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

October 29 2003

TO: Each Regent

FROM: Judith A. Temby

RE: Agendas and supporting documents for meetings of the Board and Committees to be held Thursday at The Lowell Center, 610 Langdon St. and Friday at 1820 Van Hise Hall, 1220 Linden St., Madison on November 6 and 7, 2003.

Thursday, November 6, 2003
10:00 a.m. - 12:30 p.m. - Regent Study Groups

- Revenue Authority and Other Opportunities, Lowell Center, Lower Lounge
- Achieving Operating Efficiencies, Lowell Center, room B1A
- Re-Defining Educational Quality, Lowell Center room B1B
- The Research and Public Service Mission, State Capitol
- Our Partnership with the State, Lowell Center, room 118

12:30 - 1:00 p.m. - Lunch, Lowell Center, Lower Level Dinning room

1:00 p.m. - Board of Regents Meeting on UW System and Wisconsin Technical College System Credit Transfer
Lowell Center, room B1A/B1B

2:00 p.m. – Committee meetings:

Education Committee
Lowell Center, room 118

Business and Finance Committee
Lowell Center, room B1A/B1B

Physical Planning and Funding Committee
Lowell Center, Lower Lounge

3:30 p.m. - Public Investment Forum
Lowell Center, room B1A/B1B

Friday, November 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.

Information regarding agenda items can be found on the web at http://www.uwsa.edu/bor/meetings.htm or may be obtained from the Office of the Secretary, 1860 Van Hise Hall, Madison, Wisconsin 53706 (608)262-2324.

Revenue Authority and Other Opportunities Working Group
of the
Board of Regents of the University of Wisconsin

Agenda

November 6, 2003
Lowell Center, Lower Lounge
610 Langdon Street

10: 00 a.m.	Risk Management Update
10:15 a.m.	Differential Tuition Follow-Up Freda Harris, Associate Vice President for Budget and Planning Andrew Richards, Acting Assistant Vice President for Budget and Planning
10:45 a.m.	Review of demographic presentations by DOA and DWD
11:15 a.m.	UW-Platteville pilot program discussion Dr. David Markee, UW-Platteville
12:15 p.m.	Vote on action items Summation decision on topics for December 4, 2003
12:30 p.m.	Adjourn

Achieving Operating Efficiencies Work Group
November 6, 2003
Agenda

Lowell Center, room B1A
610 Langdon Street

1. Approval of October 9, 2003 meeting minutes

2. Higher education structures

3. Profile: Progressing to a Bachelor's Degree in the UW System (Associate Vice President Frank Goldberg)

4. Defining efficiency

5. Approach for competency-based degrees

6. Revised Strategies and Components of Efficiency table

7. Other

Board of Regents Study
Re-Defining Educational Quality
November 6, 2003

Lowell Center, room B1B
610 Langdon Street

1. Approve minutes of October 9, 2003 meeting.

2. Student and Faculty perceptions of quality:
   A. Meetings with faculty representatives and university committees of UW-Oshkosh and UW-Madison.
   B. Meeting with students at UW-Oshkosh.
   C. Focus groups on quality – Christine Flynn-Saulnier, Academic Planner, UWSA Office of Academic and Student Services.

3. Excellence in Higher Education: Maury Cotter, Director, Office of Quality Improvement, UW-Madison.

4. Future Agendas

DRAFT AGENDA OF THE
RESEARCH AND PUBLIC SERVICE WORKING GROUP
OF THE
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Room 328 NW
State Capitol
Thursday, November 6, 2003
8:00 A.M.

8:00 a.m.	There will be a listening session with members of the Wisconsin State Legislature regarding the university's research and public service activities.
10:00 a.m.	Call to order Approval of minutes Update of Madison workforce and legislative leaders meetings Partnership presentation Presentation of the service mission at a comprehensive institution Overview of research on the UW-Madison campus Discussion to formulate draft recommendations Other business

Charting a New Course for the UW System

Committee on
Our Partnership with the State

Agenda

November 6, 2003
10:00 a.m. – 12:30 p.m.
Lowell Center, room 118

1. Access to Higher Education through Financial Aid	Sharon Wilhelm
2. The Case for Additional Investment: Creating Capacity	Chancellor Don Mash
3. Process Improvement Proposals on the State Building Program	Nancy Ives

Revised

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I. Items for consideration in Regent Committees

1. Education Committee - Thursday, November 6, 2003
Lowell Center, Room 118
610 Langdon Street
University of Wisconsin-Madison
2:00 p.m.

1:00 p.m. All Regents

- UW System and Wisconsin Technical College System Credit Transfer.

2:00 p.m. Education Committee

a. Approval of the minutes of the October 9, 2003, meeting of the Education Committee.

b. Report of the Senior Vice President for Academic Affairs:

(1) UW System Initiative on the Liberal Arts;

(2) UW System and Wisconsin Technical College System Credit Transfer.
[Resolution I.1.b.(2)]

c. Program Authorizations - First Reading: B.S. in Engineering Physics, UW-Madison.

d. Report on Industrial and Economic Development Research Fund, in accordance with s.36.25(25)(c), *Wis. Stats.*
[Resolution I.1.d.]

e. Revised Faculty Personnel Rules, UW-Green Bay.
[Resolution I.1.e.]

f. Additional items that may be presented to the Education Committee with its approval.

Endorsement of the UWS/WTCS Plan for Enhancing Credit Transfer and Expanding the Number of Baccalaureate Degree Holders in Wisconsin.

EDUCATION COMMITTEE

Resolution I.1.b.(2):

That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents endorses the six proposals to enhance credit transfer opportunities between the University of Wisconsin System and the Wisconsin Technical College System, and explore other opportunities to expand the number of baccalaureate degree holders in Wisconsin. The UW System Board of Regents and System Administration will continue to work with the Wisconsin Technical College System on developing further transfer opportunities that ensure student success.

The UW System will work with appropriate governance structures at each of its institutions to ensure effective implementation. The goal for implementation of the following initiatives is fall, 2004.

Part I: Transfer of Occupational/Technical Courses
A new policy will be established that will enable UW institutions to transfer WTCS occupational/technical courses on a course-by-course basis. These courses will be reviewed by UW faculty at each UW System institution, and will transfer if they are found to be comparable or equivalent to UW courses at each institution. These courses will be officially posted on the Transfer Information System (TIS).

Part II: Transfer of WTCS General Education Core Courses
Subject to review and approval by the faculties at each UW System institution, a list of WTCS general education core courses will be established that will transfer and apply to UW institutions. WTCS students in applied associate degree programs will be able to transfer up to 30 credits from these courses, and apply them toward general education and/or other degree requirements at UW institutions. The manner in which they apply will depend upon the student's major and the general education and program requirements of the particular UW institution.

Part III: Degree Completion Program Agreements
The two Systems will continue to develop "2+2" degree completion programs where WTCS students will be able to transfer additional courses toward a UW four-year degree. WTCS students selecting these programs will receive a written program agreement that will specify the courses that will transfer, how they will apply, and what additional requirements will be needed for graduation.

Part IV: Credit Transfer Contract
WTCS students will be able to check and confirm how their courses will transfer towards a UW degree by referencing the Transfer Information System (TIS).

The TIS printed report will serve as a written credit transfer contract for students who successfully complete the courses.

Part V: Transfer of WTCS Liberal Arts Degree Graduates
Students who graduate from WTCS liberal arts (college parallel) programs at MATC-Madison, MATC-Milwaukee and Nicolet with a revised associate of arts or sciences degree will be able to transfer up to 72 credits and have their university-wide general education requirements satisfied at any UW institution, subject to the review and approval of UW Faculty.

Part VI: Expanding Access to the Baccalaureate Degree
A broad-based committee will be created to explore additional options and develop a plan for expanding the number of baccalaureate degree-holders in Wisconsin in collaborative and cost-effective ways.

UNIVERSITY OF WISCONSIN SYSTEM AND WISCONSIN TECHNICAL COLLEGE SYSTEM PLAN FOR ENHANCING CREDIT TRANSFER AND EXPANDING THE NUMBER OF BACCALAUREATE DEGREE HOLDERS IN WISCONSIN

EXECUTIVE SUMMARY

BACKGROUND

The state of Wisconsin lags behind neighboring states in terms of the proportion of residents who have completed baccalaureate education. Both the University of Wisconsin System and the Wisconsin Technical College System recognize that increasing the level of educational attainment of Wisconsin residents will provide a more competitive labor pool to promote public service and economic growth and vitality in Wisconsin; develop citizens able to participate in an increasingly diverse and global society; and contribute to the quality of life and economic stability for all people in Wisconsin.

To that end, the UW System and the WTCS have worked diligently to be effective stewards of state resources and improve access to higher education for all Wisconsin citizens by developing credit transfer agreements between the two systems. These agreements seek to enhance credit transfer opportunities for Wisconsin's technical college students who transfer credits into UW System institutions, thereby increasing opportunities for WTCS students to successfully complete a baccalaureate degree in the UW System.

REQUESTED ACTION

Approval of Resolution I.1.b.(2) in support of the six proposals to enhance credit transfer opportunities between the University of Wisconsin System and the Wisconsin Technical College System, and to explore options for expanding the number of baccalaureate degree-holders in Wisconsin.

DISCUSSION

The University of Wisconsin System (UWS) and the Wisconsin Technical College System (WTCS) have proposed a set of new transfer initiatives that will enhance opportunities for WTCS students transferring into UW institutions. This plan will provide students with opportunities to transfer additional credits and have them apply towards their baccalaureate degree objectives.

At its September 23-24, 2003, meeting, the Wisconsin Technical College System Board adopted a resolution supporting the six specific transfer initiatives that evolved from discussions

between the two Systems' administrative leaders. The UW System Administration is proposing a similar set of initiatives, as described below.

The plan under consideration has six parts:

Part I: Transfer of Occupational/Technical Courses

A new policy will be established that will enable UW institutions to transfer WTCS occupational/technical courses on a course-by-course basis. These courses will be reviewed by UW faculty at each UW System institution, and will transfer if they are found to be comparable or equivalent to UW courses at each institution. These courses will be officially posted on the Transfer Information System (TIS).

Part II: Transfer of WTCS General Education Core Courses

Subject to review and approval by the faculties at each UW System institution, a list of WTCS general education core courses will be established that will transfer and apply to UW institutions. WTCS students in applied associate degree programs will be able to transfer up to 30 credits from these courses and apply them toward general education and/or other degree requirements at UW institutions. The manner in which they apply will depend upon the student's major and the general education and program requirements of the particular UW institution.

Part III: Degree Completion Program Agreements

The two Systems will continue to develop "2+2" degree completion programs where WTCS students will be able to transfer additional courses toward a UW four-year degree. WTCS students selecting these programs will receive a written program agreement that will specify the courses that will transfer, how they will apply, and what additional requirements will be needed for graduation.

Part IV: Credit Transfer Contract

WTCS students will be able to check and confirm how their courses will transfer towards a UW degree by referencing the Transfer Information System (TIS). The TIS printed report will serve as a written credit transfer contract for students who successfully complete the courses.

Part V: Transfer of WTCS Liberal Arts Degree Graduates

Students who graduate from WTCS liberal arts (college parallel) programs at MATC-Madison, MATC-Milwaukee and Nicolet with a revised associate of arts or sciences degree would be able to transfer up to 72 credits and have their university-wide general education requirements satisfied at any UW institution. This would be similar to what is currently available to UW students who complete a UW associate degree, and subject to review and approval of by UW Faculty.

Part VI: Expanding Access to Liberal Arts Programs

A broad-based committee will be established to explore additional options and develop a plan for expanding the number of baccalaureate degree-holders in Wisconsin in collaborative and cost effective ways.

Implementation Process

The process for implementing these initiatives will adhere to shared governance procedures for determining institutional curricula (as stated in Chapter 36.09 (4), *Wis. Stats*.), and include the appropriate constituent groups in the implementation. The Senior Vice President for Academic Affairs has assembled an academic advisory group comprised of faculty and academic administrators from each of the UW System institutions to develop an implementation plan with the goal that the initiatives will go into effect in fall, 2004.

Implications for Student Success

Underlying the goal of increasing the number of baccalaureate degree-holders in the state of Wisconsin is the overarching purpose to promote student success. The UW System Board of Regents strongly supports the continuing efforts by the University of Wisconsin System and the Wisconsin Technical College System to enhance those opportunities that contribute to student success and simplify the process for Wisconsin residents to transfer appropriate credits from the institutions of one of the state's public postsecondary systems to the other, while affirming its respect for the distinct missions of the two Systems.

RECOMMENDATIONS

UW System Administration recommends approval of Resolution I.1.b.(2).

Background on Transfer from the Wisconsin Technical College System (WTCS) to the University of Wisconsin System

The University of Wisconsin System and the Wisconsin Technical College System (WTCS) have a long history of cooperation in a number of areas including transfer. This paper summarizes basic facts about the Wisconsin Technical College System, provides data on the number of students transferring from WTCS campuses to UW System institutions, and details the evolution in UW System policy to facilitate WTCS transfer.

Wisconsin Technical College System Facts

Mission Wis. Stats 38.001(2) states that "The principal purposes of the technical college system are to: (a) Provide occupational education and training and retraining programs, including the training of apprentices that enable residents to obtain the knowledge and skills necessary for employment at a technical, paraprofessional, skilled or semiskilled occupation. Such programs include general education courses to facilitate student achievement in occupational skills training… (b) Provide customized training and technical assistance to business and industry in order to foster economic development and the expansion of employment opportunities." Wis. Stats 38.001(3) goes on to state that "additional purposes of the technical college system (include)…(b) Provide a collegiate transfer program."

Programs The Wisconsin Technical College System (WTCS) consists of 16 districts located across the state offering the applied associate degree (AAA, AAS) in numerous occupational/technical areas, in addition to technical diplomas and other vocational adult programs. Three districts (MATC-Madison, MATC-Milwaukee, Nicolet) offer the liberal arts associate degree (college transfer programs) in addition to these other programs. Several districts are located adjacent or close to one of the thirteen UW Colleges.

- College transfer programs consist of general education course work similar to that found in the first two years of a traditional baccalaureate program.

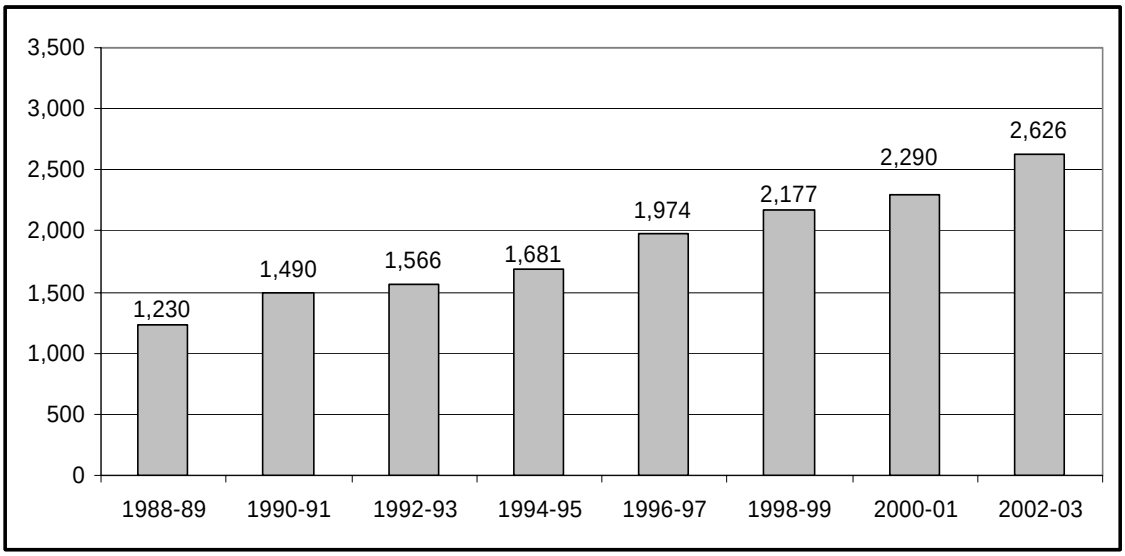
- Applied associate degree programs, in contrast, combine more limited general education offerings with occupationally-specific offerings.

Enrollment In 2001-02, WTCS enrolled a total of 451,271 students in all programs (headcount). This included 17,953 in college transfer programs and 108,291 in applied associate degree programs. This represented the highest enrollment in these programs within the last ten years.

WTCS Transfer to the UW System

As Graph 1 below shows, the number of WTCS students transferring to UW System institutions has increased from 1,230 in 1988-89 to 2,626 in 2002-03, an increase of 113 percent. The change in transfer policies by the UW System regarding the Wisconsin Technical College System has been a major factor in this increase.

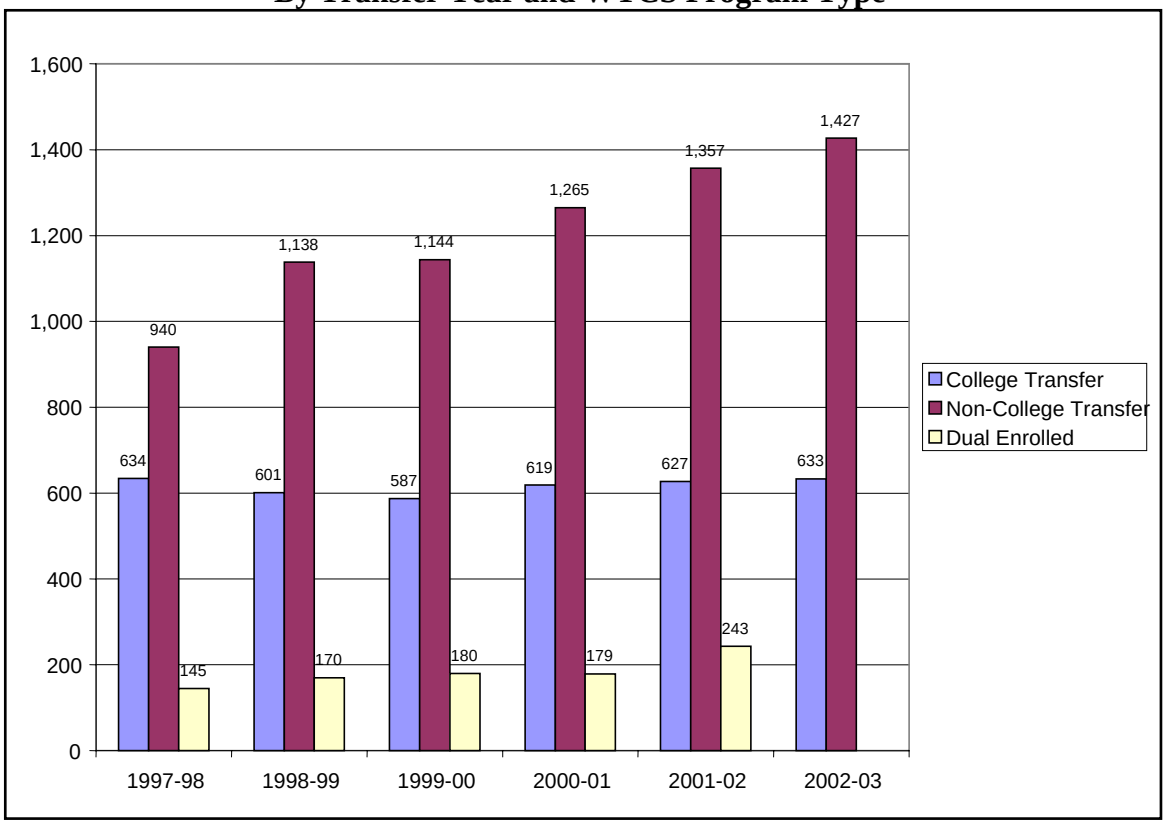
Graph 1
WTCS Transfer Students to the UW System
1988-89 to 2002-03



Graph 2, on the next page, shows that much of this increase is due to the increase in non-college transfer students (defined as students who were most recently enrolled in an applied associate, technical or certificate program or courses). Non-college transfer students have increased 52 percent from 940 in 1997-98 (the first year for which complete data were available) to 1,427 in 2002-03. Acceptance of more credits from applied associate degree programs by UW System institutions and the development of new articulation agreements between the UW System and WTCS have contributed to this increase.

