that provide the foundation for the discovery and transfer of new knowledge to professional practice in the health sciences disciplines. It is consistent with UW-Milwaukee's Strategic Investment Plan, The Milwaukee Idea, and the select mission statements of UW-Milwaukee. The Milwaukee Idea and Investment Plan establish themes and priorities that relate to "Environment and Health," "Education," and "Economic Development." The proposed program directly relates to each of these priorities.

## **Need**

National trends are driving the demand for Ph.D.-prepared faculty in Health Sciences. Entry-level degree requirements in health-related professions are being elevated from undergraduate to graduate preparation. This represents a fundamental shift in the educational model for these disciplines and creates both an immediate and a sustained need for doctorally prepared faculty. The Association of Schools for Allied Health Professions conducted a survey among its 163 member institutions to determine the number of faculty vacancies. Disciplines with the highest full-time vacancy rates were: Speech-Language Pathology/Audiology (12.2 percent), Occupational Therapy (9.3 percent), Medical Technology (7 percent), and Health Administration (7 percent). These rates are in the range of the nine percent nursing vacancy rate, which has received national attention as an urgent health care crisis.

Employment projections generated by the U.S. Bureau of Labor Statistics and the Wisconsin Department of Workforce in the job category most directly relevant to a Ph.D. in Health Sciences, Health Assessment and Treatment Teachers, indicated that there will be 860 new and vacated openings in Wisconsin, and 740 openings in Illinois during the period 1998-2008. New positions in this field are expected to increase by 41 percent in Wisconsin, compared with a 22 percent increase for all college and university faculty.

Letters supporting the Ph.D. program in Health Sciences have been received from UW-Milwaukee Research Centers and Schools/Colleges, community agencies, health care providers, and professional health organizations and societies. Because health care is one of the largest employers in southeastern Wisconsin, letters from leaders of labor, city and county health departments, and health care organizations emphasize the importance of meeting today's and tomorrow's health care workforce needs.

### **Comparable Programs in Wisconsin and Nation**

There are currently no comparable interdisciplinary Health Sciences doctoral programs in Wisconsin. UW-Madison offers several, single-discipline Ph.D. degrees in Speech-Language Pathology, Kinesiology, and some of the medical sciences. The proposed program offers graduate health sciences education in a unique, interdisciplinary manner. The program integrates various fields in a comprehensive approach to health sciences where students and faculty members seek to understand how their specializations interface with other areas of health care.

Very few comparable programs exist outside Wisconsin. Western Michigan University has a similar, new Ph.D. in Interdisciplinary Health Studies, which reached its capacity of 12 Ph.D. students in the first year. There are two comparable interdisciplinary Ph.D. programs on the east coast, at Seton Hall University and the University of Medicine and Dentistry of New Jersey.

### **Collaboration**

Ph.D. programs in related disciplines at UW-Milwaukee are currently offered in the School of Nursing, School of Education (Department of Exceptional Education), and the College of Letters & Science (Departments of Biological Sciences, Chemistry, and Psychology). These programs provide opportunities for collaboration through joint course offerings, faculty expertise on dissertation committees, and research/grant development. There are also numerous collaborative opportunities to work with faculty and research staff in other colleges and schools, as well as the many UW-Milwaukee Centers and Institutes such as the Center for Urban Initiatives and Research, the Center for Great Lakes Studies and WATER Institute, the Institute for Environmental Health, and the Center for Addiction and Behavioral Health Research. It is anticipated that the faculty in this Ph.D. program will interact closely with faculty in related programs throughout the UW System, particularly those at UW-Madison and UW-La Crosse.

## **Use of Technology/Distance Education**

The UW-Milwaukee College of Health Sciences has nineteen teaching and research laboratories or clinics. These facilities house the Center for Rehabilitation Sciences and Technology, and the Center for Forensic Sciences. At this time, no distance education courses are planned.

## **Academic and Career Advising**

Each student in the program will be assigned a faculty advisor who will assist the student in planning his/her program of study, and provide guidance for the student's dissertation research. In addition, job opportunities will be distributed to students and alumni using the internet and email. The program will maintain a job registry with links to prospective employers.

## **Projected Enrollment**

The program will likely attract master's level students from the health science disciplines and related areas in the biomedical and life sciences. It is expected that the program will also attract individuals already in professional practice. UW-Milwaukee has a rich history of accommodating part-time and nontraditional students, and this program will continue that custom by allowing for part-time enrollment. Once established, the program intends to admit five new students and graduate five students each year, and have an approximately annual enrollment of fourteen students.

	<b>1<sup>st</sup> Year</b>	<b>2<sup>nd</sup> Year*</b>	<b>3<sup>rd</sup> Year*</b>	<b>4<sup>th</sup> Year*</b>	<b>5<sup>th</sup> Year*</b>
New Students Admit	3	4	5	5	5
Continuing Students	0	2	5	7	8
Total Enrollment	3	6	10	12	13
Graduating Students	0	0	2	3	5

\* Accounts for the attrition of one student per year

## **Assessment and Program Evaluation**

The program evaluation process will review how well the program has met the specific outcomes listed under Program Goals and Objectives. Additional methods used to assess and evaluate program success will include tracking student inquiries, admission and graduation rates; reviewing assessments from student course evaluations, and feedback from student focus groups; conducting alumni follow-up surveys; and seeking program faculty input. The recruitment, admission, and graduation data will help profile student populations for marketing purposes. Data from course evaluations and focus groups will give timely feedback on curricular matters, program administration issues, and any other concerns of enrolled students. Alumni and faculty reviews will help keep curricular content current.



## **Evaluation from External Consultants**

Two national consultants provided valuable comprehensive evaluations. One stated, "This is a well-conceived program which meets the need of developing new Ph.D. graduates who are well versed in teaching and research and who can fill the many vacancies that our professions will face." Another states, "... I fully endorse the implementation of this creative and innovative program ... against a national background of growing faculty shortages and your University's outstanding record in graduate allied health education. The proposed program's curricular construction is solidly planned; it is responsive to the needs of working health professionals." Several of the consultants' suggestions concerning curriculum have been incorporated into the program plan.

## **Resources**

A substantial portion of the resources required to support the infrastructure and basic operating expenses associated with the proposed Ph.D. program already exist within the College of Health Sciences (CHS) through current GPR and extramural funding sources. Additional resources will be generated following implementation of the Ph.D. program through tuition and enhanced research funding opportunities directed to eligible doctoral programs.

The College has significantly increased its extramural funding over the past ten years, with over \$1,194,749 in funding expenditures in 2001-02 (*UWM Graduate School Report*). The College received over \$2.75 million in new awards in 2001-02. New faculty hires starting in fall 2003 will be bringing with them an additional \$450,000 in research equipment and over \$1.5 million in extramural support.

A total of thirteen graduate project/teaching assistantships are currently available within the College for graduate students. Additionally, a total of \$128,000 will be available to CHS graduate students through the UW-Milwaukee Chancellor's Fellowship Program. Priority distribution will be given to eligible doctoral students.

## **RECOMMENDATION**

No action requested at this time.

## **RELATED REGENT POLICIES**

University of Wisconsin System Academic Planning and Program Review (November 10, 1995), Academic Informational Series #1 (ACIS-1.0 revised).