The number of dual enrolled students (students enrolled in both Systems during the same academic year) increased 43 percent from 170 students in 1998-99 to 243 in 2001-02 (2002-03 data is not yet available).

Graph 2
WTCS Transfer Students to the UW System
By Transfer Year and WTCS Program Type



* The difference in total WTCS student transfers between Graph 1 and Graph 2 reflects students from the WTCS that had no corresponding WTCS program or course record indicating that they had enrolled in the WTCS prior to 1994-95 (the earliest files provided) or started in the WTCS in 2002-03 and transferred during the same year.

** Data for Dual Enrolled students for 2002-03 are not available at this time.

Evolution in UW System Policy to Facilitate WTCS Transfer

Until the late 1980's, credit transfer for students seeking to move from Wisconsin Technical colleges to UW System institutions was limited to courses taken in the liberal arts college transfer programs offered by the three districts (MATC-Madison, MATC-Milwaukee, Nicolet).

1988

The UW System initiated the Transfer Information System (TIS). This project provides an electronic database showing how courses transfer from one institution to another within the UW System and from each WTCS district to each UW institution. In addition, the WTCS to UW System program-to-program articulation agreements are listed. The database also includes data about course transfer within the WTCS. The Wisconsin Technical College System has been an active partner in the development of TIS.

1989

- The UW Board of Regents reaffirmed its policy of accepting up to 72 credits from the three college transfer programs.

- The UW System Undergraduate Transfer Policy was revised to accept up to 15 credits of general education from students with the applied associate degree.

1995

The Undergraduate Transfer Policy was revised to emphasize the "Principle of Accommodation."

- UW System institutions were permitted to accept credits beyond 72 from the college transfer programs where appropriate.

- The UW System Undergraduate Transfer Policy eliminated the requirement that the applied associate degree be completed in order for 15 credits of general education to transfer.

- The UW System Undergraduate Transfer Policy eliminated the requirement that the applied associate degree be completed as a condition of program-to-program articulation agreements.

2000 to present

The UW Undergraduate Transfer Policy was revised to permit institutions to accept, from WTCS applied associate degree programs, a total of two courses in math and/or natural science in addition to the up to 15 credits in communications, behavioral and social sciences.

As a result of the Board action, UW System and WTCS institutions have developed a number of new degree completion programs since 2000. These include:

- The five UW institutions in the UW Collaborative nursing program accept 60 credits from the WTCS Associate Degree in Nursing.

- UW-Milwaukee, UW-Whitewater, UW-Parkside, and UW-Oshkosh have articulation agreements with the new WTCS statewide Early Childhood Associate Degree. UW-Milwaukee and UW-Whitewater both accept 54-60 credits.

- UW-Stout has developed Degree Completion programs in Industrial Management and Service Management. In both programs students with WTCS applied associate degrees in a broad array of programs enter as juniors.

- UW-Stout has implemented a Bachelor of Applied Science Degree, available on campus. This is the "upside down degree" in which WTCS students transfer with junior standing and their specialization essentially completed. Their junior and senior course work emphasizes general education and capstone experiences.

- A number of UW institutions have developed new articulation agreements with one or more WTCS districts that permit 50-60 credits to apply toward their programs. These include UW-Stevens Point in Urban Forestry, UW-La Crosse in both radiography and clinical laboratory science, and UW-Oshkosh in Bachelor of Liberal Studies, Organizational Administration emphasis.

Conclusion

The UW System and the Wisconsin Technical College System, through their distinct missions, each plays an important role in providing higher education opportunities for Wisconsin citizens. As a result of the collaborative efforts of the two Systems, credit transfer opportunities have been enhanced. These transfer agreements strive to assure that students have appropriate options to continue their education in an environment that assures their success.

NEW PROGRAM AUTHORIZATION
Bachelor of Science – Engineering Physics
University of Wisconsin - Madison
(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 Bachelor of Science in Engineering Physics at the University of Wisconsin-Madison 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 December meeting for a second review, at which time the Board of Regents may take action on authorization of 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.

The proposed Bachelor of Science in Engineering Physics (BS-EP) is designed to provide graduates with skills in emerging technological areas. These graduates will become a source of qualified employees for high-tech, start-up companies in Wisconsin. Initially, the technological emphasis areas will be nano-engineering, plasma science and engineering, and scientific computing. The technological emphasis areas will be constantly revisited and revised to align with emerging and changing economics and technologies of the 21st century.

REQUESTED ACTION

No action requested at this time.

DISCUSSION

Program Description

The BS-EP program will have the following features: a strong emphasis on math, physics, and engineering; the choice of a technical focus area to occur in the junior year; specialized education in an emerging technology; and emphasis on research and a team project, culminating in a senior thesis. A common curriculum for the first two years requires 63 credits: ten credits of general education and liberal studies requirements, five credits of chemistry, 11 credits of physics, 23 credits of math and statistics, and 15 credits of engineering. This will prepare students for the 65 required credits of in-depth upper-level work. The emphasis will be on technical focus area electives and team-focused activities aligned with current faculty research programs. The focus areas—initially nano-engineering, plasma science and engineering, and scientific computing—will be modified, added or discontinued as emerging technologies change and mature.

Program Goals and Objectives

The broad objective of the BS-EP is to educate students to think and participate deeply, creatively, and analytically in emerging areas of engineering technology. The purposes for offering this degree are to: a) offer a challenging degree program that provides full access for students to the diverse, emerging technology research programs of the Department of Engineering Physics; b) provide an engineering-based, ABET-accredited undergraduate degree in this area; and c) complete a department merger process that began with the merger of the Departments of Engineering Mechanics & Astronautics and Nuclear Engineering & Engineering Physics in 1995. Program objectives, outcomes and assessments will be consistent with newly released ABET (Accreditation Board for Engineering and Technology) requirements.

Relation to Institutional Mission

The core mission of UW-Madison is to "create, integrate, transfer, and apply knowledge." This mission drives the University's strategic priorities: to promote research, advance learning, accelerate internationalization, amplify the Wisconsin Idea, and nurture human resources. The College of Engineering mission is: "to educate and prepare men and women to contribute as engineers and citizens through the creation, integration, application and transfer of engineering knowledge." The Department's Strategic Plan defines Engineering Physics as "... the practical application of physics to emerging technologies." and the first component of its mission statement is "To offer an education of the highest quality in the fields of nuclear engineering, engineering physics, mechanics and astronautics to undergraduate students from primarily Wisconsin and to graduate students from the state, nation, and world."

The BS-EP is aligned with these mission statements and strategic priorities by providing a challenging educational experience within which students will become integral participants in the emerging technology research programs in Engineering Physics. The emphasis on emerging technologies connotes a forward-looking philosophy by focusing on areas where Engineering Physics is creating new knowledge and disciplines. Students in the BS-EP program will be immersed in the creation and application of new knowledge associated with emerging technologies.

Diversity

The College of Engineering has a strong commitment to diversity. The BS-EP program shares the College's values, strategies, and goals. The College of Engineering strategic plan specifies strategies and goals for recruiting, supporting and retaining a world-class, diverse faculty dedicated to education, research, technology development, and entrepreneurship. The Dean and the Equity and Diversity Committee of the college have developed plans and procedures for recruiting, hiring, and retaining individuals from under-represented groups. Similarly the strategic plan includes strategies and goals for recruiting, supporting and retaining the best undergraduate and graduate students, especially women and under-represented groups. The College of Engineering has a Diversity Affairs Office, which was established to serve traditionally under-represented students in science and engineering through academic, social,

financial, and administrative support. Efforts to inculcate diversity issues into the curriculum are exemplified by the "Engineering Projects in Community Service" (EPICS) program.

Need

The proposed BS-EP program will be selective and challenging, and will graduate professionals with experience in emerging technology areas. Students will be employable as technicians in companies involved in cryogenics, nano-engineering, x-ray imaging technology, and plasma-processing in Wisconsin and nationally. They will also be prepared for graduate studies at research universities.

The employment record of recent cohorts of graduates from the other programs in the department of Engineering Physics—the BS in Engineering Mechanics and the BS in Nuclear Engineering—suggests that graduates of the BS-EP program will have excellent employment prospects. For the BS-Engineering Mechanics program, in 2001-02, 88 employers posted 100 positions for 29 graduates. At graduation, 39 percent of the BS-Engineering Mechanics graduates were employed, 39 percent were going to graduate school; 22 perecent were still looking for employment. For the BS-Nuclear Engineering program, 74 employers posted 100 positions for students with these qualifications. The three graduates of the BS-Nuclear Engineering program all went on to graduate school.

Comparable Programs in Wisconsin

UW-Platteville has an ABET-accredited BS-EP program. However, the proposed program is distinct from the UW-Platteville program. In commenting positively on the entitlement to plan proposal, a UW-Platteville professor wrote "the program at UW-Platteville is general in nature and contains elements of other engineering fields such as mechanical and electrical engineering. The UW-Madison program aims to provide a more focused upper-division preparation, producing a technical specialist. The technical specialties of the department, such as plasma physics, are not likely to be available as research areas in medium-sized, regional universities."

Other applied mathematics programs are available in the UW System: the BS in Applied Math, Engineering and Physics (AMEP) at UW-Madison; and Applied Mathematics and Physics (AMP) at UW-Milwaukee. These programs place a much greater emphasis on mathematics, do not have a technological focus, and are not intended to be ABET-accredited.

Comparable Programs outside Wisconsin

Currently, ABET lists seventeen accredited BS-EP programs nationally. The top six programs are at Princeton, Cornell, the University of Kansas, the University of Oklahoma, the Colorado School of Mines, and Texas Tech University. There are no comparable programs in Minnesota. The geographically closest ABET-accredited BS-EP programs outside Wisconsin are at Iowa State University and Wright State University in Ohio.

Collaboration

The BS-EP program will provide crossover options for students in the BS-Nuclear Engineering program, the BS-Engineering Mechanics program, and the liberal arts-oriented Physics and Applied Mathematics, Engineering and Physics majors. The BS-EP will provide new options for students transferring to UW-Madison after two years from either the UW Colleges that offer pre-engineering or other UW institutions, such as UW-La Crosse, that lack engineering programs and have two-year/three-year agreements with UW-Madison. Members of the BS-EP faculty have regular interactions through visits and seminars with faculty at UW-Platteville, three of whom are alumni of UW-Madison.

Use of Technology/Distance Education

The BS-EP will be a technology-rich program delivered through traditional course offerings and in hands-on collaborative research environments. Students will make use of on-line and computer technologies in their course work and research, and some will be involved in creating the technologies that will be in use in the future. In particular, the Department of Engineering Physics will use the *eTeach* educational software in selected course modules.

Academic and Career Advising

Students who enroll in the College of Engineering are classified as Pre-engineering in their first year and are advised through the Engineering Student Services Office. Students typically apply to admission to a specific Engineering department at the end of the first year. Students who join the Engineering Physics department will be assigned to an advisor within the department. As juniors and seniors in the BS-EP program, students will also receive academic and career advising from the faculty member in charge of the students' Team Projects. Because of their connections to business and industry, EP faculty will take an active role in connecting students with appropriate employers in their emerging technology focus area, and with appropriate graduate programs. Students will also make use of Engineering Career Services.

Projected Enrollment (5 years)

Engineering students who have selected the Engineering Physics Department as their home department will typically enter the BS-EP program during their sophomore year.

Year	Implementation year	2nd year	3rd year	4th year	5th year
New sophomores	5	7	9	9	9
Continuing juniors	0	5	7	9	9
Graduating seniors	0	0	5	7	9
Total enrollment	5	12	21	25	27

Assessment and Program Evaluation

The BS-EP program is designed and will be evaluated according to the standards of ABET, and consistent with the patterns of assessment established for existing College of Engineering majors. ABET requires that an accredited program document outcomes and provide evidence that the results of assessment are applied to further development and improvement of the program. The program faculty will use various methods including analysis of student performance in key courses, and comparison of collective student achievement on specific assignments and examination questions to assess specific learning objectives. Student preparedness for, and performance in their major research/design project will be a primary area for evaluation. Gaps between performance on the key assignments and exam questions, and the outcome standard will signal areas in the curriculum that need to be enhanced.

In addition, Engineering Physics faculty and staff will use exit surveys of graduating seniors, alumni surveys, and employer surveys to evaluate overall outcomes. The program faculty will evaluate and redesign the curricula for the emerging technology areas to ensure that offerings are always at the frontier of new knowledge.

Evaluation from External Reviewers

Three external reviewers evaluated the program. They identified as a strength the breadth, depth, and flexibility of the curriculum, which prepares students in a variety of technology areas and will allow them to remain nimble throughout their careers. They also recognized the strength of the program faculty, the value of the four-semester team project as a way to integrate research into the undergraduate experience, and the high academic standards of the program. One external reviewer recommended that the program faculty develop a long-term plan for reviewing the focus areas to keep them truly at the cutting-edge of emerging technology, including a plan for eliminating focus areas when necessary.

Resource Needs

The BS-EP will be funded through the reallocation of resources. The implementation of the BS-EP program will occasion a reorganization of the Engineering Physics course offerings to optimize efficiency. The reorganization and revision, which are part of the regular cycle of curriculum renewal, will make the best use of undergraduate classes for multiple purposes and organize content in state-of-the-art combinations. As a result, it will be possible to accept more students into courses that service the existing BS-Nuclear Engineering program and the BS-Engineering Mechanics program, as well as the proposed BS-EP program. It will also be possible to redirect faculty efforts towards new courses that become the fundamental underpinnings of the emerging "specialty" areas for the BS-EP degree. Some expenses associated with the Team Projects will be funded through extramural research support to program faculty.

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).

Program Budget: UW-Madison B.S. ENGINEERING PHYSICS

	First Year 2003-04		Second Year 2004-05		Third Year 2005-06	
CURRENT COSTS	FTE	$	FTE	$	FTE	$
Personnel						
Faculty (1)	1.7	144808	1.7	149152	1.7	153626
Academic Staff (2)	0.3	13287	0.3	13686	0.3	14096
Graduate Assistants (	0.8	18128	0.8	18672	0.8	19232
Classified Staff (4)	0.4	10712	0.4	11033	0.4	11364
Non-Personnel						
S&E (5)		5000		5000		5000
Capital Equipment						
Library						
Computing						
Other - Research (6)		5000		12000		21000
SUBTOTAL		196935		209543		224318
ADDITIONAL COSTS	FTE	$	FTE	$	FTE	$
Personnel		0		0		0
Non-Personnel		0		0		0
S&E		0		0		0
Other		0		0		0
SUBTOTAL		0		0		0
TOTAL COSTS		196935		209543		224318
CURRENT RESOURCES						
GPR Reallocation		191935		197543		224318
Gifts and Grants		5000		12000		21000
Fees						
Other						
SUBTOTAL						
ADDITIONAL RESOURCES						
GPR Reallocation						
Gifts and Grants						
Fees						
Other						
SUBTOTAL						
TOTAL RESOURCES		196935		209543		224318

Notes: Faculty and academic staff salaries are adjusted 3% annually to reflect anticipated increases. Base year for salary calculations is 2002-03. The data source for salary information is the October Payroll file.

1. Faculty. The Engineering Physics (A1980) faculty count for 2002-03 is 17 FTE Faculty paid on 101-2.
The undergraduate program accounts for about half of the department's teaching effort,
and the new BS-EP will be funded from a redistribution of effort of approximately
20% from the existing BS-NE program, or about 10% of the overall teaching effort.
(17 FTE funded on 101-2, for 10% of the teaching effort, at an average 101-2 funded salary of $82,700)

2. Academic Staff. As proposed, 3 academic staff members will contribute to the BS-EP program.
As for faculty, 10% of their effort will be redirected to this program as a consequence of the
reorganization occasioned by adding this program.
(3 FTE, 10% of their effort, at an average 101-2 funded salary of $43,000)

3. Graduate Assistants. Teaching assistant effort is 100% focused on the undergraduate programs. About 20% of their effort will be reallocated to support the BS-EP program.
(4 FTE teaching assistants, 20% of their effort, $22000/FTE salary)

4. Classified Staff. As proposed, the department's four staff members will shift 10% of their effort to the BS-EP program (4 FTE classified staff, 10% of their effort, average 101-2 funded salary of $26,000).

5. S&E. About 10% of the EP department's 101-2 S&E budget will be reallocated to the BS-EP program.

6. Research. BS-EP students will work with faculty in their research labs. The estimated cost is $1000 per student per year. This support will be funded from current and new research grants to faculty.

EDUCATION COMMITTEE

Resolution I.1.d.:

That, upon recommendation of the President of the University of Wisconsin System, the report on projects undertaken in the UW System during fiscal years 2001-02 and 2002-2003, and supported by the Industrial and Economic Development Funds, be received and approved for transmittal to the Joint Committee on Finance, in accordance with s.36.25(25)(c), *Wis. Stats*.

UNIVERSITY OF WISCONSIN SYSTEM
INDUSTRIAL AND ECONOMIC DEVELOPMENT RESEARCH REPORT

EXECUTIVE SUMMARY

BACKGROUND

Section 36.25(25)(c) of the Wisconsin State Statutes requires the University of Wisconsin System to report biennially to the Joint Committee on Finance regarding the use, duration, and potential economic benefits of projects funded by Industrial and Economic Development Research Funds. This funding is distributed through the Applied Research Program, the Industrial and Economic Development Research Program, and the Center for Dairy Profitability. 1987 Wisconsin Act 27 created the Industrial and Economic Development Research Fund. The fund is intended to promote technology transfer and/or collaborative projects that have the potential to stimulate economic development in Wisconsin.

REQUESTED ACTION

Approval of Resolution I.1.d., accepting the report for transmittal to the Joint Committee on Finance.

DISCUSSION AND RECOMMENDATIONS

Information was collected on each new project within the UW System that was supported with Industrial and Economic Development Research Funds during the 2001-02 and 2002-03 fiscal years. During this biennium, $880,823 was administered systemwide through the Applied Research Grants Program, and $1,277,286 through the Industrial and Economic Development Research Program. In 2002-03, $242,589 was allocated to the Center for Dairy Profitability.

The Applied Research Program and Industrial & Economic Development Research projects are described separately within the report. These projects have resulted in numerous collaborative activities with Wisconsin industries and significant economic benefits for the Wisconsin economy. Project-specific summaries are included in appendices, and complete project reports are available from the UW System Office of Academic Affairs, upon request.

The Center for Dairy Profitability uses multi-disciplinary and interdisciplinary resources to develop and deliver high quality educational programs designed to integrate dairy production, financing, and marketing into management systems. The goal of these efforts is to improve profitability within this $20 billion industry that is the largest source of agricultural income in Wisconsin.

RELATED REGENT POLICIES

There are no related Regent policies. Section 36.25(25) (c), *Wis. Stats.*, requires biennial submission of this report.

Industrial and Economic Development Research Fund
2001-03 Biennial Report

The Industrial and Economic Development Research Fund was established to enhance the relationship between UW System institutional research and Wisconsin industrial practices in an effort to promote the state's economic growth.

This report is divided into three sections. The first describes the Center for Dairy Profitability, an on-going UW-Extension and UW-Madison project that addresses economic challenges to the Wisconsin dairy industry. The second details the Industrial and Economic Development Research Program which was administered by the University-Industry Relations office (UIR) at the UW-Madison and is now administered by the UW-Madison Graduate School. The final section provides an overview of Applied Research Program projects, administered by the UW System Office of Academic Affairs.