### Estimated Total Costs and Revenue Sources

	FIRST YEAR		SECOND YEAR		THIRD YEAR	
<b>Anticipated Costs</b>	<b>#FTE</b>	<b>Dollars</b>	<b>#FTE</b>	<b>Dollars</b>	<b>#FTE</b>	<b>Dollars</b>
<i>Personnel</i>						
Faculty	10	\$546,750	10	\$568,620	10	\$591,364
Assistant Researchers & Staff	3	\$106,281	3	\$162,272	3	\$165,517
Graduate Assistants	1	\$17,712	1.5	\$27,631	2	\$38,314
Classified Staff	1	\$24,300	1	\$25,515	1	\$26,790
<i>Non-personnel</i>						
Supplies & Expenses		\$94,765		\$106,765		\$114,765
Capital Equipment		\$67,000		\$44,000		\$64,827
Lab Modernization		\$47,072		\$60,542		\$80,878
Computing		\$11,208		\$11,208		\$13,208
Other		\$0		\$0		\$0
<b>TOTAL COSTS</b>		<b>\$915,088</b>		<b>\$1,006,553</b>		<b>\$1,095,663</b>
<b>Existing Resources</b>						
Current GPR		\$755,873		\$755,873		\$755,873
Outside Gifts/Grants		\$105,000		\$125,000		\$150,000
Fees		0		0		0
Other: Indirect return		\$30,000		\$45,000		\$60,000
<b>Subtotal: Existing Resources</b>		<b>\$890,873</b>		<b>\$925,873</b>		<b>\$965,873</b>
<b>New Revenue</b>						
New GPR		0		0		0
Anticipated Additional Gifts/Grants		\$20,000		\$55,000		\$75,000
Additional Indirect Cost Return		\$0		\$12,000		\$25,000
Tuition Revenue		\$4,215		\$13,680		\$29,790
		1 FTE @ 15 cr x \$281/cr		3 FTE @15 cr x\$304/cr		6 FTE @15 cr x \$331/cr
<b>Subtotal: New Revenue</b>		<b>\$24,215</b>		<b>\$80,680</b>		<b>\$129,790</b>
<b>TOTAL RESOURCES</b>		<b>\$915,088</b>		<b>\$1,006,553</b>		<b>\$1,095,663</b>

Notes For *Estimated Total Costs and Revenue Sources* Table:

**Anticipated Costs**

<sup>1</sup> *Personnel justification:* FTE faculty represent the total percent time generated by 34 existing and five new faculty in support of the Ph.D. program. The number of FTE assistant researchers reflects support from the existing (five

FTE) support staff in the College plus a statistician. Graduate assistants/fellowships include TA's, PA's, and Chancellor's fellowships anticipated to be awarded to prospective Ph.D. students (0.5FTE appointments each), and are based upon current GAA negotiated stipend rate of \$8,856 per student. All salary costs are increased four percent per year.

<sup>2</sup>*Non-personnel:* Equipment, computing and S&E costs are GPR and grant-supported expenditures used to support graduate instructional and research activities in the College.

#### **New Revenues**

With implementation of the Ph.D. program, research gifts (foundation awards) and grant funding awards are expected to increase since many funding opportunities in the health sciences are available to doctoral and post-doctoral eligible programs only. An eight percent tuition increase per year is built in.

## **ACADEMIC STAFF POLICIES AND PROCEDURES UNIVERSITY OF WISCONSIN-MADISON**

### **EXECUTIVE SUMMARY**

#### **BACKGROUND**

Section UWS 9.02, Wisconsin Administrative Code ("Academic Staff Rules: Coverage and Delegation") requires that rules, policies, and procedures developed by each institution in the System pursuant to Chapters UWS 8 to 13 must be approved by the Board of Regents before they take effect.

The proposed revisions to the UW-Madison Academic Staff Policies and Procedures have been approved by the appropriate faculty governance bodies and is recommended by Chancellor John Wiley. These revisions have been reviewed by UW System legal counsel, who has determined that the change meets the requirements of Wisconsin Administrative Code and 1991 ACT 118.