Within the latter two programs, grants are competitively awarded. Researchers are encouraged to submit technically innovative proposals which interest a broad economic sector, and will immediately benefit Wisconsin's industrial and economic development. Grant summaries are provided in the appropriate sections.

The Industrial and Economic Development Research Fund has supported projects which have assisted a large number of Wisconsin enterprises. In the long run, many of these projects will improve the competitive position of Wisconsin firms.

A. Center for Dairy Profitability (UW-Extension/UW-Madison)

The University of Wisconsin Center for Dairy Profitability (CDP or Center) is a multi-campus extension unit with faculty and staff at UW-Madison, UW-Extension, UW-Platteville, and UW-River Falls. The Center develops, coordinates, and delivers interdisciplinary educational programs and emphasizes integrated production, financing, and marketing management systems to foster improved dairy profitability. The CDP's overriding goal is to improve the profitability and competitiveness of Wisconsin's dairy industry.

The Center receives a portion of its funding from the State of Wisconsin Industrial and Economic Development Research Fund (IEDRF). In the most recent fiscal year (2002-03), the allocation of IEDRF dollars was $242,589 to fund 3.18 FTEs that were allocated across UW campuses as follows: 2.49 at Madison; .29 at Platteville, and .40 at River Falls. Other IEDRF funds were also given to the Center to cover supply costs and other expenses.

The economic success of Wisconsin's dairy industry, which is estimated to contribute directly and indirectly nearly $20 billion to the Wisconsin economy, hinges largely on the knowledge and management skills of dairy farmers and agribusiness professionals who work with these dairy producers. They are making decisions that will determine whether the state's dairy industry is competitive and prosperous over time. Informed management decisions are key to dairy's long-run economic success; therefore, the CDP's emphasis is on educational programs that enhance the management skills and decision-making abilities of dairy producers and others who assist producers in management decisions.

This report details the programs of the CDP and briefly describes some of the key accomplishments of these educational program efforts. It also contains examples of how the CDP is attempting to facilitate the development of multi-disciplinary educational programs and partner with other institutions that share its goal of enhancing the profitability of the dairy industry both in Wisconsin and other states and nations.

The CDP is involved in a variety of management education programs that are intended to make farm managers and agribusiness professionals knowledgeable of the management practices that can be used to improve the performance and profitability of farm businesses. The following is a brief discussion of some of these programs.

AgVentures

The *AgVentures* program, coordinated by Jenny Vanderlin, is a fee-based management education program that is intended to help farm managers improve their prospects for success. Through this program, farm managers can become knowledgeable about management concepts and learn how to apply this knowledge to the problems they face when operating their farm businesses.

AgVentures has been designed to give farm managers ample opportunities to become very familiar with a number of management topics. Managers going through this program can select from modules that address various topics. Modules covering Strategic Planning, Financial Management and Analysis, Human Resource Management, Farm Transfers, Risk Management and soon Grains Marketing have roughly 15-20 hours of curriculum and are available on CD-ROM or through the Center's website: http://cdp.wisc.edu.

In addition to adding a Grains Marketing curriculum, the Financial Management and Analysis module has been revised to incorporate the use of the Bella Acres Case farm which is used both in the Risk Management and Farm Business Transfers modules. A Decision-Making module (Strategic Management) as well as an Environmental Management module are being developed.

Babcock Institute

The Babcock Institute for International Dairy Research and Development at the University of Wisconsin offers programs to foreign nationals, both in the United States and in other countries. Gary Frank has been an instructor in Institute courses for several years and has written several papers that have been translated into several languages.

Risk Management

The risk management work being conducted by the UW-Extension's Risk Management Team is part of a national risk management initiative funded by the USDA. Kevin Bernhardt of the CDP and UW-Platteville/Extension headed up this project with Bob Cropp of the UW-Madison/Extension Center for Cooperatives. A comprehensive risk management manual was produced as a part of this project. The target audience for this program was farm managers, but county extension agents and agricultural professionals have also participated in the training.

Economics of Dairy

Farm Financial Management Project

The CDP is working with the Lake Shore and Fox Valley farm management associations on a farm records project that is intended to increase our knowledge of the economic and financial operations of dairy farm businesses. The records data gathered by the farm management associations are used to compute costs of production of dairy farms and selected financial measures like rates of return on assets, rates of return on equity, debt to asset ratio, etc. These performance measures are widely used by county agents, lenders, policy-makers, and agribusiness professionals who work with producers on economics related problems and are available in hard-copy or accessible from the Center's web page.

For approximately ten years, Gary Frank and Jenny Vanderlin have been analyzing the records of dairy producers and assessing the costs of production and financial performance of a select group of dairy farms in Wisconsin. The Cost of Production and Financial Benchmark analyses, which are used extensively in dairy extension programs intended to help dairy farm managers become better managers and more profitable, are available on the CDP website: http://cdp.wisc.edu. In 2002, the average Rate of Return on Assets (ROROA) was 2.17 percent. This is the lowest ROROA in several years, reflecting the low milk price. The average Rate of Return on Assets was 5.57 percent in 2001 and 4.24 percent in 2000.

Regional/Multi-State Interpretation of Small Farm Financial Data
(USDA IFAFS Grant Agreement #00-52101-9708)

This three-year grant for $257,000 was received in October 2000 largely because of the efforts of Tom Kriegl and the CDP's ownership and development of AgFA@ (see Management Information Systems section of this report). Approximately half of these funds are being shared with the participating land grant universities in Illinois, Indiana, Iowa, Michigan, Minnesota, New York, Ohio, and Pennsylvania plus Ontario, Canada.

This project incorporates the grazing study that has been in progress for seven years at the CDP under the direction of Tom Kriegl. The grazing project was intended to enlighten farm managers, their advisors, and other interested parties on the costs and returns of Wisconsin producers who utilize various grazing practices on their dairy farms. Reports from the grazing project are available on the CDP website.

Dairy Modernization and Technology Adoption

During the last two year period, Bruce Jones has made presentations at numerous meetings and programs that have considered the topic of dairy modernization and technology adoption. The key information shared in these presentations was the rate of return that can be earned from investments in dairy cows, milking parlors, and free-stall housing. The intent of these presentations was to show dairy producers that competitive returns can be earned on those key assets of dairy operations. Copies of this presentation were distributed to county agricultural agents throughout the state as a PowerPoint presentation.

Arlin Brannstrom has worked with the Dairy Modernization work group of the UW-Extension Dairy Team to help them develop two CD ROMs containing educational presentations and publications related to low cost facilities and economics of modernizing dairy operations. A training program for county agents from the four-State (WI, MN, IL, IA) dairy programming effort was held to demonstrate the use of the CD's and the presentations on them. These presentations are in PowerPoint format and streaming video. The PowerPoint presentations can be used by county agents and dairy professionals to educate themselves and their farmer clients. The streaming video can be used in the same way but they capture experiences "in their own words" of dairy farmers who have modernized their facilities and businesses. County agents who have shown the streaming video to producers considering modernization, say the producers like the opportunity to see different facility options without having to spend so much time traveling to see so many sites.

Dairy Herd Management

Over the last two years Bruce Jones has been studying the calving interval strategies and culling practices of dairy herd managers in order to determine how dairy farm profits vary depending on the strategies and practices employed by dairy producers. This work is in collaboration with Paul Fricke and Kent Wiegel of the UW-Madison Department of Dairy Science.

In conducting the calving interval study, a spreadsheet was constructed which computes the annuity equivalent for the net present value of the cash returns and expenditures associated with calving intervals that were expressed in terms of how frequently dairy cows give birth to calves. Results obtained with this

model generally suggest that maximum profits are obtained when dairy producers employ a breeding program that has cows calving every 13 months.

The culling practice study is a classic optimization problem where dairy producers must determine the optimal mix of various aged cows in their herds. Linear programming techniques were used in this analysis to determine the percent of the dairy herd that should annually be replaced with heifers in order to maximize profits. This linear programming model also determines the maximum number of periods a dairy producer would be willing to hold cows in the herd. The results obtained with this model suggest that the optimal annual culling rate is around 28 percent for a dairy herd with cows held for six to eight lactations. This optimal culling rate is well below the 35-40 percent rate that is currently observed in most Wisconsin herds. Thus it appears that there is a need for producers to improve their culling practices.

Papers on the calving interval analysis and the culling practice study were prepared and presented at the 2001 Arlington Dairy Days program sponsored by the UW-Madison Department of Dairy Science which was attended by roughly 100 dairy producers and agribusiness professionals.

Replacement Heifer Enterprises

Bruce Jones and Brian Holmes were members of an inter-disciplinary team that developed and presented a case study that considered the problems and challenges confronting a heifer grower in Sheboygan, Wisconsin, who was contemplating a modernization and expansion program. Holmes' contribution to this effort was to develop and present facility options and system costs that would result in improved animal performance and environmental protection. Jones prepared and presented analyses of the financial consequences of the various modernization options being considered by the grower. He did this work in consultation with the agricultural engineers and dairy scientists that were a part of this work group.

The case studies developed by Holmes, Jones, and others were presented at two national conferences. The first was the annual meeting of the Professional Dairy Heifer Growers Association held in March of 2001 in Seattle, WA. The second was a special session of the annual American Dairy Science Association meeting held in July of 2001 in Indianapolis, Indiana.

Packerland Dairy Beef Project

At the request of Dean Elton Aberle, Bruce Jones worked with representatives of Packerland, a major meat packer headquartered in Green Bay, on assessing the financial feasibility of cattle feeding operations in Wisconsin. Jones' role in this effort was to estimate the potential returns and costs for a 5,000 head feed-lot operation that would supply cattle to Packerland.

Jones presented the results of his analysis to a team that Packerland pulled together to work on this project. Packerland representatives have used Jones' work to show producers and investors the potential returns from feeding dairy beef for Packerland.

Brian Holmes worked with a group considering facility needs for the Packerland proposed 5,000 head feed lots. Manure handling, environmental protection and animal comfort/protection were issues to be considered. Holmes was influential in convincing the principles in the project to develop a prototype housing system before promoting it to potential beef producers. This prototype system failed to receive approval of the county zoning board of adjustments.

Policy Work

Use-Value Assessments

Bruce Jones serves on the Farm Land Advisory Council and has taken the lead in developing some procedures for computing use-value assessments across the state. This work was in response to some complaints by farmers in the northern region of the state that the income measures used to compute their use-value assessments were above the norm for their region. Jones reviewed these claims, found them to be true, and then developed a procedure for accounting for the lower rents that are typically earned on farmland in the northern and central regions of the state. These new procedures for computing use-values were adopted by the Farm Land Advisory Council for use in 1999.

Management Information Systems

Agriculture Financial Analysis (AgFA@)

In 1999 work was initiated, under the direction of Gary Frank, on a computerized financial analysis system that dairy producers and others can use to summarize and analyze the annual financial performance of farm businesses. This financial summary package allows "farm advisors" or individual farmers to compile their annual financial reports and put their records into a standardized format that is compatible with the records of other farm managers.

AgFA@ is currently being used by the Lake Shore and Fox Valley farm management associations, several Wisconsin Technical College System and county educators. It is an integral part of the Farm Financial Management Project and was designed so that it could assume that task. AgFA@ is also part of the *AgVentures* Financial Management and Analysis curriculum.

The standardized financial records are being used to create benchmark information that can be used to monitor and evaluate the financial performance of Wisconsin farms (all types of farms, not just dairy farms, can be entered into the system). This work is yielding a lot of information about the financial status of Wisconsin farms and giving farm managers and their advisors some economic and financial benchmarks that they can then use to see how their farm business compares to others.

A number of publications using data from AgFA@ are published on the Center's website (http://cdp.wisc.edu). AgFA@ is the cornerstone of data collection of the Multi-State Grazing Project, headed by Tom Kriegl (see above).

Agricultural Accounting and Information Management Systems (AAIMS@)

The Agricultural Accounting and Information Management System (AAIMS@) is a computerized agricultural accounting system maintained by Gary Frank and Jenny Vanderlin. The AAIMS@ software allows users to enter data into program data files through a window format. Numerous updates have been made to the program itself and also to reports, payroll, and crop feeding and inventory sections. Version 9.04 allows conversion into AgFA@. Training workshops are held throughout the year for Extension and the Wisconsin Technical College System across the state. Since its latest release in January of 2002, several hundred copies of the program have been sold to farm managers, primarily those who are updating earlier versions of the program.

Agricultural Budget Calculation Software (ABCS@)

The CDP maintains a computerized system database that is used to estimate the cost of producing various crops under various systems. This budget generator, known as ABCS@, is used in evaluating the economics of various crop-related problems. Both the UW-Extension Grains and Forage teams produce enterprise budgets using ABCS@ that are placed on the Centers web site: (http://cdp.wisc.edu). CDP is currently in the process of updating all budgets available in ABCS.

Decision Making Aids

Dairy Pro-Forma Calculator

The Dairy Pro-Forma Calculator was developed by Gary Frank and is used to estimate the potential costs and returns for any dairy system a producer may be planning to use. County extension agents and financial consultants use the spreadsheet to help dairy farm managers put together the financial plans for modernization and/or expansion. The Dairy Pro-Forma Calculator is available on the CDP web site and complements the financial planning work that is being funded by the Wisconsin Department of Commerce.

Other Decision Making Aids

The CDP maintains a variety of computerized spreadsheets that may be used in making various management decisions. Enterprise budgets are available for dairy, replacement dairy stock, swine, and beef. Other spreadsheets are available for determining the value of silage, corn, and other feeds. Spreadsheets mentioned above and a host of others are frequently developed as producers and others who work with them need assistance in making management decisions. A section on the Center's website is dedicated to these decision-making tools.

Internet Sites

Center For Dairy Profitability Web Site (http:\\cdp.wisc.edu)

The Center for Dairy Profitability's home page has existed since 1995. During the last year a major overhaul to the site was made to be in accordance with University policy of web accessibility. The new design of the homepage was developed for easy access and retrieval and is maintained by Jenny Vanderlin of the Center.

The Center for Dairy Profitability site has a wealth of information that is of value to dairy producers and professionals who advise dairy producers. The number of people visiting the site, downloading information, obtaining benchmark information, etc. increases substantially each day.

Team Forage – Harvest and Storage Web Site (www.uwex.edu/ces/crops/uwforage/storage.htm)

Brian Holmes has worked with the Harvest and Storage work group of the UW-Extension Forage Team to develop a well respected web page dedicated to helping dairy farmers and those professionals advising them to make good decisions about forage harvest and storage. Through these efforts, producers improve their understanding of the ways in which forage can be properly stored to minimize the loss. Thousands of dollars are saved annually by the changes recommended in the information provided on the web site. A spreadsheet, jointly developed with Gary Frank, allows producers to evaluate the capital costs and annual costs of various silage storage systems. The spreadsheet is downloadable from the web site. Holmes presented a paper on how people have used and benefited from the web site at the Fifth International Dairy Housing Conference held in Fort Worth, Texas, in February 2003.

B. Industrial and Economic Development Research (IEDR) Program (UIR)

The office of University-Industry Relations (UIR), a unit within the Graduate School, administered the Industrial and Economic Development Research Program (IEDR) at the University of Wisconsin-

Madison. With the dissolution of UIR on June 30, 2003, IEDR program administration has transferred to Graduate School Administration. Graduate School Administration will conduct future IEDR grant competitions with a continued emphasis placed on funding proposals that stimulate and enhance collaborations between Wisconsin industry and the UW-Madison for promoting economic development in Wisconsin.

This report describes projects selected through a competitive review process to further industrial and economic development research and outreach activities in Wisconsin. Review committees convened by UIR included technology transfer professionals and university faculty members. Proposal selection criteria included scientific merit and the potential for technology transfer through collaborations with Wisconsin companies.

During the fiscal year 2001-2002 grant competition, UIR received 54 new proposals requesting $1,663,258 in funding, and 26 projects totaling $625,142 were funded. During the fiscal year 2002-2003 grant competition, UIR received 36 new proposals requesting $1,240,469 in funding, and 26 project totaling $652,144 were funded. A table that identifies the principal investigator, project title, university department, and the amount of the award for each project is provided.

In addition to establishing new, and enhancing existing, collaborations with Wisconsin companies that resulted in direct technology transfer of the research, many other significant outcomes occurred from projects receiving IEDR funding, including submissions of disclosures about the intellectual property resulting from their research projects; application for patents by the Wisconsin Alumni Research Foundation (WARF); awarding of grants by the federal government and companies, either because IEDR funding was leveraged or IEDR “seed” funding enabled researchers to acquire the initial data necessary for their grant applications; receipt of training by Ph.D., masters, undergraduate and post-doctoral students; preparation of publications for peer-reviewed journals; establishment of new faculty collaborations, either with other faculty members in their own departments, or building on the multi-disciplinary strengths of the University, with faculty in other departments, schools, and colleges; development of new educational tools and have plans for creating new courses including research results from these projects.

Descriptions of the projects funded are as follows:

1. Novel Method for Killing Pathogens

The objective of this proposal was to test a novel technique called the "Trojan-horse" approach for killing unwanted bacteria in medical, veterinary, and agricultural environments. The concept of the "Trojan-horse" approach is based on introducing engineered plasmids with killing abilities into targeted, unwanted bacteria using harmless donor bacteria and the naturally occurring process of conjugation. This process requires cell-to-cell contact. The strategy relies on a specific and universal property of conjugative systems whereby plasmid-encoded information is expressed upon transfer to a recipient cell. This is true even for self-destructive DNA sequences where expression results in cell death. Thus, bacterial conjugation systems are utilized to deliver efficiently a variety of "killer agents" or "conjucins" to targeted, recipient bacterial cells.

Two specific types of conjucins were tested. One type explored a feature of certain plasmids that contain unique mutations which lead to over-replication of plasmid DNA and, in so doing, kill the bacterial host. A second type of conjucin relies on the use of a bacteriocidal polypeptide. Many types of peptides exhibit antimicrobial properties. However, the delivery of peptides to a targeted cell can present a problem, since extracellular stability and efficient uptake into the recipient cell is required. Use of the “Trojan-horse” approach erases both of these difficulties due to efficient peptide delivery and its endogenous expression. The maintenance of killer plasmids is possible in special strains of *E. coli* that were engineered to protect the plasmid donors from self-destruction.

At the outset, it was evident that the "Trojan-horse" approach could have the potential to become a platform technology with many practical applications and would likely be of commercial significance in agriculture, veterinary medicine, food safety, anti-bioterrorism, and pharmaceutics. This understanding led Dr. R. Burgess (oncology professor, McArdle Laboratory, University of Wisconsin-Madison) and Dr. Filutowicz to establish a company, ConjuGon, Inc., in 2001.

2. Pilot Test of Environmental Management System for the Wisconsin Dairy Industry

This project tested new tools to help Wisconsin dairy farmers learn about and better address environmental impact concerns of their farming practices. The tools tested were web-based, on-line, interactive environmental assessments that yielded an integrated action plan with a timeline. Assessments addressed pollution risks, for example, to ground and surface water from nutrient management and manure application, manure storage, barnyard and feedlot management, milking center waste water, and farmstead facilities.

Pilot tests of the assessment tools were completed with 24 farmers. Farm advisors were trained to implement the pilot test. Not surprisingly, the most effective farm advisors were those who had a commitment to the tools. The farmers developed questions of their own about their practices and situation and generated demand for real time on-line supplemental information. The farmers provided feedback to improve the tools and add more user-friendly features. These changes were made in the following six months, and the tools have been made publicly available. In addition, the tools were adapted for distribution on compact disk for use on a laptop computer. The newer version of the tools has been used for a second phase of pilot testing in spring and summer 2003.

The environmental assessment tools tested through this project are part of a set of materials designed to help farmers reduce their potential for environmental liability, comply effectively with environmental laws, and satisfy the environmental concerns of their neighbors and communities. The on-line assessment tools are copyrighted, but they are available in the public domain on a web site. Thus, the tools assist Wisconsin dairy farms to maintain economic viability in the face of growing demands for environmental performance.

3. Commercial Feasibility Studies on Disposal of Spent Sausage Casings--Solid Substrate Cultivation for Production of Feed Quality Proteins

The Wisconsin sausage industries have serious problems disposing of spent sausage casings and waste byproducts, and are forced to pay heavy land-fill fees for disposing of the materials. The main objective of this work was to find alternative method(s) to degrade spent cellulose casings, bioconverting them to useful products such as proteins, enzymes and chemicals. Small scale bioconversion of the casings into useful products--enzymes, lactic acid and ethanol--was successfully demonstrated using cellulolytic fungi, lactobacillus, and yeasts.

Earlier work in this area led to a patent disclosure to WARF and a provisional patent being filed. This grant allowed continued work on this project, proving fungal interactions and bioconversion of spent cellulose casings, and enhancing the patentability of the previously-disclosed invention.

4. *Lactobacillus helveticus* CNRZ32 genome: Closing Gaps and Cloning Genes with Industrial Utility

The overall objective of this study was to develop bacterial cultures that will enhance and accelerate cheese flavor development. This project focused on a bacterial culture, *Lactobacillus helveticus* CNRZ32, and attempted to further the understanding of how this organism reduces bitterness and

accelerates flavor development in cheese. This information will be utilized to construct or isolate bacterial strains, increasing cheese quality and reducing costs associated with cheese storage during ripening, to enhance the economic viability of the cheese industry.

A previous project resulted in an extensive, however incomplete, understanding of how a bacterial culture, *Lactobacillus helveticus* CNRZ32, reduces bitterness and accelerates cheese flavor development. The understanding was in the form of an incomplete genome sequence of this organism. This project filled in many of the holes (sequence gaps) in the understanding of how this organism enhances cheese flavor development and resulted in the cloning of a part of this genome believed to have a role in how this organism enhances cheddar cheese flavor development.

It is anticipated that these current and future studies will result in the isolation or construction of patentable bacterial strains that enhance or accelerate cheese flavor development. Wisconsin is a leading cheese producing state and has also developed a vibrant biotechnology industry. This project fostered technological innovation in both of these Wisconsin industries. Chr. Hansen, Inc., a leading supplier of ingredients, including bacterial cultures, to the dairy manufacturing industry has been directly involved in this project.

5. Nutrient Cycling, Crops, Livestock, and the Environment (N-CyCLE): A Tool for Profitability and Environmental Management of Wisconsin Farms

The objective of this project is to develop an educational and research software tool to help dairy producers optimize farm management practices, improving profitability. This tool will allow students, producers, and consultants to simulate the management of a real farm to avoid purchasing unnecessary fertilizer or feed nutrient [nitrogen (N) or phosphorus], thus decreasing the cost of milk production and reducing environmental impacts of excess nutrients on water and air quality. This project addresses the problem that three existing spreadsheet tools used to calculate N balance accounted differently for "natural" inputs (legume N fixation and natural nitrogen deposition), leading to different estimates of whole farm N balances.

The research has shown that some current recommendations, such as fertilization plans on farms relying heavily on manure and N fixation, may being made on the basis of incorrect information about environmental management of livestock operations. This allows researchers to generate data needed to validate the software tool that will estimate potential benefits/costs of improved nutrient management and optimize nutrient utilization on livestock farms.

This project will contribute to improving farm profitability by lowering the cost of milk production on dairy farms. The software will help quantify anticipated economic benefits from reducing the purchase of excess inorganic fertilizers for crops and feed nutrients for the dairy herd. In addition, the software will assist in examining the economic impact of environmental regulation on farm profitability. Although estimates of such costs are key to the future vitality of the dairy industry in the state (i.e., how much producers can "afford" to pay for environmental practices on the farm), they are simply not available today. It is anticipated that version 1.0 of the software will be available for distribution/commercialization this year. During this project, partnerships were established with the Professional Dairy Producers of Wisconsin (PDPW) and “Discovery Farms,” an initiative led by producers and coordinated by UW-Extension under the Wisconsin Agricultural Stewardship Initiative (WASI).

6. Development of Novel Process for Large Scale Production of High-Purity Plasmid DNA

The goal of this project was to develop a manufacturing process that is capable of producing large quantities of plasmid DNA for clinical applications. To achieve this goal, the process must be scalable, validatable, and capable of producing DNA with low levels of impurities such as endotoxin and chromosomal DNA. An additional goal of the project was to develop analytical methods for

quantifying different forms of plasmid DNA and associated impurities. A final goal was to produce plasmid DNA for a UW clinical development project and to produce a reporter plasmid to be used as a reference standard and as representative plasmid to be used in future stability and formulation studies.

A purification process was developed that was a unique lysis process followed by a two-step chromatographic purification and a final filtration step to produce high-purity plasmid DNA. The cell lysis process utilized a low shear method to break open cells. This resulted in decreased shearing of the bacterial chromosomal DNA and allowed it to be separated from the plasmid DNA. Analytical methods were developed for characterizing the resulting plasmid DNA, as well as for quantifying levels of impurities including endotoxin, host DNA, and host RNA. To demonstrate process reproducibility, several different plasmid DNA constructs were produced for use in pre-clinical testing.

Funding through the IEDR program allowed the researchers to develop this manufacturing process and associated analytical methods. NIH and other government agencies do not typically fund basic applied research such as process development. Manufacturing and testing procedures were transferred to Promega Corporation, Madison, Wisconsin. Promega will perform evaluation studies in the near future to determine whether this process meets their current needs. The development of this process may allow Promega to manufacture certain products in Madison, rather than contract with another company outside of the state, as they currently do.

7. Metal-Oxide Thin-Films with Magnetically Tailored Nanoporosity as a Novel Energy-Separating Agent and Condensation Technology

This project entails the use of novel, nano-dimensional, nano-porous films that offer a tremendous and exciting opportunity for developing a new class of materials with unique physical, magnetic, and electrical properties that could be applied to the recovery of volatile organic compounds in vent gases in printing operations. The aim of the project is to determine the feasibility of applying a thin-film material to surfaces for the purpose of condensing liquids on them. The thin-film material has porosity and therefore much more surface area on which condensation can occur. If proven successful, these experiments should provide incentive to improve cooling/condensing surface behavior through enhanced heat transfer.

The test apparatus consisted of a (first) glass cylinder with a fluid (coolant) flowing inside the cylinder and effectively cooling the cylinder's inner surface. This cylinder is placed within another (second), larger glass cylinder. A gas at low concentration in a balance of air is passed through the cavity created between the outer surface of the first cylinder and the inner surface of the second cylinder.

WARF has base patents for this technology, and technology transfer is intended to be accomplished through licenses to multiple users. Wisconsin has a very large printing industry that this technology could assist. Northern Engraving Corporation, Sparta, Wisconsin, the industrial partner, committed funding for this project.

8. New Drugs for the Selective Destruction of Tumor Cells via Mitochondrial Targeting

The project objectives are the development of new cationic triarylmethane photosensitizers (phototoxic drugs) for the selective destruction of tumor cells, investigation of how the molecular structure of these new drugs affects tumor selectivity, and exploration of new strategies for cancer therapy. A new series of drugs was developed that show selective toxicity towards tumor cells and are bound to be more potent than drugs previously considered for this application.

This project has provided the means further to demonstrate the potential of a technology in which WARF had already shown interest. The patent application filed as a result of this study is the third patent application WARF is supporting on this specific technology. A new WARF patent application

has been filed to protect our findings in this study. The technology has, the researchers believe, great potential for success, which will generate licensing revenue for the University.

9. High-Power Single-Mode Semiconductor Diode Lasers for Fiber-Optical Communications

As the need for information transmission grows exponentially, there is dire need for higher power devices for optical communication equipment. The main objectives of this project were: 1) to realize a semiconductor-laser of large transverse spot size to incorporate it in a high-power single-mode device, doubling the power of current devices; and 2) to confine tightly the injected carriers to the active region.

The results can be summarized as follows: 1) The researchers developed the quaternary compound InGaAsP of 1.8 eV bandgap energy and incorporated it into a structure that allowed, for the first time, the realization of very large transvers spot size (> 0.8 microns) devices; 2) By using a high-bandgap (i.e., InGaAlP) barrier between the upper InGaAsP confinement layer and the p-InGaP cladding layer, the researchers were able to achieve tight carrier confinement of the carriers, which manifested itself in low temperature sensitivity for both the laser threshold current as well as for its slope efficiency. Two publications in archival journals, and a presentation and proceeding publication at an international conference resulted from the research efforts.

An existing patent on this technology was strengthened by this research project, resulting in a patent that was exclusively licensed by WARF to AlfaLight Inc., a start-up company in Madison, Wisconsin. It allowed AlphaLight to develop a high-power (> 0.45 W in CW operation) single-mode semiconductor diode laser. The device, which has a spot size 3-4 times larger than that of commercially available single-mode devices, will be much more reliaible at the same power level than all commercially available single-mode diode lasers. AlfaLight plans to introduce the developed laser as a commercial product soon.

10. Development of a Medical Safety Reporting System in Primary Care Settings

The objectives of the project were to discover what efforts were needed to create a statewide medical error reporting system for family medicine practices that would be both usable and useful. Specifically, the researchers wanted to work with family physicians and other family medicine clinicians, such as nurses and medical assistants, to understand what features in the technical design, implementation, and use of a medical error reporting system would cause them either to want to use it or not want to use it.

They discovered that physicians and other clinicians share some ideas of how to create a successful error reporting system, but they also differ on many factors. Thus, any system that is developed will have to be designed to accommodate the needs and uses of both groups. Some of the specific findings were: multiple methods for inputting information will be necessary; the system will have to work in connection with existing facility systems; software architecture will have to include algorithms built on existing taxonomies of medical errors; legal protections will be necessary; and massive state or health care organization funding will be required to support the maintenance, analysis, and dissemination of medical error reporting data.

The purpose of this project was to begin the system development process and was very successful. There is strong interest from the State of Wisconsin legislature and State Medical Society in the process, and the results have even been circulated abroad in the UK. If the researchers succeed in developing the medical error reporting system, it will lead to hazard control methodologies that will reduce the number of medical errors occuring in Wisconsin. Such a program can have a significant economic impact on Wisconsin industries. The medical provider industry expects an economic benefit

from reduced litigation and medical costs that will accompany a reduction in errors. Fewer medical errors translate into less litigation and less remedial medical care, which means lower health care costs and lower insurance premiums paid by employers.

11. Stream-of-Variation Modeling and Analysis for Multi-Station Manufacturing Processes

Some of the most critical factors and barriers in the competitive development of modern production systems are in the largely uncharted area of predicting production system performance during the design stage. The overarching goal of this area of research is to develop a new simulation methodology and software called "Stream-of-Variation Analysis" (SOVA) system for precise modeling, analysis, synthesis, and control of process variation for multi-stage manufacturing systems. The specific objective of this project is the ramp-up phase—real time automatic dimensional fault identification, root cause isolation, and resolution based on measurements of product design features.

Major technical tasks for this project are: 1) modeling of stream-of-variation in multi-stage manufacturing—construction of state-space framework; 2) model evaluation and validation; and 3) sensing strategies for optimal analysis of manufacturing data and fault isolation.
A variety of industries will be impacted. Expected benefits include faster time to produce manufactured products, quicker introduction to the market, rapid capture of market growth, reduced overall manufacturing system development costs, and reduced installation, debug and ramp-up time. GM North American, Janesville, Wisconsin, is the industrial partner on this project, providing access to its facilities for needed information and allocation of engineering time for discussion and progress review.

12. Investigation of Alternative Methods to Provide On-Line Destruction of Pathogenic Bacteria in Brine Chilling of Packaged Food Products

This project was concerned with control of *L. monocytogenes* and other pathogens on prepared meat and poultry products such as hot dogs, sliced ham, and turkey. Analyses indicate that microorganisms can be introduced onto the product surfaces during product cool-down and packaging. The intention was to work with a company that produced commercial meat processing equipment (ALKAR) in an investigation of alternative brine treatment concepts that can result in reliable pathogen control with equipment that has lower initial and operating costs and reduced environmental impact. The plan was to focus on using ozone, in place of chlorine, as a biocide in the brine solution that is used to rapidly chill the cooked product.

The industrial partner, ALKAR, promised financial and technical support. However, shortly after the project started, ALKAR filed for bankruptcy and was unable to provide either type of support. A student was already starting on this project when this occurred. The student completed his research that semester and the project was abandoned.

13. Plasma Surface Treatment of Thermally Sprayed Dielectric Coatings

Thermal Spray Technologies located in Sun Prairie, Wisconsin, is working with nationally leading microelectronics companies to apply its specialty, plasma spraying, to the microelectronics industry. Specific application involves plasma spraying an aluminum-oxide diffusion barrier coating on aluminum substrates followed by plasma spraying of copper on the aluminum-oxide coating. The problem, however, is that some copper, because of its fluidity and possibly evaporation, works its way through the pores in the aluminum-oxide coating and contacts the underlying substrate, thereby "shorting" the microelectronics' circuit. Pores are inherently present in plasma-sprayed coatings. The objective of this proposal is to use low-pressure plasma processes, such as those developed at the University of Wisconsin, to close the pores in the aluminum-oxide coating and prevent migration of copper into the underlying substrate. To achieve this, two types of migration barrier films are being

explored, a diamond-like carbon (DLC) coating synthesized for an acetylene plasma and a hydrophobic silicon-bearing diamond-like carbon coating synthesized using a hexamethyl disiloxane plasma.

Thus far, diamond-like carbon films and silicon-containing diamond-like carbon films have been successfully deposited, using acetylene and hexamethyl disiloxane precursor plasmas. This was performed at the UW-Madison Center for Plasma-Aided Manufacturing onto plasma sprayed aluminum-oxide substrates deposited at Thermal Spray Technologies. The researchers are awaiting results of testing of electrical resistivity measurements by their industrial partner before disclosing this technology to WARF.

A benefit of this research is that it will strengthen ties between Thermal Spray Technologies, a Wisconsin company, and national microelectronics companies like Motorola. In over ten years of existence, Thermal Spray Technologies has focused mainly on mechanical applications of such coatings. This research provides the platform for applying its technology to the high-tech microelectronics industry. Generally, manufacturers in the communications industry are located outside Wisconsin. Because the technology developed has a direct impact on the development of corrosion resistant coatings, it could have an impact on drug preparation, food processing, and the automotive industry as well. The research effort funded by the grant will have been central to any patentability or licensability possibilities that come up in the future.

14. Innovations and Process Optimization for Injection Molding

This UIR-sponsored research was aimed at strengthening Wisconsin's injection molding industry by collaborating with its industrial partners to develop competitive processes, engineering know-how, production enhancement tools, and a skilled workforce. The proposal sought "seed" money to launch a university-industry-government collaborative initiative and to leverage additional financial support from government and industry.

Results of this project include: 1) Creation of the Polymer Engineering Center (PEC), which just recently became a multi-university research site of the National Science Foundation (NSF) Industry/University Cooperative Research Center (I/UCRC). 2) An invention disclosure on "Employment of Nano-Scale Fillers to Promote Homogenous Microcells in Microcellular Injection Molded Parts" filed with WARF. 3) Receipt of a $280,000 grant from NSF on "An Innovative Process for Producing Complex Injection Molded Parts" as a result of this project and related industry support.

The UIR award allowed the resarchers to prove their idea by providing seed money to carry out the initial research and to contact the industrial companies. The establishment of the Polymer Engineering Center and its Industrial Consortium provides a mechanism for transferring this technology to Wisconsin companies, for workforce training, and for infrastructure development. This enables Wisconsin plastics manufacturers to provide the kind of high value-added products that will maintain competitiveness and support the standard of living of our workers.

15. Near-Field Biological Imaging with a Microfabricated Aperture Array

Near-Field Scanning Optical Microscopy (NSOM) allows nanometer resolution range, between the resolution of conventional and electron microscopy, but it has limited application to imaging of biological samples. The goal of this project was to fabricate and test a novel, prototype aperture array that would allow for high resolution imaging of fluorescent probes within living cells that would be useful for looking at biological functions without using a commercial NSOM instrument.

The researchers were able to fabricate an array, but not on the substrate necessary for use in optical

biological imaging. The limitations on fabricating the substrate were primarily related to the difficulty in micromachining glass. In collaboration with Professor Robert Blick, the researchers have now acquired a UV laser and hope to realize this design now. The funding allowed them to do test fabrications on several substrates using two primary techniques. The researchers have discovered which process would be applicable to their research goals, and the problems that need to be addressed to fabricate a usable near-field array. This has put them very near to accomplishing their goals with additional attention to the processing of the wafers. Although the funding has elapsed, the researchers continue to work on the project and are hopeful that all of the original goals can be met.

If successful in fabrication, there would be a market for this technology in the research community. It would be a product that would be sold through an existing marketing relationship.

16. Self-Powered Brake Pads Consumption Monitoring System

The commercial vehicle segment of the transportation industry is facing increasing pressure in the areas of commercial vehicle regulations and public safety. This project would develop a new technology called "self-powered brake pads consumption monitoring system." Using acoustic waves generation and reflection and self-powered by piezoelectric ceramics energy scavenging material, brake pad usage ultrasonic sensors would determine the wear and tear on each pad when brakes are applied. Specific work on this project involved experiments to design the sensors to collect, compile, and compute data and display circuitry.

According to results of a non-scientific opinion survey of the transportation companies within Wisconsin, 13 percent of gross revenues are lost in non-compliance fines related to safe brakes operation, emergency repairs, and delays caused by existing inspection systems. The researchers hope that, as a result of development and implementation of this new technology, losses will be reduced by at least 10 percent. A Madison-based company, Intuit Inc., committed the services of engineers, software developers, and other research assistance to the supplement the research effort. Based on favorable outcomes from the project, they will pursue trials, develop marketing plans, design the product for commercialization, and provide commercial manufacturing assistance.

17. Broad Spectrum Microarray Assays for Human Viruses

The specific aims of the project were: a) to develop screening methods based on modern DNA microarrays, "gene chip" technology for simultaneous detection of many different viruses and pathogens in biological specimens, like blood and tissue biopsies; b) to use these screening methods to study the molecular biology of diseases, including some cancers, that are currently known to be associated with specific viruses; and c) to discover new virus-disease associations. NimbleGen Systems, Inc., Madison, Wisconsin was identified as the industrial collaborator for this study.

The researchers have developed gene chips and have improved technologies for biological sample analysis. They are currently implementing the use of the chips in two large studies on the detection and involvement of Epstein-Barr virus in nasopharyngeal carcinoma and that of human papillomavirus in head and neck cancer. Using the information that has become available in the post genomic era, the experimental approaches aim at development of new, and improvement of existing, disease screening procedures. In conjunction with in-depth studies of molecular signatures and biological mechanisms of particular virus-associated cancers, the research should facilitate making improved, cost-effective patient care decisions regarding prevention, diagnosis, prognosis, and choice of treatment.

Using this funding, the researchers have initiated experiments that have generated preliminary data essential to securing federal funding (NIH/NCI, $960,000). The federal funding has allowed the researchers to support three postdoctoral researchers and expand the research. The resulting approaches of these studies could be the basis for new, high-value clinical tests that could be

developed and marketed by Wisconsin biotechnology companies, such as NimbleGen.

18. Development of Application Principles of Polymer Dispersants and Surfactants

The objective of this research was to develop formulation principles for polymer dispersants and surfactants. These materials are used over a wide range of applications such as protective coatings for interior floors of buildings, dispersions for insect repellents, household cleaners, personal care items, and for many chemical processes. Johnson Polymer, Sturtevant, Wisconsin is the leading manufacturer of these polymers and is the cooperating industrial partner for this project, providing experimental polymer samples and end-use performance tests to this laboratory.