The revisions are in the following areas: (1) add an employee evaluation before an academic staff employee's six month terminal appointment ends; (2) increase the flexibility of the type of academic staff appointment that may be considered at review and shorten the time from hire to review; (3) allow a fixed-term or probationary employee 15 rather than 10 days to appeal nonrenewal, layoff or dismissal; (4) extend the required notice from two weeks to one month for funding related layoff; (5) allows dismissal for either unsatisfactory performance or misconduct; (6) requires employee to show that a grieved action is prohibited by law or in violation of Academic Staff Policies and Procedures.

#### **REQUESTED ACTION**

No action required.

#### **DISCUSSION AND RECOMMENDATIONS**

UW System Administration recommends approval of these revisions.

No action required

March 7, 2003

TO: Board of Regents

FROM: Cora B. Marrett  
Senior Vice President for Academic Affairs

RE: Changes to Academic Staff Policies and Procedures  
University of Wisconsin-Madison

The attached documents describe proposed revisions to academic staff policies and procedures for UW-Madison. The changes go into effect as soon as they are forwarded to the Board of Regents. If you have any comments or want to take the changes up for action, please let us know. If, within 90 days, you call for a review of the policies and procedures, the part that is of concern will be suspended pending further action by the campus (UWS 9.02).

These revisions have been approved by the appropriate faculty governance bodies, by Chancellor John Wiley and by legal counsel at both the institutional and system levels. I recommend approval of these revisions.

The changes: (1) add an employee evaluation before an academic staff employee's six month terminal appointment ends; (2) increase the flexibility of the type of academic staff appointment that may be considered at review and shorten the time from hire to review; (3) allow a fixed-term or probationary employee 15 rather than 10 days to appeal non-renewal, layoff or dismissal; (4) extend the required notice from two weeks to one month for funding related layoff; (5) allows dismissal for either unsatisfactory performance or misconduct; (6) requires employee to show that a grieved action is prohibited by law or in violation of Academic Staff Policies and Procedures.

**Supporting material for Agenda Item I.1.e, Academic Staff Policies and Procedures, UW-Madison, may be obtained by contacting the Board of Regents Office.**

**Phone: 608-262-2324**

**Fax: 608-262-5739**

REVISED

I.2. Business and Finance Committee

Thursday, March 6, 2003  
1920 Van Hise Hall

10:30 a.m. All Regents

- Update on Proposed Cut for 2002-2003
- Governor's Budget Recommendations for the UW System

12:30 p.m. – Box Lunch

1:00 p.m. All Regents

- Higher Education in the Future: Surviving and Thriving through Disruptive Innovation (Wayne Hodgins, Autodesk Inc.)
- Teaching and Learning with Technology: UW System Models

3:00 p.m. Business and Finance

- a. Approval of Minutes of February 6, 2003 Meeting
- b. Discussion of All Regents
  - (1) Governor's Budget
  - (2) Instructional Technology
- c. Committee Business
  - (1) Authorization to Recruit and Appoint: Coach, Women's Basketball, UW-Madison
- d. Report of the Vice President
- e. Additional items which may be presented to the Committee with its approval
- f. Closed session to consider trust fund matters as permitted by s.19.85(1)(e), *Wis. Stats.*

Authorization to Recruit and Appoint:  
Coach, Women's Basketball  
University of Wisconsin-Madison

BUSINESS AND FINANCE COMMITTEE

Resolution:

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 and appoint the Coach, Women's Basketball within a salary range that exceeds 75% of the President's current salary.



11/01

PVL # 44235**Request for Authorization to Recruit**Institution: University of Wisconsin-Madison(APO use only) For Board of Regents consideration on: March 6, 7, 2003

Submit this request to the Academic Personnel Office. Regent approval is required when the proposed salary range exceeds \$224,250 (75% of President's current salary), or when initiating recruitment for a Provost/Vice Chancellor/Dean. (This form must be received by the Academic Personnel Office three weeks before the date of the next Regents' meeting.)