Polymers form spontaneously thin films and monolayers at the air/water interface by virtue of the surface activity. The research involves a method recently developed in this laboratory for the surface viscoelastic characterization of amphiphiles by laser light scattering. It is expected that with successful test results of the formulation principles, this project can have direct and immediate impact on Johnson Polymer, broadening its platform technology so as to enhance market shares of their products. These products have a gross sale potential of $5,000,000 per year if the formulation process is streamlined to tailor to individual applications and end uses.

19. Comparison of Two Types of Knowledge-Based Start-Up Firms

This pilot project on knowledge-based start-up firms in Dane County had three goals: 1) to develop a complete sample of all Dane County knowledge-based firms created after 1996 and research instruments to use in continuing research on these and other science start-up companies; 2) to develop information on patterns of advisors of founders of knowledge-based firms, such as who advises whom, backgrounds of advisors, and perceived effectiveness; and 3) to understand how founders deal with surprises during the founding process in knowledge-based firms and to develop insights and questions for further study on handling surprises in start-ups.

This project is ongoing. Results of work to date include: 1) completion of 62 interviews, creation of 1,693 pages of interview transcripts, refinement of interview protocol, development of research instruments to code data, development of key sampling data and sampling frame; 2) preliminary analyses of patterns in types of advisors chosen by founders and how they are perceived; and 3) insights into some processes founders use to deal with surprises during early years after founding companies. The UIR funding has permitted the researchers to develop several research tools, including interview protocols and coding manuals. Also, they are building a Dane County knowledge-based start-up cohort database for a specific time period.

Both the research tools and database have the potential for licensing for research and commercial purposes. Results to date suggest some patterns of advisors that the researchers will share with appropriate professionals actively working with start-up companies. This research will also assist in the long-term economic development of Wisconsin in several ways. As social science research, this project will not create specific new products, but rather will help entrepreneurs, entrepreneurinal service providers (law firms, angel investors, etc.), university and other professionals involved in facilitating start-ups, and policy makers. For entrepreneurs, this work will help clarify different ways to deal with surprises. Additional descriptive knowledge about advising patterns should be useful to university offices and service providers in working with knowledge-based firms to avoid unintended outcomes, thus assisting in the economic development of Wisconsin.

20. Expression Cloning of the P-Selectin Ligand System in the Horse

Gastrointestinal (GI) disease accounts for the greatest loss of use and life in adult horses. In addition, horses that survive life-threatening GI disease are at risk of developing laminitis (inflammation of the

foot), and/or peritonitis, which can affect their life-long use or can result in their destruction. Inflammation can arise from infections (e.g., bacteria) and non-infectious ischemic injury to an organ, such as the intestinal tract. Inflammation and thrombosis are coordinated through adhesion molecules, such as P-selectin and its counter ligand P-selectin glycoprotein ligand (PSGL). Recent studies have shown that blocking PSGL binding reduces inflammation and thrombosis during bacterial and ischemic conditions. The objective of this proposal was to sequence and clone equine PSGL for the purpose of developing a patentable equine recombinant PSGL chimera immunoglobulin (ePSGL-Ig) to treat intestinal inflammatory and ischemic conditions in the horse.

This grant allowed the researchers successfully to sequence the entire equine PSGL. Specific amino acid residues have been identified on the external portion of PSGL as the potential site for binding P-selectin, the natural ligand of PSGL. Targeting P-selectin with an anti-adhesion molecule PSGL chimera in conjunction with non-steroidal anti-inflammatory drugs may offer the best results in treating infections and inflammation. Discovery of the equine sequence of PSGL will enable the researchers to develop and test the efficacy of a therapeutic equine-specific anti-adhesion molecule in the treatment of bacterial infections, GI inflammatory and ischemic disorders.

The researchers anticipate that this compound will not only save lives but also reduce hospitalization time and complications associated with these disorders. Not only does this drug have the potential to improve animal health and well-being while reducing medical costs to the horse owner, it has the potential to reduce the frequency and severity of medical complications, which can affect the life-long use of the horse.

There are 120,000 horses in Wisconsin (1999 census). These findings have interested one veterinary pharmaceutical company (Fort Dodge Animal Health) to request a proposal to generate the therapeutic molecule and conduct studies for proof of efficacy. After submitting an intellectual property agreement and showing interest by Fort Dodge for potential licensure, WARF has decided to pursue patenting of the molecule. When licensed, revenue will flow back to the University of Wisconsin.

21. Developing Methods for Genomic Research in AT-rich Industrial Bacteria

The objective of this project is to develop molecular biology methods and tools for the generation of random genomic libraries from AT-rich industrial bacteria. These would be used to construct or isolate microbial cultures that are well suited for the production of fermented dairy products with consistently high-quality flavor attributes. The specific aim is to validate these tools through the generation of a data set from a library of *Lactobacillus helveticus* CNRZ32, an organism sold by Chr. Hansen, a Milwaukee, Wisconsin food ingredient firm, to enhance cheese flavor development.

A low-copy vector was developed and validated for the generation of random libraries from recalcitrant organisms. This tool, pSMART LC vector series, is currently being sold by Lucigen Inc., a Middleton, Wisconsin biotechnology company. The dataset developed to demonstrate the effectiveness of the pSMART vector system resulted in a previous, inadequate dataset becoming sufficiently complete that it will be the subject of a global meeting sponsored by Chr. Hansen in October of 2003. Recently, a sponsor option agreement has been signed between Chr. Hansen and WARF to cover intellectual property developed from this dataset.
This work extended the product line of Lucigen Inc., a biotechnology company in Middleton, Wisconsin. It provided the raw material for a draft genomic sequence of an organism sold by Chr. Hansen. This draft sequence is expected to enhance the development of intellectual property related to bacterial strains used in the cheese industry.

22. Bioavailability of Betalains as Cancer Chemopreventive Agents and Antioxidants *in vivo*

The objectives of this project are as follows: 1) isolate a highly enriched, or "pure," betalain pigment preparation from red table beet root tissue to support animal feeding trials; and 2) conduct feeding trials to determine if the intake of a beet pigment preparation can induce cancer chemopreventive enzymes and antioxidant capacity of various animal tissues.

The researchers successully isolated a sufficient amount of pigment to conduct rat feeding trials. Two isolates were used to supplement standard rodent diets, and diets were administered over two months with analysis of effects at monthly intervals. Rats fed beet pigment-supplemented diets did not have elevated levels of quinone reductase and glutathione-S-transferase (detoxification enzymes) in colon, liver, kidney, intestine, or lung tissues compared to control rats fed standard diets alone at any interval during the study. Experimental results also showed no statistical improvement of defense against oxidative stress in homogenates of these tissues obtained from rats fed beet pigment-supplemented diets relative to control animals.

This project was conducted to help elevate the potential for licensing of a patent application already submitted on the use of beet pigment isolates as cancer chemopreventive preparations. The need to test *in vivo* efficacy was recognized and this project supported those tests. While the results did not show *in vivo* efficacy under the conditions evaluated, we remain optimistic that beet pigments are efficacious. Critical decisions need to be made before pursuing the opportunity further, such as whether to use animal or human trials, as different responses may very well be encountered, how to administer the isolate, etc. Wisconsin is the largest producer of beets in the U.S. Any technological development that can add value to beets or waste streams from beet processing will benefit vegetable growers and processors in the state.

23. Method of Displacing Plasmids from Bacterial Populations

Drug resistance of bacterial pathogens is presently the major cause of failure in the treatment of infectious diseases. Drug resistance genes are commonly found in a large variety of bacterial plasmids that can be maintained in pathogens as well as non-pathogens. Presently there is no known method by which to avoid the selection of antibiotic-resistant bacterial mutants that arise as a result of the many standard applications of antibiotics in the modern world. Likewise, many virulence genes are frequently plasmid-encoded. Accordingly, a need exists to develop alternative strategies of atenuating unwanted bacteria. The research objective was to design a new method in an unwanted trait would be eliminated from target bacteria without killing them.

The researchers developed a method in which a harmful plasmid that relies on its iteron sequence to replicate in target bacterial cells is displaced by a non-harmful plasmid, without killing the bacterial cells. In this method, "displacing a harmful plasmid" means reducing the number of, or evicting completely, the plasmid from a target bacterial population. They genetically engineered several copies of the iteron sequence of a harmful plasmid into a non-harmful plasmid. When such a non-harmful plasmid is introduced into a target bacterial cell containing the harmful plasmid, it binds to replication proteins that would have otherwise bound to the iteron sequence on the harmful plasmid. Thus, the non-harmful plasmid inhibits the replication of, and ultimately displaces, the harmful plasmid. A harmful plasmid confers an unwanted trait to a host bacterial cell while a non-harmful plasmid does not confer any unwanted trait to either a donor bacterial cell or a recipient bacterial cell. Thus, the strategy allows for converting target bacterial cells with an unwanted trait to cells without the unwanted trait.

UIR support was essential for turning the idea into verifiable lab data. The results generated are described in the provisional patent. The researchers will apply for additional funding to expand the breadth of their claims, which will allow WARF to file the patent application. In April of 2001, Dr. Richard Burgess and Dr. Filutowicz founded a new Madison-based company, ConjuGon, Inc., to advance and commercialize ideas and technologies that have been developed in their laboratories

during the last five years. The long-term goal is to develop a broad technology platform for killing/attenuating bacterial pathogens. The IEDR grants awarded to this laboratory were critical in testing some of the ideas and developing important tools for the technology. The company has secured venture investments, a federal SBIR grant from NSF, and a state loan. It has four full-time employees and the burn rate is $30,000/month. The idea of displacing the antibiotic-resistance or virulence plasmids from bacterial populations is an excellent complement and expansion of the future R&D directions at ConjuGon.

24. Detection of Viruses Using Surface Plasmon Resonance Imaging

The objective of this grant was to demonstrate the utility of a label-free (no flouresence), real-time (extremely fast) rapid microarray technology (Surface Plasmon Resonance Imaging) for detecting viral material including RNA and protein. The researchers attached DNA probes specific for each of two viral RNAs (different viruses), then applied and detected the hybridization of each viral RNA specifically to the appropriate DNA capture probe. Finally, they used these DNA:viral RNA complexes to capture a viral protein specific for one of the viral RNAs being tested to the appropriate DNA:viral RNA complex.

They were succesfully able to detect specific hybridization of two viral RNA molecules to their appropriate DNA capture probe with near absolute specificity and were able to demonstrate preferential binding (not absolute specificity) of the viral protein in question to the appropriate DNA:viral RNA complex on the microarray surface. The funding by UIR allowed them to demonstrate proof of concept for one utility of this extremely versatile microarray platform.

UIR funding allowed the researchers to complete this important research, and a disclosure and patent application resulted from this project. They have transferred this new technology to two local start-up companies, both resulting from research based at the University of Wisconsin-Madison. Additionally, the project led to a poster presentation at a international virology meeting and the introduction of this technology to the virology community. Also, a graduate student in the lab has subsequently identified other areas of industrial interest related to this technology, and they are now working on these areas. They are confident that the further development of this technology will make a strong contribution to economic development, in both instrumentation and in applications, for industry in Wisconsin.

25. Sorghum Proanthocyanidins and Atherosclerosis

The researchers' industrial partner, Natural Ovens Bakery, Inc., Manitowoc, Wisconsin, is currently using high tannin sorghum proanthocyanidins (PA) in bakery products and is interested in the potential health promoting effects of these compounds on the development of cardiovascular disease as related to hypercholesterolemia and atherosclerosis. Specific research goals were: 1) Determining differences among sorghum PA oligomers in their association with LDL and inhibition of Cu2+ induced oxidation; 2) Determining the inhibitory effects of sorghum PA on the atherosclerotic inflammatory response of macrophages and porcine aortic endothelial cells; and 3) Developing an *in vitro* cell culture model using CACO-2 cells to study enterocyte absorption and metabolism of sorghum PA.

The combination of liquid chromatographic separation and mass spectrometry to characterize sorghum polyflavans indicates that the structural heterogeneity is much greater than previously described. The results from this work have been published in the Journal of Agricultural and Food Chemistry. All polyflavan-3-ol fractions increased lag time of LDL oxidation. Lag time of LDL oxidation increased as the average molecular weight of fractions increased. Polyflavan-3-ols with masses higher than 2,000 often completely prevented oxidation when added to serum at concentrations of 5 ppm and had significant effects at concentrations of 2.5 ppm. Sorghum polyflavan-3-ols specifically associate with LDL in serum.

Results from the first year of research of this project will be directly transferable to the manufacturing of bread and other cereal-based products by Natural Ovens Bakery Inc. This family-owned business is currently producing bread that incorporates high tannin sorghum (HTS) at 10 percent. In addition, the company also manufactures a cereal-based drink and a healthy cookie that incorporates HTS. These products are advertised as rich in natural antioxidants, in part because the tannins are effective in preventing the oxidation of lipids. The results will assist Natural Ovens Bakery better to formulate their sorghum products.

26. Decrease Lipid Oxidation in Food with Natural Antioxidant in Cranberries

Technology aimed at incorporating the "natural" and "health promoting" antioxidants of cranberries into foods to extend food shelf life should raise the value of Wisconsin cranberries and benefit Wisconsin food industries by extending the shelf life of their products. Wisconsin produces around 50 percent of the cranberries that are harvested in the United States. The project was desinged to: 1) Determine the minimum amount of cranberry powder that is needed to inhibit off-odor and off-flavor in various food systems; 2) Isolate six different classes of antioxidants from cranberries and investigate their ability to extend shelf life in the food systems; 3) Examine press cake, the material that is left after squeezing juice from the berries, as a source of antioxidants; and 4) Determine if fruity odor or berry color is detected in food systems at concentrations used to prevent off-odor and off-flavor formation.

The researchers found that fraction 4 was the most effective cranberry fraction at preventing flavor deterioration in various systems including washed cod muscle, mechanically separated turkey, and cooked pork sausage. The level of fraction 4 required to protect flavor was around 0.005 to 008 percent of the sample weight. Larger amounts of unfractionated cranberry were needed to effectively inhibit flavor deterioration compared to fraction 4. Cranberry press cake appears to be a substantial source of cranberry antioxidants. Adding cranberry antioxidants did not incur fruity odor or negative color impact at the inhibitory concentrations.

The studies resulted in an invention that is now at the provisional patent application stage. The Wisconsin Cranberry Board, Oscar Mayer, Ocean Spray, and Sara Lee Foods were partners in this research.

27. Altering the Sex Ratio on Wisconsin Dairy Farms Using Low-Cost *In vitro* Embryo Production with Sexed Semen

Dairy replacement heifers are in high demand in Wisconsin, and heifer prices recently reached historically high levels. Over the past decade, dairy farms in Wisconsin have been expanding rapidly to gain economies of scale that are needed to compete with large dairies in California and neighboring states. Unfortunately, high heifer prices have nearly stifled dairy expansions in our state. The objectives of this project were to: 1) Evaluate the ability of new reproductive technologies to alleviate the shortage of dairy replacement heifers in Wisconsin; 2) Assess whether or not sexed (sorted) sperm is ready for commercial application in Wisconsin dairies; 3) Demonstrate the benefits of low-cost systems for *in vitro* production of dairy embryos; and 4) Explore the synergies between sexed semen and *in vitro* embryo production technologies.

The researchers obtained the following results: 1) Enlisted seven commercial dairies, one breeding stud, and an embryo production lab in a cooperative field research project; 2) Retrieved ovaries from approximately 100 "cull" cows (sick, injured, etc.) on Wisconsin farms; value of these animals was limited to market beef price of $400-$600 each; 3) Aspirated follicles from these ovaries and created about 350 female embryos that were transferred back into recipient cows and heifers on the same farms; 4) Assessed conception rates and monitored sex and birth weight of resulting calves; 5)

Evaluated genetic gain achieved by creating extra offspring from high merit donor cows; and 6) Assessed the economic gains achieved by generating this value added product (female embryos) from otherwise "useless" dairy cull cows.

The project provided a novel method of producing additional replacement heifers in a cost-effective manner. In addition, it provided Wisconsin dairy breeding companies and embryo laboratories with a new product line (additional replacement heifers) to offer their customers. The project also: 1) Greatly enhanced the visibility of a UW start-up company, BOMED, Inc., within the Wisconsin dairy genetics industry; 2) Assisted Wisconsin dairy breeding companies (ABS Global, Accelerated Genetics, Alta Genetics, Genex Cooperative) in their efforts to evaluate the commercial viability and potential economic benefit of sexed semen; 3) Developed novel breeding strategies that will allow Wisconsin breeding companies to license and profit from this technology, despite its present limitations;
4) Educated dairy producers, other scientists, extension field staff, and the public about two exciting new technologies; and 5) Demonstrated to industry decision-makers the benefits of investing in these technologies.

28. Identification of Microbial Species Common to Potatoes with Pink-Eye Disease

One of the most frustrating diseases for potato growers in North America is pink-eye of potato, which is characterized by swollen pink lesions around the potato eyes on the bud end of potato tubers. The cause of pink-eye is unknown and the control has not been determined. The researchers hope to determine the cause of this disease and to develop a diagnostic test for it as a first step to combatting this problem. Potatoes with pink-eye are more susceptible to rotting in storage, and those potatoes that do not rot are difficult for processors to peel when making chips or fries. Despite its significance, there has been very little work done on this disease, and only four peer-reviewed publications have been published on this problem in the past 40 years. Wisconsin potato growers and processors need a predictive test for development of pink-eye, and they need control measures for this disease. The researchers proposed to use a polymerase chain reaction (PCR) based method combined with DNA sequence analysis to identify microbial species associated with pink-eye with the goal of developing a DNA-based test that can be used to help predict the development of this disease and to aid in its diagnosis.

This grant enabled them to identify candidate causal organisms and to clone portions of their DNA. There were several bacterial species and a few fungal species regularly associated with diseased potatoes, and this project is being continued to attempt to determine if any of these candidates are indeed the pathogen causing pink-eye. They are also attempting to determine if any of the species isolated can cause pink-eye disease under greenhouse conditions. If one of these microbes proves to be the pathogen, the cloned portion of its DNA will be the basis for a diagnostic assay for this disease. They have received additional funding from a potato processing company to continue this work.

Pink-eye causes significant losses each year. Individual farms in Wisconsin lost over $500,000 due to this disease in 2001. The economic loss due to this disease in Wisconsin is best described in a letter received from a local potato grower. He stated, "The crop years of 1999 and 2001 were epidemic for pink-eye resulting in high storage losses. These industry-wide catastrophes can be directly attributed to pink-eye and the ensuing soft rot. Our farm lost 76,000 cwt. weight of stored potatoes during these two years. With a projected income of $5.75 per cwt., the direct costs amounted to $437,000. Removal of rotted potatoes and washing and grading of the remaining potatoes (an extra step necessary to process bins affected by pink-eye induced rot) resulted in another $69,000 loss. The total loss was $506,000. This scenario was the rule rather than the exception for central Wisconsin. Continued losses at this level endanger the viability of the potato industry in Wisconsin (also our farm)."

29. Laser-Based Versatile Automated System for Cheese Cutting and Marking

The goal of this research program is to develop an economically feasible cheese manufacturing process that uses UV laser-assisted machining and marking and to transform the research into compelling business solutions for the Wisconsin dairy industry. Specifically, the research program is to investigate the relationship between cutting and marking speed and various laser parameters (focus spot size, repetition rate, and laser power) on cheese.

A laser control system employing software was used to drill, cut, and machine cheese with flexible patterns. It is anticipated that novel UV laser sources with a higher cutting speed and power are possible in the future. Funding for this project makes it possible to verify the concept of laser machining of cheese, which was generally thought to be impossible due to burning of the cheese.

Lasers can serve as a single versatile and inexpensive cheese-handling tool that allows various customer-designed high quality shapes or attractive markings on cheeses, and importantly, without contamination. The results of this study will enhance significantly the licensability of the technology in the near future. The project helps to bridge the gap between university researchers and industry engineers. It also was a real-world project for the training of one Ph.D., two Masters, and six undergraduate students.

30. Educational Tourism: Making the University Campus a Destination for Exploration

The goals of this project were to: 1) Produce a directory of science outreach programs on campus that is based on a census performed by graduate students from the Bolz Center for Arts Administration, UW-Madison; 2) Compile a web site that organizes science outreach resources on campus; 3) Organize a "Science Alliance" to synergize researchers and science outreachers to increase the capacity of the university for welcoming visitors to campus to explore science; and 4) Write and submit a grant proposal to fund further research in organizing science outreach in the second century of the Wisconsin Idea.

The project:

a) Formed "Science Alliance," an organization of researchers and science outreach personnel dedicated to improving the science outreach mission of the university by enhancing capacity for welcoming visitors to campus to explore science (http://www.biotech.wisc.edu/Education/alliance/index.html);

b) Established "Science Expeditions," a new perennial science outreach event on campus, with an additional $20,000 grant from UW Foundation. "Science Expeditions" will build educational tourism for the hospitality industry in Dane County (http://www.biotech.wisc.edu/Education/xenium/index.html);

c) Established "Forum on the Future of Science Outreach: Envisioning the Second Century of the Wisconsin Idea," by the "Science Alliance" to sustain and further work into finding new ways of organizing, funding, facilitating, staffing, and evaluating science outreach (http://www.biotech.wisc.edu/Education/alliance/forum.html);

d) Began planning "Envisioning the Second Century of the Wisconsin Idea," a conference scheduled for Spring 2004, resulting from a $25,000 grant from the UW-Madison for this cooperative effort among Science Alliance, Center for Biology Education, and the Biotechnology Center;

e) Re-designed two web sites that help learners identify and tap into the science outreach resources on campus: (http://www.dcs.wisc.edu/outreach/science.htm and http://www.dcs.wisc.edu/outreach/teachers.htm);

f) Established a portal to do for science what the web site of the Arts Institute has done to help

welcome the public to campus for arts events, in cooperation with the Office of University Communications (www.science.wisc.edu); and

g) Wrote a proposal submitted to NSF, intended to lead to a Center on the Future of Science Outreach.

The recurrent theme among these efforts is "Sharing Science with Wisconsin." The link to the Wisconsin tourism industry is our commitment to finding ways to welcome people to campus every day in an organized way to explore science as a way of probing the unknown. The grant recipients believe that research showing new ways for large, complex scientific institutions to organize and synergize, to welcome the public to explore science will enhance the tourism industry by bringing overnight visitors to campus for multi-day series of science explorations.

31. Genomic Micro-Arrays for the Diagnosis of Developmental Delay and Mental Retardation

Up to three percent of children are born with conditions causing developmental disabilities; however, diagnosis is often imprecise and late in coming, thereby denying patients the many benefits of tailored evaluation and early intervention. Rapid advances in the Human Genome Project have contributed to the identification of many genetic variations associated with, or causing, these disorders. However, technical hurdles have precluded transfer of this knowledge to the service of patients and their families. The aim of the project was to design, validate, and market a novel method of mutation detection that combines micro-array analysis at low cost per allele with the clinical precision needed to diagnose children with developmental disabilities.

The researchers secured Institutional Review Board and Health Insurance Portability and Accountability Act approval, recruited participants, collected specimens on about 20 probands and parents, isolated DNA, and defined their mutations using conventional genetic methods for comparison to the proposed novel method.

The technology transfer plan of the proposal for this project represents a collaboration between Waisman Center scientists and clinicians and their collaborators at NimbleGen Systems. However, their industrial collaborator had a change in management and did not follow through on the project commitment thereafter.

32. Reusable Cold Wall Vortex Liquid O2 Combusion Rocket Engine

The project objective was to measure the flow velocities in a vortex combustion engine to aid in the design of reusable rocket engines by an industrial partner, Orbitec of Middleton, Wisconsin. Velocity measurements were made for several different locations and aspect ratios in a cold flow engine. The particle image velocimetry technique was used, and it was possible to obtain velocity vectors of the flow field. These data were used, together with some work conducted at Orbitec, to help secure a phase II SBIR project though NASA.

Orbitec already holds a patent on the vortex engine design and this work was used to aid in further designs. This project will help Orbitec obtain future funding from the Army and NASA for the development and testing of the vortex engine, and may eventially become a production type engine.

33. Construction of New Recombinant Immunotoxins Directed at Activated Alloreactive T Cells Responsible for Graft Rejection

Alloreactive T cells are responsible for rejection of organ transplants, and therefore depletion of these cells with specific recombinant immunotoxin would prevent transplant rejection. The goal of this project was to develop a potent alloreactive T cell specific recombinant immunotoxin, establishing a set of technologies that can be patented.

This grant allowed the researchers to initiate a study, aimed at developing novel reagents useful in prevention of transplant rejection, and they have made a good start with this support. They have constructed and characterized several recombinant immunotoxins. These have been shown to be very potent in killing T cells that are activated by alloantigens (protein molecules which induce transplant rejection) both *in vitro* and *in vivo*. The researchers will examine their usefulness in prevention of transplant rejection in rodents.

Although the reserachers have obtained promising results with the recombinant immunotoxins as a result of the funding of the current grant, these bioactive reagents need to be improved and tested in animal transplant experiments. They plan to use the preliminary data obtained to date to apply for grants from other funding sources for the continuation of the study. The recombinant immunotoxins developed are aimed at eventual use in organ transplantation. If the researchers are successful with animal studies, they hope to be able to license the technology to local biotech companies. Renovar, Incorporated, Madison, Wisconsin, collaborated on this project.

34. Support for Endocrine Disruption International Cooperative Research (EDICOR)

EDICOR (Endocrine Disruption International Cooperative Research) is a unique collaboration between industry and the environmental communities. S.C. Johnson and Son, a Wisconsin company, together with the World Wildlife Fund and The Procter & Gamble Company are the charter founders of EDICOR. Endocrine disrupting chemicals have been a major public policy, human and environmental health, and corporate concern since the mid-1990s. Yet few scientists have expertise in both toxicology and endocrinology and existing research programs needed to make informed decisions about endocrine disruption. The objectives of this project were : 1) to support bringing the development of the EDICIOR Center here at UW-Madison, rather than at another competing university, thus establishing UW-Madison as the premier university in the field; 2) to conduct further work needed to develop policies and procedures for planned EDICOR activities, including administration of intramural and extramural research programs; and 3) to produce promotional materials and fundraising.

An EDICOR prospectus and an EDICOR question and answer brochure were developed and used for fund raising. A poster suitable for use at scientific meetings was prepared and shown, and EDICOR was publicized at a separate meeting of leading endocrine disruption scientists.

The researchers believe that IEDR support from UIR was important in the selection of UW-Madison to host EDICOR, and that funding by UIR was important to the receipt of the additional $100,000 from an outside sponsor. The $100,000, in turn, is critically important to their chances of attracting major funding sufficient to achieve EDICOR's goals. Fund-raising efforts continue, with a reasonable chance of a major contribution from an overseas group. If EDICOR is successful at meeting its original minimum budget, it will bring at least $1,500,000 annually into the state of Wisconsin.

35. Novel Cost Effective Production of White-top Linerboard

The primary objective of the project was to find ways in which to improve the properties, efficiency of production, and cost of white-top linerboard materials produced by the Wisconsin paper industry. Linerboard is a major packaging product used for a wide range of materials. The use of the white-top for the linerboard improves printability but increases cost. Specific project objectives were to determine how modification of the white-top linerboard affected corrugated container properties, to

develop a model to predict linerboard properties from properties of the individual layers, and to verify the model with commercial linerboard material.

Based on the results of the studies, a model has been developed which can be used to predict the most efficient method for production of the linerboard white-top sheets. The model is now being verified with commercial linerboard materials.

Linerboard is the major packaging material produced by the paper industry and the paper industry is an important component of the Wisconsin economy. Improving the properties and efficiency of linerboard production will result in increased marketability of Wisconsin-produced linerboard.

36. Laser-Based Sensors for Rocket Engine Development

The goals of this project were: a) to develop laser-based sensors for measuring gas properties in rocket engines at Orbitec and apply sensors to Orbitec engines; b) to use measured gas property data to enhance engine development programs at Orbitec; and c) to secure follow-on federal funding for continuing the work.

All objectives were accomplished. Sensors were constructed and applied to Orbitec engines. The results have improved Orbitec's knowledge of engine performance, thus accelerating engine development. Army ($36,375) and NASA ($57,000) funding has been secured to further the sensing work and the Orbitec-UW connection. Both the continuing research relationship with Orbitec, and follow-on government funding, would have been difficult to secure without the UIR seed funding.

The project has begun to accelerate Orbitec's rocket engine development work. It is hoped that enhanced engine development will, in turn, promote Orbitec's growth and ultimately stimulate a more significant aerospace industry in Wisconsin.

37. Optimization of Spray Evaporative Cooling for Multi-Chip Modules

Industrial partners on this project were Cray, Incorporated, of Chippewa Falls, and Eaton Corporation, of Milwaukee. The primary goal of this project was to obtain sufficient understanding of the direct cooling of electronics using liquid sprays. This would enable Cray to implement an effective cooling strategy in its next generation of supercomputers. The heat generated by computer chips is rapidly approaching levels like those felt by spacecraft re-entering the earth's atmosphere. For Cray to remain competitive, it must have the ability to increase the heat removal capability of its cooling systems. The system in which Cray had invested had reached its operational limits. This work focused on the fundamental behaviors of spray cooling to generate better predictions, as well as to determine if the current limits could be overcome.

This project has resulted in several significant findings. One of the most important is that the current limits on maximum heat removal rates can be raised through improved design. The researchers have also determined how non-uniform cooling may be avoided, potentially increasing the reliability of the computer hardware. In addition, the knowledge gained has led to recommendations for designs that greatly increase the flexibility of hardware and the placement of components within the system. Significantly, this work was performed quickly enough to impact the next product design cycle, which is rare for fundamental university research.

The current process has been patented by the companies involved. Future designs based on this research may produce valuable intellectual property. In the near term, the results of this project may directly influence the design of Cray's next generation of supercomputers, allowing the company to recover initial investment costs in spray cooling development. It is possible that this could be an

enabling technology for Eaton Corp., a major military contractor, for future military products.

38. Development of Antibodies to Aid in the Disarming and Killing of Pathogenic Bacteria

Antibiotic resistance of bacterial pathogens is a widespread public health problem. The Madison-based company, ConjuGon, the industrial partner, is developing technologies that avoid use of traditional antibiotics and produce novel anti-microbial agents that kill pathogens while minimizing bacterial resistance. The goal of this proposal was to explore the use of monoclonal antibodies (MAbs) that will enhance the ability of our biotherapeutic agent to seek out and disarm pathogenic bacteria, prior to killing them. The researchers will use bacterial conjugation to deliver a variety of "killer genes" to pathogenic bacterial cells separately or in various combinations to provide for redundant killing.

The researchers have prepared four different MAbs to react to a toxin of the pathogenic bacterium *E. coli* O157:H7. They have also obtained MAbs that react specifically with the outside surface of *E. coli* O157:H7. These MAbs are being tested to see if any of them can neutralize the effects of the toxin. They have spent a great deal of time trying to convert another MAb into a simpler, single chain version of the MAb, called a scFv MAb. This proved more difficult than expected, so the procedure has only recently begun working. In the future, they will work to convert that *E. coli* O157:H7 specific MAbs to the scFv versions. The research efforts were designed to begin testing several new ideas. The researchers have made good progress and expect that future work will result in invention disclosures to WARF. This project was designed to develop several new ideas that would be of great value to ConjuGon. Any technology that arises out of this project will be disclosed to WARF and licensed to ConjuGon to strengthen its intellectual property portfolio relating to its core technology of killing bad bacteria with good bacteria. Licensing to ConjuGon will bring revenue for future research back to the University. This IEDR project helped to create the critical mass of related activity that got ConjuGon off the ground and made it able to raise $500,000 of angel investment.

39. Interactive Exploration of Multi-Dimensional Data

The project was focused on the development of software technology for visualization and exploration of three-dimensional field data, and the integration of the developed techniques with commercial computer-aided design (CAD) systems and internet technologies. The researchers made substantial progress in all areas of the project proposal. In particular, they developed tools for visualizing arbitrary field data over solid models, and integrated these tools with a commercial solid modeler (Parasolid). They also demonstrated an important application of this technology, automated engineering analysis over the internet, in which a problem description is entered using a standard browser and is sent to a remote host computer for a solution. The solution visualization is then sent back to the browser on demand.

The developed technology was instrumental in developing new methods for computer modeling of heterogeneous materials. A provisional patent application was filed by WARF in July 2003. Matching funds of 20 percent for the project were provided by Intact Solutions, LLC, a Madison based software provider that is developing customized sofware solutions for engineering analysis.

40. Statistical Control Algorithms to Identify Systematic Quality Problems in Manufacturing Environments

The quality of a product is partially determined by the variability of the distribution of values of a characteristic. In the long run, the smaller the variability, the better the product. The aim in this

project, a collaboration with Springs Window Fashions, Middleton, Wisconsin, was to put into practice a methodology that uses design of experiments (DOEs) to discover the factor(s) that drive critical variables and to control and monitor those variables to improve quality.

This is a continuation of efforts to improve the pleating and gluing machine performance at Springs. The researchers illustrated the effectiveness of this process improvement methodology using an industrial case study that identified and eliminated a recurring output quality. They conducted some experimental designs with the goal of fine-tuning the adjustment equation they obtained in their previous work with this company.

Springs estimated its cost of conducting the DOE project at $15,000. This cost included the scrap, machine downtime, and labor. The payoff for this investment, however, was a significant improvement in quality and production. Company managers conservatively estimate that $100,000 in savings can be directly related to this project. Many other process-oriented manufacturing companies, such as paper, food and beverage and pharmaceuticals, may benefit economically from the quality improvement approach developed in this project. The PI and a colleague envision this work becoming a part of the case studies in a new course they hope to develop.

41. Development of Web-Enabled Advanced Planning and Scheduling Tools

This research project aims to develop web-enabled, high quality, flexible, and adaptive planning and scheduling tools for manufacturing systems. Effective use of manpower, equipment, financing, and time requires a tool that accurately reflects all operational constraints.

John Deere-Horicon committed $27,000 to investigate inventory planning, improvement, and optimization on this project. This research effort builds on recent innovative research in the researcher's laboratory in the areas of large-scale optimization, particularly the newly-developed methodology of Nested Partitions (NP). The research study shows that the NP method and its hybrids have been very effective in a wide variety of planning and scheduling environments. In this project, the researchers have developed a rough scheduling prototype that could be tested on the internet by many manufacturing firms in Wisconsin. By having industry partners try the prototype on actual systems, obtaining feedback on the performance of the prototype, they could improve both basic methodology and prototype to transfer quickly their research results to Wisconsin industrial users. Moreover, successful development of the proposed prototype may well lead to fruitful attempts to develop and commercialize decision support software tools that can be used for many industry sectors.

This research effort will help companies efficiently plan and schedule their resources for optimal operations and will significantly improve their daily performance. It will provide significant benefits to Wisconsin manufacturing industry.

42. Field Controllable Self-Assembly of Polymer-Based Composites

Field-aided self-assembly technology provides greater flexibility in forming structures than traditional composite fabrication processes. This includes the ability to create regions of desired stiffness or material orientation. The proposed method involves applying electric fields to plastic composites in their liquid form to rearrange inclusions, thereby creating a new structure, i.e., effective "pseudo fibers." This technology will be applied to several sample configurations to demonstrate the feasibility of the developed approach.

The researchers developed a new manufacturing approach based on electric field-aided self-assembly in composites. Several composite systems have been tested. In addition to transferring the technology to cooperating partners on the project, results were presented at several conferences, and three journal, peer reviewed articles are in preparation.

The State of Wisconsin has an extensive plastics industry. This research is a part of the overall activity of College of Engineering Polymeric Rearch Center (a NSF-funded consortium). Stress Photonics, Madison, Wisconsin, contributed the use of its TSA Delta Therm system and other equipment, valued at $12,000 to this project, and Phillips Plastic Corporation, Prescott, Wisconsin, donated a $40,000 injection molding machine to be used for this and other projects. Industrial members of the consortium are receiving updated information from this project on a regular basis, and the researchers anticipate that several Wisconsin companies will be interested in this technology. The results of this study helped the researchers to apply for and receive a $315,000 award from NSF.

43. Experimental and Numerical Study of the Pultrusion Process

Major plastics industry concerns about the continuous processing method of pultruded products include curing or conversion, dimensional consistency, void removal, and economic and environmental concerns. The project was developed to study the pultrusion process from a theoretical as well as experimental point of view. This was done by fully characterizing the materials used in pultrusion and fitting these into models that could be used to actually simulate the process.

The researchers fully characterized a standard material used at Teel Plastics, Baraboo, Wisconsin. They also simulated one of their processes. With the results of this study they were able to optimize the process, resulting in shorter cycle time and high part quality. The new measuring techniques are now covered in the course, Mechanical Engineering 418, Engineering Design with Polymers, and the techniques are taught through an outreach program. The results also were published at the Annual Technical Conference of the Society of Plastics Engineers.

The study helped the researchers and their industrial partners better understand the process, and thus, eventually lead to process and product improvement. They continue to work on the process with the industrial partners. The simulation and techniques that resulted from this project have served as a catalyzer for new projects with Wisconsin companies. It also was key to receiving a $200,000 NSF grant for the "Partnership For Innovation" program that links Wisconsin schools with a plastics program (Platteville, Stout, and MATCs in Madison and Milwaukee) and various Wisconsin industries. Teel Plastics and Simtec provided an addtional $15,000 support for this project.

44. Enhancing Ability of Bovine Sperm to Survive Cryopreservation with Cyclodextrin and Cholesterol

It is the goal of this project to increase the survival of bovine sperm during cryopreservation, thereby increasing the number of insemination doses that can be obtained from an ejaculate. To accomplish this, the researchers proposed modification of sperm membranes by adding cholesterol via cyclodextrin. The specific objectives were: 1) to determine the optimal dose of cyclodextrin-cholesterol needed to enhance cryosurvival of bovine sperm; 2) to determine how variable the response is among bulls; 3) to determine if the response to cyclodextrin-cholesterol varies among collections within a bull; and 4) to determine if there are characteristics in the semen that would allow us to predict which level of cyclodextrin-cholesterol to use for a particular bull to achieve an optimal response.

A total of 20 bulls from ABS Global, Deforest, Wisconsin, were evaluated in two trials for sperm cryosurvival following treatment with cholesterol loaded cyclodextrin. Sperm were evaluated for post-thaw motility, viability, resistance to hyperosmotic swelling, acrosomal integrity, and capacitation status. The experiment established optimal doses of cholesterol-loaded cyclodextrin to be added to bovine sperm to increase cyrosurvival in a commercial semen processing setting. The approach was unique in that the test compound was added directly to ejaculated semen prior to processing, regardless

of semen concentration.

The project was intended to increase the doses of semen that could be sold by reducing the number of sperm needed per insemination dose. While the goal was accomplished, any potential products from this research will depend on future field fertility tests of the procedure in which cows are bred with the semen to determine fertility. Negotiations with ABS Global are underway to determine if this will be done during the coming year. Wisconsin is home to four of the five major bull studs in the U.S. These four bull studs maintain approximately 75 percent of the Holstein bulls used for insemination of dairy cattle. A conservative estimate is that semen produced in Wisconsin from all four companies results in gross receipts of approximately $300,000,000. These organizations are facing reduced sales as dairy cattle numbers decrease in Wisconsin and the U.S. in general. To maintain the economic vitality of the industry, new approaches must be sought to reduce production costs and increase revenue if they are to remain viable enterprises.