Type of Request: Check ☒ appropriate box(es).☒ Proposed salary above \$228,735☐ Provost/Vice Chancellor/Dean recruitmentOfficial University Title of Position: Head Coach Women's Basketball2. Division/College/School – Department/Project: Intercollegiate Athletics

3. Description of Duties:

Under the general supervision of the Sr., Associate Director of Athletics, act as the Head Coach of a Division I Women's Basketball program in accordance with NCAA, Big Ten, and University regulations. Areas of responsibility include practice organization/coaching, scouting, recruiting, conditioning, public relations, budget, and other duties as assigned.

4. Recommended Salary Range & Basis: A basis \$200,000-\$400,0005. Source of Funds 528 – program revenue6. New Position ☒ Replacement If replacement, indicate name and salary of former incumbent:

Jane Albright \$205,696  
 (name) (salary)

Brief justification of Salary Range:

Market data

8. Approved by:

[Signature] 2/28/03 [Signature] 2/28/03  
 (Dean/Director) (date) (Chancellor/Provost) (date)

9. Authorization to Recruit (Approved) (Denied) by the Board of Regents on \_\_\_\_\_

(signature)

(title)

**COACH – Women's Basketball  
Intercollegiate Athletics**

**Justification of Requested Salary Range**

Required to attract a person with the experience and competence to serve as the Coach of Women's Basketball. Peer group salaries are based on the November 2002 Big 10 Compensation Salary Survey. The average base salary of the Big Ten Institutions is \$171,689; the average total compensation is \$315,895.

While many institutions supplement base salary with additional compensation, UW-Madison is now treating all compensation as base salary.

***Revised***

**I.3. Physical Planning and Funding Committee**

Thursday, March 6, 2003  
1511 Van Hise Hall

10:30 a.m. All Regents

- Update on Proposed Cut for 2002-2003
- Governor's Budget Recommendations for the UW System

12:30 p.m. Box Lunch

1:00 p.m. All Regents

- Higher Education in the Future: Surviving and Thriving through Disruptive Innovation (Wayne Hodgins, Autodesk, Inc.)
- Teaching and Learning with Technology: UW System Models

3:00 p.m. Physical Planning and Funding Committee– Room 1511

- a. Approval of Minutes of February 6, 2003 Meeting
- b. Report of the Assistant Vice President
  - Building Commission Actions
  - Capital Budget Update
- c. UW-Parkside: Acceptance of the Gift of a Facility  
[Resolution I.3.c.]
- d. UW-Madison: Authority to Grant an Easement  
[Resolution I.3.d.]
- e. UW-Parkside: Campus Development Plan Update
- z. Additional items which may be presented to the Committee with its approval

Authority to Accept the Gift of a Facility,  
UW-Parkside

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Parkside Chancellor and the President of the University of Wisconsin System, authority be granted to accept the gift of a 4,294 GSF facility on the UW-Parkside campus from K.R. Imaging, Inc., for use as the UW-Parkside Student Health and Counseling Center.

# THE UNIVERSITY OF WISCONSIN SYSTEM

## Request for Board of Regents Action March 2003

1. Institution: The University of Wisconsin–Parkside
2. Request: Requests authority to accept the gift of a 4,294 GSF facility on the UW-Parkside campus from K.R. Imaging, Inc., for use as the UW-Parkside Student Health and Counseling Center. K.R. Imaging, Inc. is a consortium of four Racine and Kenosha County hospitals.
3. Description and Scope of Project: Acceptance of this gift will permit UW-Parkside to continue to use the facility for the Student Health and Counseling Center as it has been used since K.R. Imaging, Inc. vacated the facility in 1996. Due to an oversight at that time, the facility has not been formally accepted as a gift of real property by the Regents or State Building Commission. K.R. Imaging, Inc. constructed the facility in 1987, for its use under a land use agreement with the Board of Regents with consent of the State Building Commission.
4. Justification of the Request: From 1981 to 1996, the Student Health and Counseling Center occupied 650 square feet in Molinaro Hall. In the early 1990's, UW-Parkside proposed renovating classrooms and laboratories in Molinaro Hall to expand the health facilities to meet the guidelines and standards of: (1) the Federal Health and Human Services, Center for Disease Control, (2) the Wisconsin Department of Health and Human Services, (3) the American College Health Association, and (4) the American Counseling Association. In 1996, K.R. Imaging, Inc. vacated their facility because the four-hospital consortium developed MRI facilities at each hospital. The university then relocated the Student Health and Counseling Center into the 4,294 GSF facility, thus eliminating the need for renovations in Molinaro Hall. The K.R. Imaging, Inc. facility was designed for medical center use so the university could easily use it for student health activities with only minor modifications that were funded by program revenues.
5. Budget: No funds are requested with this action.
6. Previous Action: None.

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Authority to Grant an Easement,  
UW-Madison

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to the officers of the Board of Regents to grant a .11-acre permanent easement and a .3-acre temporary easement on West Madison Agricultural Research Station land to the city of Madison for the reconstruction of Old Sauk Road.

THE UNIVERSITY OF WISCONSIN SYSTEM  
Agency Request for  
Board of Regents Action

March 2003

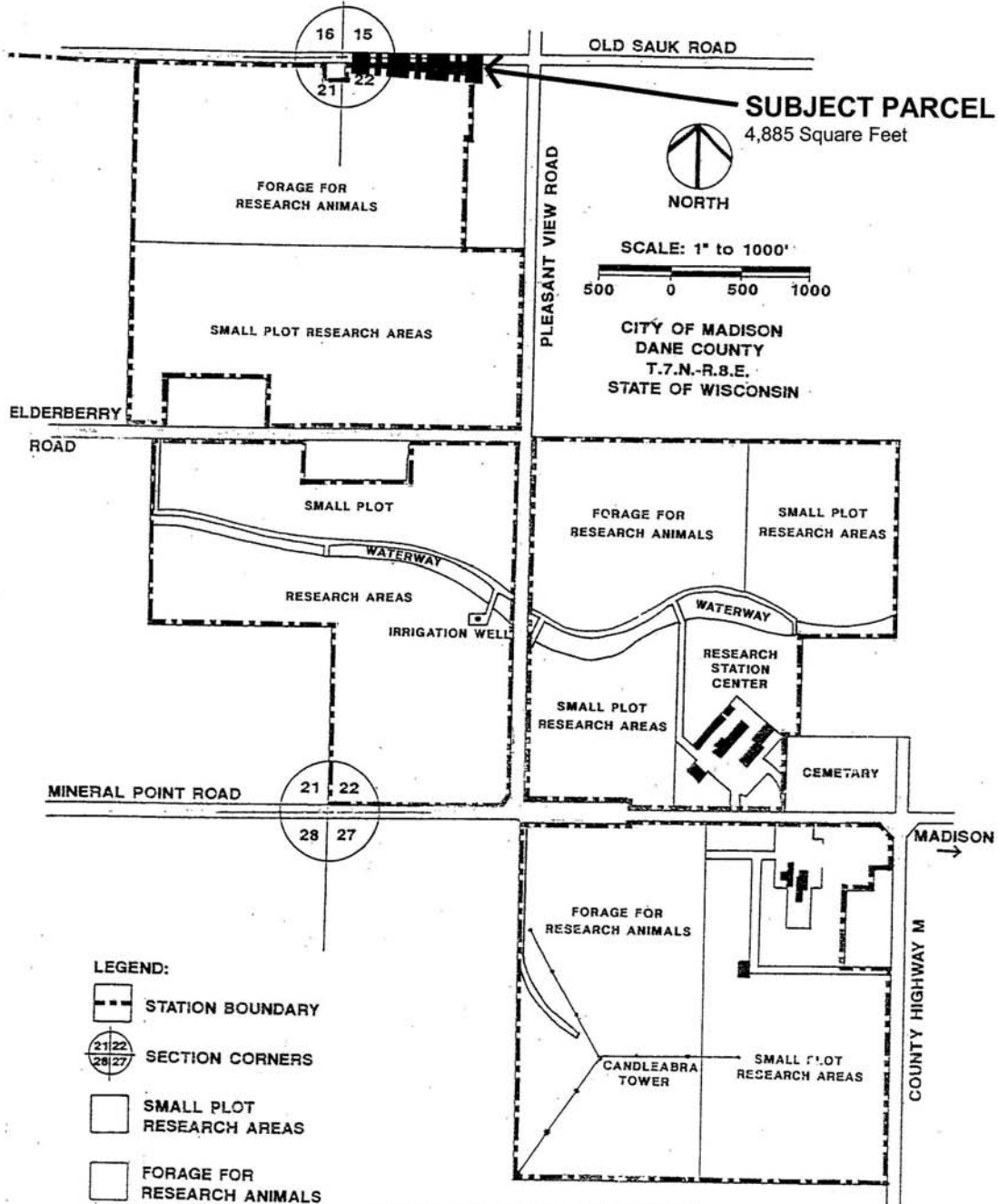
1. Institution: The University of Wisconsin-Madison
2. Request: Requests authority for the officers of the Board of Regents to grant a .11-acre permanent easement and a .3-acre temporary easement on West Madison Agricultural Research Station land to the city of Madison for the reconstruction of Old Sauk Road. The city of Madison will pay \$8,701 for the easements based on an appraised land value of \$50,000 per acre plus improvements. The proceeds would be given to the West Madison Agricultural Research Station.
3. Description and Scope of Project: These easements will permit the city of Madison to continue improving Old Sauk Road. The city has requested a permanent easement of approximately 480 feet long ranging from 4 feet on the west end to 25 feet wide on the east. The parcel contains approximately 4,885 square feet of land. The city has also requested a temporary construction easement of approximately 12,900 square feet to facilitate construction. Both easements are along the West Madison Agricultural Research Station's property abutting Old Sauk Road. An existing University fence will be replaced by the Research Station with compensation included in the city's payment for the easements. Total compensation from the city is shown in the following table.