45. Engineering Scale Up and Economics of Biopulping: A New Energy-Efficient and Environmentally-Friendly Technology for Papermaking

The long-range goal of the project is to implement biopulping (a technology developed at the University and patented through WARF) at the SENA pulp mill in Whiting, Wisconsin. Biopulping International of Madison and SENA received a USDOE grant to conduct pilot and mill-scale trials at SENA. Follow-through implementation at the mill will require determination of the rate-of-return economics. This requires an accurate capital cost estimate for the biopulping process, and this work is not funded by the DOE grant. The project objectives included development of a full-scale design for implementing biopulping at the mill and the corresponding capital cost estimate. The researchers directed the design functions provided by the Harris Group, of Appleton, Wisconsin, and Portland, Oregon. Other objectives included bench-scale experiments to collect data needed for scale up.

The requisite capital cost estimate was performed. This work was completed by Harris and transmitted in the formal report "BioPulping System--Feasibility Grade Scope and Estimate." In addition to work on the Harris study, the researchers designed and supervised the construction and operation of a bench-scale reactor to collect engineering data for scale up, including reaction calorimetry and hydrodynamic behavior. Critical data for the industrial-scale system design were obtained.

The design study and capital estimate produced by the project provides one of the last pieces of information needed to complete the commercialization of biopulping. In the near future, the PI expects to provide technical assistance in conducting the mill scale trials. Upon a successful in-mill demonstration, the research team hopes that the decision to implement the technology in commercial operation will be positive, resulting in the first commercial license. The paper industry in Wisconsin and nationally is facing significant economic pressures that are expected to increase. The process being developed would boost the competitive position of this industry by reducing the cost of pulp production significantly. The biopulping process improves downstream pulping processes, leading to more efficient conversion of wood materials into value-added high quality pulps. It saves a substantial amount of electricity (30 percent), improves paper quality, and reduces the environmental impact of pulping, thereby enhancing economic competitiveness. An economic analysis conducted for a mill processing 242 tons of feed chips per day demonstrated a $7.5 million potential annual savings. The impact on the economics of the industry would be significant.

46. Development of the California Mouse (*Peromyscus californicus*) as a Model of Hyperlipidemia and Type II Diabetes Mellitus

The purpose of this project was to develop the California mouse (*Peromyscus californicus*) as a model of high blood lipid levels and metabolic changes that often precede type II diabetes. It had already been determined that some of these mice developed high blood lipid, insulin, and glucose levels after being fed a moderately high fat diet. Some mice became diabetic. Mice were selectively bred to

produce mice that have either high or low blood lipid responses after high fat feeding. Many laboratories are interested in the role that the chemical leptin plays in the regulation of blood lipid concentration and glucose tolerance. In order to further develop the California mouse model, the researchers proposed to measure blood concentrations of leptin and the number of leptin receptors in selected tissues (brain, liver, pancreas, and white fat).

Tissues have been collected for analysis of leptin receptor and will be analyzed using PCR technology. The researchers have also determined that California mice fed a high-fat diet for 12 weeks develop fatty livers and a condition called nonalcoholic steatohepatitis (NASH). Their findings make the California mouse a unique naturally-occuring model of NASH. A new collaborator has joined this effort and additional experiments are planned using the California mouse as a model of human liver disease. Additionally, the researchers expect to meet with representatives from the Japanese pharmaceutical company, Sankyo, to discuss potential sale of a license for these mice.

This funding has kept the high blood lipid and low blood lipid mouse colonies going while the researchers have acquired additional collaborators and interest from pharmaceutical firms. They hope to breed and sell these mice to pharmaceutical companies.

47. MEPP Internal Combustion Engines Program

The objective of this project was to determine the feasibility of a distance education Master's Degree in Internal Combustion Engine Design. The researchers needed to develop a business plan, survey the market needs, and design a curriculum to meet the needs of this specialized clientele. The UIR funding allowed the initiation of this program. Without the funding the program would not have been started. It resulted in market studies and a business plan that allowed the new degree program to be approved. The program admitted applicants for a pilot class to begin studies in June 2003. The results were positive and there are now a group of students from industry, mostly from Wisconsin, to test the quality of the plan which started in the fall of 2003.

The project will result in practical advanced degrees for engineers working in engine design. Wisconsin has many companies involved in engine design, and this program provides the knowledge and skills that will increase the capabilities of the engineering workforce for these companies. Some Wisconsin companies that expressed interest in this project are Harley-Davidson, Waukesha Engine, Daimler-Chrysler, and Mercury Marine. Additionally, several large companies outside of Wisconsin expressed interest in this project, among them: John Deere, International Truck, Borg Warner, and Arctic Cat.

48. Building Community Knowledge Base: A Large-Scale Network Analysis Program

The goal of this grant was to develop a working model of software that maps civic and community networks, central to organizational life in business and government, that could be used by non-specialists. The software included an interface, a matrix database, and a network visualization output.

The project has largely succeeded. The researchers have an alpha model of the software with each of the three components. It is heading into a beta phase, as they seek to refine each of the components, particularly the visualization module. They are trying to move from a package that moves from input, to analysis, to output in a single step (which we have achieved) to improved speed and quality of visualization. They are in the second year of a test, working in collaboration with Dane County United Way, WISC-TV, and Edgewood College. If successful in receiving a $280,000 grant from the W.T. Grant Foundation (award decision in December 2003), they will expand the project into a three-city field test.

They have discussed the project with WARF and believe that licenses will be forthcoming, possibly in

2005, as they move from the testing phase. If successful, this may become a model for civic mapping in many communities across the U.S. The model is targeted toward both large, central non-profit community organizations (e.g,. United Way) and civic oriented news organizations. There are roughly 1,100 United Way organizations in the U.S. and at least 375 civic news organizations. The researchers believe that the software and mapping process together should yield a minimum of $10,000 per community (possibly as high as $30,000, depending on community size). Ten percent of United Ways adopting the process at the conservative lowest rate would yield $1,100,000. Ten percent of civic news organizations would yield $370,000. In addition, they are partnered with the Search Institute of Minneapolis, which consults with 600 communities nationally, and is promoting the process, which would yield, at a conservative ten percent adoption rate, $600,000 in revenue. This is a return of roughly $2,000,000, with growth potential throughout these three markets.

49. Hewlett-Packard Mobile Technology Solutions/L&S Learning Support Services

The College of Letters and Science (L&S) Learning Support Services staff conducted the research activities related to this grant. The grant was to provide student programming help for L&S Learning Support Services in support of a grant from Hewlett-Packard Corporation to create a mobile (wireless) language learning environment. In particular, student programmers were to develop a language lab player/recorder that could be used in place of traditional commercial, fixed installation language labs. They were also to help faculty develop web-based, wireless language learning activities.

The above objectives are being met, with the player/recorder still a work in progress. Thus, they have been able to create an environment in which students and faculty can use language learning activities anywhere in Van Hise Hall, using wireless networking technology. Several projects conducted activities in class settings. Others allowed students to work independently outside of class, and a few used fixed lab settings (e.g., for testing ESL proficiency). Learning a foreign language and becoming more culturally aware will help Wisconsin students prepare to be better members of the industrial workforce. Although the number of students affected is initially small, over the years thousands will benefit.

50. Pilot Project to Evaluate the Commercialization Feasibility of Faculty and Staff Start-Up Companies Based on UW-Madison Technologies

The aims of this research were two-fold: 1) to provide faculty entrepreneurs with business assistance in developing marketing and business strategies for their emerging companies; and 2) to provide second-year MBA students in the School of Business with additional opportunities to apply their classroom learning experiences to practical situations in assessing the business feasibility of the technologies and inventions that come out of research laboratories on the UW-Madison campus.

During the school year the team worked on the following projects: a) Analysis of trends in Wisconsin Venture Capital investment. A detailed database of venture capital investment in Wisconsin companies for the period 1992-2002 was developed and a software tool was developed to allow analysis of the information; b) Preparation of a comparative evaluation of Wisconsin and Minnesota in terms of the climate for high tech investing and the factors that contribute to differences between the two states related to high technology company growth; c) School of Human Ecology Helen Louise Allen Textile Collection business feasibility assessment; d) Business feasibility and market assessment for Intact Solutions, a software company offering products for engineering analysis; and e) Brain Research Laboratories, a concept stage company under consideration by Dr. Charles Garell, Department of Surgery, Medical School. (Dr. Garrell asked for guidance in exploring the potential for a medical device business focused on wireless intra-cranial monitoring for ambulatory stroke and head trauma patients).

This project facilitated development of early stage companies based on UW-Madison research. Such

companies are a strong component of economic growth in Wisconsin. This research was of significance in that it provides faculty entrepreneurs with business assistance in developing marketing and business strategies for their emerging companies. At the same time, it provided MBA students in the School of Business with additional opportunities for applying their classroom learning experiences to practical situations in assessing the business feasibility of the technology and inventions that come out of research laboratories on the UW-Madison campus. For each of these benefits there are few alternatives available, and without this funding this kind of help would not be available.

C. Applied Research Program

Applied Research Program projects are funded through a competitive process administered by the UW System Office of Academic Affairs. All proposals were first evaluated by an institutional review panel before being submitted to UW System Administration.

In 2001-02, a total of 27 proposals requesting approximately $1,100,000 were submitted for review to the UW System. In 2002-03, a total of 22 proposals requesting approximately $850,000 were submitted. Each proposal was then reviewed and rated by a UW System review panel comprised of five to seven representatives of UW System institutions, a representative from the Wisconsin Department of Development, and a staff member from the UW System Office of Academic Affairs.

In addition to the quality of the research design and likelihood of successful completion, a major criterion for selection was the potential impact of the project on Wisconsin's economy.

2001-2002

1. Assessment of Potato Breeding Materials for Resistance to Late Blight Disease

This project screened newly-developed potato lines for their relative resistance to the fungus *Phytophthora infestans*, which causes potato blight. Twenty-nine varieties were tested during the summer of 2001, and another 34 varieties were tested during the summer of 2002, with known susceptible varieties used as controls. Four lines demonstrated high levels of resistance to the disease and will be used in further breeding work. New varieties developed as a result of this research will enable potato growers significantly to reduce their costs associated with chemical control of this disease.

2. Novel Micro-pore Filter Technique for Brewing Process

This research investigated the use of pressurized carbon dioxide micro-filtering as a replacement for heat sterilization traditionally used in the brewing process. The research results indicate that, while this process cannot yet be applied to the brewing of beer, it does effectively eliminate microorganisms and can be used for the pasteurization of other beverages. The implementation of this process non-heating, micro-pore filter pasteurization promises to increase product quality and productivity while greatly reducing equipment and operation costs.

3. Development of Mesoporous Media for Removal of Arsenic in Groundwater

The objective of this project was to develop and assess materials for the removal of arsenic from drinking water through a process of adsorption. This project demonstrated that the experimental material was much more effective and less expensive than activated alumina, which is currently the most widely used medium for arsenic removal. The direct result of this research has been the application for patent and completion of an agreement for commercialization of this technology.

4. Farm Technology to Utilize Fish Processing By-products

The objective of this project was to develop a low-cost technology for production of fish feed pellets from trout by-products. The process for pellet production has been developed and the fish feeding trial is on-going. This process provides a resource recovery system that will greatly increase utilization of harvested fish. Results of this research are being shared with fish farmers through collaboration with the Wisconsin Aquaculture Association.

5. Firmware Development for an Optical Workstation Designed for the Study of Living Specimens

This project resulted in the development of a flexible, high-performance scan generation system for the laser-scanning microscope component of our optical workstation that does not use purpose-designed electronics. This system is very flexible, in that all the functionality of the system is achieved by firmware. New functionality can be added to the system without any hardware design or reconfiguration. Researchers are now working with our industrial partner in an R&D phase to incorporate this firmware in their commercial instrumentation.

6. Concrete Brick and Block Manufacturing Using Wood Ash Generated from Wisconsin Pulp and Paper Industry

This project demonstrated the use of wood ash as a cost-saving alternative in brick and block manufacturing. Research in this project indicated that concrete block mixtures may successfully incorporate up to 35 percent wood ash. Implementation of these research findings can provide the base for beneficial economic ties between the pulp and paper industry and concrete products manufacturers.

7. Developing Predictive Thermal Optimization Tools for Laser-assisted Manufacturing

The objective of this proposal is to apply predictive models for the optimization of heat removal in laser-assisted manufacturing to optimize the quality of the manufactured products. The primary benefit of this research will be the elimination of heat-induced effects, such as distortion, thermal residual stresses, and cracking, in the contact zone. Given the promising results so far, research on this project has been extended through the coming funding cycle.

8. Velocity, Shear Rate, and Temperature Balance of Polymer Flow Through Extrusion Dies

The goal of this project was to develop an iterative numerical algorithm for improving the die performance, and to implement the algorithm in die design programs for a partner firm in Wisconsin. The results of this research project led to more accurate design of dies, especially for the extrusion of degradable and multi-layer materials. The results of the project will also help better understand polymer behavior, which will in turn, support the extrusion and mold-design industries in Wisconsin.

9. Development of a Computer Model to Predict Knocking in a Small Utility Gasoline Engine

The purpose of this research project was to develop a computer model that would identify the conditions under which knocking occurs in a small-size utility engine. The project research was conducted in collaboration with a Wisconsin manufacturer and did result in a successful computer model. A technical paper detailing the development and application of this model will be published by the Society of Automotive Engineers.

10. Evaluation of a Temperature-phased Anaerobic Digestion System for the Dairy Industry

The objective of this project was to monitor and test the performance of the Temperature-phased Anaerobic Digestion (TPAD) system at Tinedale Farm in Wrightstown, Wisconsin, during the first year of operation. This was the first installation of a TPAD system for the dairy industry in the United States and it was therefore important to demonstrate that this type of anaerobic digestion system could be operated efficiently and economically by the dairy industry. Research on this project will continue through the coming year. Knowledge gained during this evaluation process is expected to contribute to the widespread implementation of this digester technology to the dairy industry in Wisconsin and nationally.

11. Development of Robust Torsional Disturbance Rejection Algorithm for Motor Drives

The objectives of this project were to develop a new motor control algorithm to reduce the effects of mechanical load, to validate experimentally the effectiveness of the proposed algorithm by experiments, and to disseminate the validated algorithm to the automation industry in southeastern Wisconsin. The experimental modeling was successful and results have been shared with industrial partners in Wisconsin for commercialization.

2002-03

1. In-Line Viscosity Monitoring of Polymer Melts Using Dielectric Measurements

The objective of this research project was to design a hardware and software system capable of measuring various parameters of the polymer melt in real-time and without disturbing the flow of fluids in the extrusion process. Experimental results are promising and will be the basis of further funded research in this area.

2. An Enemy Within: Epidemiology and Control of Apple Scab in Wisconsin

This project investigates the over-wintering relationship between the apple scab pathogen in Wisconsin, *Venturia inaequalis*, and the plant host. Evidence was obtained that *V. inaequalis* survives in buds, whereas dogma holds that the pathogen survives the dormant season in apple leaf litter on the orchard floor. This discovery has implications for control of the disease. Apple scab is the most important disease of apples in Wisconsin and control typically requires some eight to fifteen fungicide sprays annually. Better knowledge of the life cycle of the pathogen is essential for the development of better controls.

3. New System for the Production of Commercially Important Proteins

The goal of the proposed work is the development of a bacterial host/vector system for the production of membrane proteins. Wisconsin is positioned to be an international leader in production of recombinant proteins. However, a barrier exists in the production of membrane proteins. As a result of this research, factors were identified that either increased the level of recombinant membrane protein produced. Extension of the capacity to produce membrane proteins would enhance production of molecular biology tools by Wisconsin biotech companies. On this basis, further development is proposed and is the subject of a pending grant proposal from a Wisconsin sponsor.

4. Heat Protection of Egg Yolk Antibody, and The Use of Egg Antibodies as an Alternative to Antibiotics in Animal Feeds to Improve Growth and Feed Efficiency

The goal of this project is to develop a method so that we can protect egg yolk antibodies from the high-heat, high-moisture conditions in commercial feed pelleting machines. The research has resulted in a technology to encapsulate egg antibody which can withstand the pelleting process and retain reasonable

antibody activity. This new technology invention has been submitted to WARF and is being processed for patent application.

5. Optimum Experimental Design of a General Purpose Load Transducer

The objective of this project was the development of a computational methodology to select the number, locations, and angular orientations of strain gages that would provide the most precise load estimates. One of Wisconsin's manufacturers, Harley-Davidson, has already begun to implement the procedures developed during the course of this research. The Buell Motorcycle Company is also interested in utilizing these procedures. Since the proposed procedures are expected to shorten the testing-time associated with the development of new products, the outcomes of this research will help companies develop cost-effective products in a shorter time.

6. Characterization of Polymer Cleaning of Precision Optics and Surfaces

The objective of this project is the development and testing of a polymer strip coating that is residue-free at the molecular level. The resulting polymer will be of value for improving performance of high-resolution optical system, such as telescopes and CD-equipment. This product has a world market and can be commercialized in Wisconsin.

7. Cultivar Confirmed - A DNA Fingerprinting System for Soybean

The object of this project was to whether DNA markers extracted from seed as well as leaf material can be used to identify closely related soybean cultivars. This information would be valuable not only for varietal identification prior to selling the seed lot, but also for varietal patenting, and assessment of contaminated seed lots. The procedures developed in this research are being commercialized in Wisconsin.

8. Determination of Profitability Potential of New Strawberry Cultivars in Wisconsin

The objective of this project is to evaluate new North American strawberry cultivars for yield, vigor, plant stand, winter hardiness, disease susceptibility, and fruit quality. Results of research will be made available for commercialization through Wisconsin grower associations.

9. Identification of Enzymes and Metabolic Pathways Used by Lactobacillus Casei to Enhance and Intensify Cheese Flavor

The objective of this project was to develop DNA microarrays that encode enzymes involved in metabolic processes linked to flavor development in bacterial-ripened cheeses and to determine the effect of cheese ripening conditions on expression of these genes. As a result of this research, all of the necessary protocols have been developed for the use of DNA microarrays to evaluate the expression of lactic acid bacteria in dairy related environments and further funding is being sought to bring this process closer to commercialization.

10. Web-based Knowledge Management System for the Wisconsin Plastics Industry

This project is aimed at developing a structural approach and sustainable knowledge management framework which organizations such as Wisconsin plastics companies can use for networking, collaboration, problem-solving, and entrepreneurship to catalyze innovation and to capitalize on innovation-based opportunities through collaborative product development and commercialization. To date, a prototype of the Web-based knowledge management system has been developed and is being tested.

11. Virtual Meter Technology for Large Electrical Systems

The objective of this project was to develop an optimal meter placement algorithm for distribution systems to reduce the investment in meters while ensuring accurate monitoring and control. An algorithm for distribution networks has also been developed that utilizes the measured data from the meters. Simulation results demonstrated the advantages of this algorithm when applied to several test systems. Currently several papers related to this project are being prepared for publication and further funding from
WE-Energy is anticipated.

12. Outdoor Image Segmentation in an Automatic Occupancy Sensing System

The objective of this project is to develop an automatic occupancy sensing system that will be deployed in automobiles to prevent air-bag related injuries to infants and small children. Results of this research will be commercialized in collaboration with a Wisconsin manufacturer.

Appendix A

Industrial & Economic Development Awards (UIR)
2001-02

Project numbers refer to the numbers in the text.