<b>Purpose</b>	<b>Compensation</b>
Permanent Easement	\$5,618
Temporary Easement	\$1,161
Fence Replacement Costs	\$1,922
Total	\$8,701

4. Justification of Request: The University wishes to continue to cooperate with the city of Madison on planned development in the city's far west side. The compensation is considered fair and will enable the Research Station to reconstruct the fence to serve its purposes, to install some landscaping in the area, and to apply the remaining funds to research operations. It was just learned the Wisconsin Department of Transportation wants to bid this project with several others, prior to the April Regents meeting, thus this request needs approval at the March meeting.
5. Budget: Not applicable.
6. Previous Action: None.

# PERMANENT LIMITED EASEMENT

WEST MADISON AGRICULTURAL RESEARCH STATION  
COLLEGE OF AGRICULTURAL AND LIFE SCIENCES  
UNIVERSITY OF WISCONSIN-MADISON



UNIVERSITY OF WISCONSIN-MADISON  
FACILITIES PLANNING and MANAGEMENT  
MARCH 2003



BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN

March 7, 2003  
1820 Van Hise Hall  
1220 Linden Drive  
Madison, Wisconsin  
9:00 a.m.

II.

1. Calling of the roll
2. Approval of the minutes of the February 6<sup>th</sup> and 7<sup>th</sup> meetings
3. Report of the President of the Board
  - a. Report on the March 5<sup>th</sup> meeting of the Hospital Authority Board
  - b. Additional items that the President of the Board may report or present to the Board
4. Report of the President of the System  
Presentation: What digital television means to the University of Wisconsin
5. Report of the Physical Planning and Funding Committee
6. Report of the Business and Finance Committee
7. Report of the Education Committee
8. Additional resolutions
9. Communications, petitions, memorials
10. Unfinished or additional business
11. Recess into closed session to confer with legal counsel, as permitted by s.19.85(1)(g), *Wis. Stats.*, and to consider an honorary degree nomination at UW-Superior, as permitted by s.19.85(1)(f), *Wis. Stats.*

The closed session may be conducted during any recess called in the course of the regular meeting agenda. The meeting will be reconvened in open session following completion of the closed session.

## BOARD OF REGENTS

### 2003 Meeting Schedule

January 9 and 10 (cancelled, circumstances permitting)

February 6 and 7

March 6 and 7

April 10 and 11

May 8 and 9 (UW- Stevens Point)

June 5 and 6 (UW-Milwaukee)

July 10 and 11

August 21 and 22 (cancelled, circumstances permitting)

September 4 and 5

October 9 and 10 (UW-Oshkosh)

November 6 and 7

December 4 and 5

Unless otherwise indicated, meetings are held in Van Hise Hall, 1220 Linden Drive,  
Madison, Wisconsin

## BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

President - Guy A. Gottschalk  
Vice President - Toby E. Marcovich

### **STANDING COMMITTEES**

#### **Executive Committee**

Guy A. Gottschalk (Chair)  
Toby E. Marcovich (Vice Chair)  
Patrick G. Boyle  
Gregory L. Gracz  
Frederic E. Mohs  
Jose A. Olivieri  
Jay L. Smith

#### **Business and Finance Committee**

Jose A. Olivieri (Chair)  
David G. Walsh (Vice Chair)  
Danae D. Davis  
Tommie L. Jones, Jr.

#### **Education Committee**

Patrick G. Boyle (Chair)  
Frederic E. Mohs (Vice Chair)  
Roger E. Axtell  
Jonathan B. Barry  
JoAnne Brandes  
Elizabeth Burmaster  
Tommie L. Jones, Jr.

#### **Physical Planning and Funding Committee**

Gregory L. Gracz (Chair)  
Gerard A. Randall, Jr (Vice Chair)  
Peggy Rosenzweig  
Jesus Salas

#### **Personnel Matters Review Committee**

Gerard A. Randall, Jr. (Chair)  
Roger E. Axtell  
Jose A. Olivieri  
David G. Walsh

#### **Committee on Student Discipline and Other Student Appeals**

Frederic E. Mohs (Chair)  
Jonathan B. Barry  
Elizabeth Burmaster  
Tommie L. Jones, Jr.

### **OTHER COMMITTEES**

#### **Liaison to Association of Governing Boards**

Guy A. Gottschalk

#### **Hospital Authority Board - Regent Members**

Roger E. Axtell  
Patrick G. Boyle  
Frederic E. Mohs

#### **Wisconsin Technical College System Board**

Guy A. Gottschalk, Regent Member

#### **Wisconsin Educational Communications Board**

Patrick G. Boyle, Regent Member

#### **Higher Educational Aids Board**

Gregory L. Gracz, Regent Member

#### **Research Park Board**

Frederic E. Mohs, Regent Member

#### **Technology for Educational Achievement in Wisconsin Board (TEACH)**

Roger E. Axtell, Regent Member

#### **Committee on Board Effectiveness**

Jonathan B. Barry (Chair)  
Patrick G. Boyle  
Jose A. Olivieri

#### **Academic Staff Awards Committee**

JoAnne Brandes (Chair)  
Roger E. Axtell  
Jonathan B. Barry  
Tommie L. Jones, Jr.

#### **Public and Community Health Oversight and Advisory Committee**

Patrick G. Boyle, Regent Liaison

*The Regents President and Vice President serve as ex-officio voting members of all Committees.*

*The President Emeritus serves as a voting member of the Business and Finance Committee, Education Committee, Physical Planning and Funding Committee, and Executive Committee.*