Proj. No.	Project Title	Principal Investigator (PI)	Department	Amount
1	Novel Method for Killing Pathogens	Marcin Filutowicz	Bacteriology	$29,500
2	Pilot Test of Environmental Management System for the Wisconsin Dairy Industry	Gary Jackson	Environmental Resources Center	$21,500
3	Commercial Feasibility Studies on Disposal of Spent Sausage Casings—Solid Substrate Cultivation for Production of Feed Quality Proteins	Hassan Sreenath	Biological Systems Engineering	$34,120
4	*Lactobacillus helueticus* CNRZ32 genome: Closing Gaps & Clining Genes with Industrial Utility	James Steele	Food Science	$17,500
5	Nutrient Cycling, Crops, Livestock, and the Environment (N-CyCLE): A Tool for Profitability and Environmental Management of Wisconsin Farms	Michel Wattiaux	Dairy Science	$28,669
6	Development of Novel Process for Large-Scale Production of High-Purity Plasmid DNA	Derek Hei	Waisman Center for Developmental	$30,000
7	Metal-Oxide Thin-Films with Magnetically-Tailored Nanoporosity as a Novel Energy-Separating Agent and Condensation Technology	Dean Tompkins	Water Chemistry Graduate Program	$22,199
8	New Drugs for the Selective Destruction of Tumor Cells via Mitochondrial Targeting	Guilherme Indig	Pharmacology	$30,000
9	High-Powered Single-Mode Semiconductor Diode Lasers for Fiber-Optical Communications	Daniel Botez	Electrical & Computer Engineering	$50,000
10	Development of a Medical Safety Reporting System in Primary Care Setting	Ben-Tzion Karsh	Industrial Engineering	$23,692
11	Stream-of-Variation Modeling & Analysis for Multi-Station Manufacturing Processes	Dariusz Ceglarek	Industrial Engineering	$18,650
12	Investigation of Alternative Methods to Provide On-Line Destruction of Pathogenic Bacteria in Brine Chilling of Packaged Food Products	Sanford Klein	Mechanical Engineering	$14,000
13	Plasma Surface Treatment of Thermally-Sprayed Dielectric Coatings	Kumar Sridharan	Center for Plasma-Aided Manufacturing	$15,641
14	Innovations and Process Optimization for Injection Molding	(Tom) Lih-Sheng Turng	Mechanical Engineering	$26,756
15	Near-Field Biological Imaging with a Micro-Fabricated Aperture Array	Daniel van der Weide	Electrical & Computer Engineering	$29,000
16	Self-Powered Brake Pads Consumption Monitoring System	Amit Lal	Electrical & Computer Engineering	$20,850
17	Broad-Spectrum Micro-Aarray Assays for Human Viruses	Paul Ahlquist	Oncology	$30,000
18	Development of Application Principles of	Hyuk Yu	Chemistry	$18,350

	Polymer Dispersants and Surfactants			
19	Comparison of Two Types of Knowledge-Based Start-Up Firms	Anne Miner	Management and Human Resources	$25,000
20	Expression Cloning of the P-Selectin Ligand System in the Horse	Benjamin Darien	Medical Sciences	$22,580
21	Developing Methods for Genomic Research in AT-Rich Industrial Bacteria	James Steele	Food Science	$30,000
22	Bioavailability of Betalains as Cancer Chemopreventive Agents and Antioxidants in vivo	Kirk Parkin	Food Science	$23,250
23	Methods of Displacing Plasmids from Bacterial Populations	Marcin Filutowicz	Bacteriology	$18,125
24	Detection of Viruses Using Surface Plasmon Resonance Imaging	Robert Goodman	Plant Pathology	$30,000
34	Support for Endocrine-Disruption International Cooperative Research (EDICOR)	Richard Peterson	Pharmacy	$8,760
47	MEPP Internal Combustion Engines Program	John Klus	Engineering Professional Development	$7,000
	TOTAL			$625,142

Appendix B

Industrial & Economic Development Awards (UIR)
2002-03

Project numbers refer to the numbers in the text.

Proj. No.	Project Title	Principal Investigator (PI)	Department	Amount
10	Development of a Medical Safety Reporting System in Primary Care Setting	Ben-Tzion Karsh	Industrial Engineering	$5,643
25	Sorghum Proanthocyanidins and Atherosclerosis	Jess Reed	Animal Sciences	$31,621
26	Decrease Lipid Oxidation in Food with Natural Antioxidant in Cranberries	Mark Richards	Animal Sciences	$35,348
27	Altering the Sex Ratio on Wisconsin Dairy Farms Using Low-Cost *In Vitro* Embryo Production with Sexed Semen	Kent Weigel	Dairy Science	$30,000
28	Identification of Microbial Species Common to Potatoes with Pink-Eye Disease	Amy Charkowski	Plant Pathology	$26,975
29	Laser-Based Versatile Automated System for Cheese Cutting and Marking	Xiaochun Li	Mechanical Engineering	$32,900
30	Educational Tourism: Making the University Campus a Destination for Exploration	Thomas Zinnen	UW Biotechnology Center	$30,000
31	Genomic Micro-Arrays for the Diagnosis of Development Delay and Mental Retardation	Kirk Hogan	Waisman Center on Mental Retardation and Human Development	$31,588
32	Reusable Cold Wall Vortex Liquid O2 Combustion Rocket Engine	Mark Anderson	Engineering Physics	$20,586
33	Construction of New Recombinant Immunotoxins Directed at Activated Alloreactive T Cells Responsible for Graft Rejection	Huaizhong Hu	Surgery	$32,956
34	Support for Endocrine-Disruption International Cooperative Research (EDICOR)	Richard Peterson	Pharmacy	$8,760
35	Novel Cost-Effective Production of Whitetop Linerboard	Raymond Young	Forest Ecology and Management	$20,088
36	Laser-Based Sensors for Rocket Engine Development	Scott Sanders	Mechanical Engineering	$22,969
37	Optimization of Spray Evaporative Cooling for Multi-Chip Modules	Tim Shedd	Engineering Physics	$26,088
38	Development of Antibodies to Aid in the Disarming & Killing of Pathogenic Bacteria	Richard Burgess	Oncology	$35,000
39	Interactive Exploration of Multi-Dimensional Data	Vadim Shapiro	Mechanical Engineering	$36,780
40	Statistical Control Algorthims to Identify Systematic Quality Problems in Manufacturing Environments	Harriet Nembhard	Industrial Engineering	$30,000
41	Development of Web-Enabled Advanced Planning and Scheduling Tools	Leyuan Shi	Industrial Engineering	$18,710
42	Field Controllable Self-Assembly of Polymer-Based Composites	Yuri Shkel	Mechanical Engineering	$27,588
43	Experimental and Numerical Study of Pultrusion Process	Tim Osswald	Mechanical Engineering	$23,388
44	Enhancing Ability of Bovine Sperm to Survive Cryopreservation with Cyclodextrin and Cholesterol	John Parrish	Animal Sciences	$7,650

45	Engineering Scale Up and Economics of Biopulping: A New Energy-Efficient and Environmentally-Friendly Technology for Papermaking	Ross Swaney	Chemical Engineering	$30,000
46	Development of the California Mouse (*Peromyscus californicus*) as a Model of Hyperlipidemia and Type II Diabetes Mellitus	Lisa Krugner-Higby	Research Animal Resources Center	$15,000
48	Building Community Knowledge Base: A Large-Scale Network Analysis Program	Lewis Friedland	Journalism & Mass Communication	$30,000
49	Mobile Technology Solutions/L&S Learning Support Services	Mary Anne Fitzpatrick	Communication Arts	$20,000
50	Pilot Project to Evaluate the Commercialization Feasibility of Faculty and Staff Start-Up Companies Based on UW-Madison Technologies	Allen Dines	Weinert Center for Entrepreneurship	$22,506
	TOTAL			$652,144

Appendix C

Applied Research Program Awards
2001-2002

Principal Investigator	Campus	Amount	Title
Terese Barta	UW-Stevens Point	$23,600	*Assessment of Potato Breeding Materials for Resistance to Late Blight Disease*
Ryo Amano	UW-Milwaukee	$50,070	*Novel Micro-pore Filter Technique for Brewing Process*
Jae K. Park	UW-Madison	$13,599	*Development of Mesoporous Media for Removal of Arsenic in Groundwater*
Gour Choudhury	UW-Stout	$49,312	*Farm Technology to Utilize Fish Processing By-products*
John White	UW-Madison	$41,081	*Firmware Development for a Optical Workstation Design for the Study of Living Specimens*
Tarum R. Naik	UW-Milwaukee	$45,817	*Concrete Brick and Block Manufacturing Using Wood Ash Generated from Wisconsin Pulp and Paper Industry*
Tien-Chien Jen	UW-Milwaukee	$48,056	*Developing Predictive Thermal Optimization Tools for Laser-assisted Manufacturing*
Mohamed Elgindi	UW-Eau Claire	$20,249	*Velocity, Shear Rate, and Temperature Balance of Polymer Flow Through Extrusion dies*
Rolf Reitz	UW-Madison	$35,216	*Development of a Computer Model to Predict Knocking in a Small Utility Gasoline Engine*
John Katers	UW-Green Bay	$44,424	*Evaluation of a Temperature-phased Anaerobic Digestion System for the Dairy Industry*
Wonshik Chee	UW-Milwaukee	$49,813	*Development of Robust Torsional Disturbance Rejection Algorithm for Motor Drives*
TOTAL		$421,237	

Appendix D

Applied Research Program Research Awards
2002-2003

Principal Investigator	Campus	Amount	Title
Nidal Abu-Zahra	UW-Milwaukee	$49,253	*In-Line Viscosity Monitoring of Polymer Melts using Dielectric Measurements*
John Andrews	UW-Madison	$22,461	*An Enemy Within: Epidemiology and Control of Apple Scab in Wisconsin*
M.L.P. Collins	UW-Milwaukee	$48,092	*New System for the Production of Commercially Important Proteins*
Mark E. Cook	UW-Madison	$36,426	*Heat Protection of Egg Yolk Antibody, and the Use of Egg Antibodies as an Alternative to Antibiotics in Animal Feeds to Improve Growth and Feed Efficiency*
Anoop K. Dhingra	UW-Milwaukee	$44,724	*Optimum Experimental Design of a General Purpose Load Transducer*
James P. Hamilton	UW-Platteville	$42,399	*Characterization of Polymer Cleaning of Precision Optics and Surfaces*
Brad Mogen	UW-River Falls	$29,247	*Cultivar Confirmed – A DNA Fingerprinting System for Soybean*
Brain R. Smith	UW-River Falls	$16,197	*Determination of Profitability Potential of New Strawberry Cultivars in Wisconsin*
James L. Steele	UW-Madison	$34,522	*Identification of Enzymes and Metabolic Pathways Used by Lactobacillus Casei to Enhance and Intensify Cheese Flavor*
Lih-Sheng Turng	UW-Madison	$47,945	*Web-based Knowledge Management System for the Wisconsin Plastics Industry*
David C. Yu	UW-Milwaukee	$38,642	*Virtual Meter Technology for Large Electrical Systems*
Jun Zhang	UW-Milwaukee	$49,678	*Outdoor Image Segmentation in an Automatic Occupancy Sensing System*
TOTAL		$459,586	

Amendments to
Faculty Personnel Policies and Procedures
University of Wisconsin-Green Bay

EDUCATION COMMITTEE

Resolution I.1.e.:

That, upon recommendation of the Chancellor of the University of Wisconsin-Green Bay and the President of the University of Wisconsin System, the Board of Regents approves the amendments to the UW-Green Bay Faculty Personnel Policies and Procedures.

FACULTY PERSONNEL POLICIES AND PROCEDURES
UNIVERSITY OF WISCONSIN-GREEN BAY

EXECUTIVE SUMMARY

BACKGROUND

Section UWS 2.02, Wisconsin Administrative Code ("Faculty Rules: Coverage and Delegation") requires that rules, policies, and procedures developed by each institution in the System pursuant to Chapters UWS 3, 4, 5, 6 and 8 must be approved by the Board of Regents before they take effect.

The proposed revisions to the UW-Green Bay Faculty Personnel Policies and Procedures have been approved by the appropriate faculty governance bodies and are recommended by Chancellor Bruce Shepard. These revisions have also been reviewed by the UW System Office of the General Counsel and the Office of Academic Affairs.

The revisions are to UW-Green Bay Faculty Codification 6.01 Complaints, and concern due process in the handling of complaints made against faculty members.

REQUESTED ACTION

Approval of Resolution I.1.e., approving the amendment to the UW-Green Bay Faculty Personnel Policies and Procedures.

DISCUSSION AND RECOMMENDATIONS

UW System Administration recommends approval of these revisions.

UNIVERSITY of WISCONSIN
GREEN BAY

July 22, 2003

MEMORANDUM

TO: PRESIDENT KATHARINE LYALL

FROM: Bruce BRUCE SHEPARD, Chancellor

SUBJECT: CHANGES TO UW-GREEN BAY FACULTY CODIFICATION

It is my pleasure to forward to you changes in UW-Green Bay Faculty Codification 6.01 Complaints, adopted by the Faculty Senate on December 11, 2002 and received in my office for approval July 18, 2003. I ask that these changes, noted in **bold** on the attached, be brought to the Board of Regents for review.

WBS:sg

Enc.

cc. John Lyon, Chair, University Committee 2002-03
Jerry Rodesch, Secretary of the Faculty and Academic Staff

Bruce Shepard, Chancellor
David A. Cofrin Library, Suite 810, 2420 Nicolet Drive, University of Wisconsin-Green Bay, Green Bay, Wisconsin 54311-7001
Phone (920) 465-2207 • FAX (920) 465-2192

Senate Document #02-04, Approved as Amended 12/11/02 (Changes in **Bold** Type.)

CODE REVISIONS TO UWGB 6.01 COMPLAINTS

UWGB 6.01 Complaints

Complaints are allegations by the administration, students, faculty members, academic staff members, classified staff members, or members of the public concerning conduct by a faculty member which violates university rules or which adversely affects the faculty member's performance of his/her obligation to the university, but which are not serious enough to warrant dismissal under UWGB Chapter 4.

1. Complaints shall be in writing to the Chancellor or to his/her office, describing specifically the alleged misconduct. **The misconduct must be clearly delineated in the complaint.**

2. The Chancellor shall notify the faculty member who is the subject of the complaint in writing of the specific allegations, the identity of the person or party who made the complaint, and his/her disposition of the complaint.

3. **The faculty member who is the subject of the complaint will have the opportunity to respond to the Chancellor about the complaint in writing.**

4. The Chancellor may recommend an informal discussion and settlement of the complaint before reviewing and taking action. The informal discussion and settlement route shall follow the upward levels of supervision and employment: department or administrative unit, dean. If the complaint is not settled by this route, it shall be returned to the Chancellor.

5. If the Chancellor deems the complaint substantial, he/she may refer the complaint to the Committee on Rights and Responsibilities for a hearing.

6. The Committee on Rights and Responsibilities is authorized and shall hold a hearing on a complaint at the request of the Chancellor, or at the request of the faculty member concerned if the Chancellor invokes a disciplinary action without requesting a hearing. This request must be made in writing, addressed to the chair of the hearing body within 20 days after receipt of notice of the Chancellor's disciplinary action.

7. The hearing shall be conducted by the Committee on Rights and Responsibilities within 20 days following receipt of the request, except this time limit may be extended by mutual written consent of the parties, or by order of the hearing body. **No member of the hearing body who participated in the allegations contained in the complaint or who is a potential witness for or against the faculty member who is the subject of the complaint shall serve on the Committee.**

The hearing body may, on motion of either party, disqualify any one of its members for cause by a majority vote. If one or more members disqualify themselves or are disqualified, the University Committee will select a number of other faculty members equal to the number who have been disqualified to serve on the hearing body for the purpose of that case only.

a. The Committee on Rights and Responsibilities shall receive a copy of the specific allegation, the identity of the person or party who made the complaint, the Chancellor's disposition of the complaint, and any other documentation [~~relative to the case~~…amended to read] relevant to the complaint.

b. The faculty member will be given notice of the hearing at least 10 days prior to the hearing.

c. All faculty members have the right to due process and the rights and privileges of academic freedom. This policy shall be observed in determining if the complaint is substantial and provides sufficient grounds for disciplinary action.

d. The burden of proof of the existence of misconduct shall be on the person or party making the complaint.

e. The hearing body may call witnesses and shall have access to documentary evidence upon which the complaint it based.

f. The faculty member may be assisted or represented by a person of his/her choice, at his/her expense. The faculty member has the right to testify on his/her own behalf and may present witnesses but there shall be no direct or cross-examination of the witnesses. Members of the Committee on Rights and Responsibilities may question any witnesses concerning matters relevant to the inquiry.

8. After the hearing, the Committee on Rights and Responsibilities shall recommend to the Chancellor: dismissal of the complaint, or invocation of specific disciplinary actions, or modification of the disciplinary action imposed by the Chancellor.
9. The decision of the Chancellor on the recommendation of the Committee on Rights and Responsibilities, or on the grievance in the absence of a recommendation from the Committee on Rights and Responsibilities, shall be final, except that upon appeal by the faculty member, the Board **of Regents**, at its option, may grant a review of the case.
10. The faculty member shall not again be investigated or penalized for the same alleged misconduct after a final decision on a previous complaint

Senate Document #02-04, Approved as Amended 12/11/02

CODE REVISIONS TO UWGB 6.01 COMPLAINTS

UWGB 6.01 Complaints

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7. The hearing shall be conducted by the Committee on Rights and Responsibilities within 20 days following receipt of the request, except this time limit may be extended by mutual written consent of the parties, or by order of the hearing body. No member of the hearing body who participated in the allegations contained in the complaint or who is a potential witness for or against the faculty member who is the subject of the complaint shall serve on the Committee.

The hearing body may, on motion of either party, disqualify any one of its members for cause by a majority vote. If one or more members disqualify themselves or are disqualified, the University Committee will select a number of other faculty members equal to the number who have been disqualified to serve on the hearing body for the purpose of that case only.

a. The Committee on Rights and Responsibilities shall receive a copy of the specific allegation, the identity of the person or party who made the complaint, the Chancellor's disposition of the complaint, and any other documentation relevant to the complaint.

b. The faculty member will be given notice of the hearing at least 10 days prior to the hearing.

c. All faculty members have the right to due process and the rights and privileges of academic freedom. This policy shall be observed in determining if the complaint is substantial and provides sufficient grounds for disciplinary action.

d. The burden of proof of the existence of misconduct shall be on the person or party making the complaint.

e. The hearing body may call witnesses and shall have access to documentary evidence upon which the complaint it based.

f. The faculty member may be assisted or represented by a person of his/her choice, at his/her expense. The faculty member has the right to testify on his/her own behalf and may present witnesses but there shall be no direct or cross-examination of the witnesses. Members of the Committee on Rights and Responsibilities may question any witnesses concerning matters relevant to the inquiry.

8. After the hearing, the Committee on Rights and Responsibilities shall recommend to the Chancellor: dismissal of the complaint, or invocation of specific disciplinary actions, or modification of the disciplinary action imposed by the Chancellor.
9. The decision of the Chancellor on the recommendation of the Committee on Rights and Responsibilities, or on the grievance in the absence of a recommendation from the Committee on Rights and Responsibilities, shall be final, except that upon appeal by the faculty member, the Board of Regents, at its option, may grant a review of the case.
10. The faculty member shall not again be investigated or penalized for the same alleged misconduct after a final decision on a previous complaint

I.2. Business and Finance Committee

Thursday, November 6, 2003
The Lowell Center, Room B1A/B1B
610 Langdon Street

1:00 p.m. All Regents

- UW System and Wisconsin Technical College System Credit Transfer

2:00 p.m. Business and Finance Committee

a. Approval of minutes of October 9, 2003 meeting of the Business and Finance Committee

b. Executive Salary Ranges
- Review Existing Policy
- Review Preliminary Data

c. Return to Wisconsin Tuition Program
[Resolution I.2.c.]

d. Trust Fund Issues
(1) Acceptance of Bequests over $50,000
[Resolution I.2.d.(1)]

e. Committee Business
(1) Annual Gifts-In-Kind Report
[Resolution I.2.e.(1)]
(2) Quarterly Gifts, Grants, and Contracts
(3) Annual Sick Leave Report
(4) Annual Broadcast Report

f. Report of the Vice President

g. Additional items which may be presented to the Committee with its approval

h. Closed session to consider trust fund investments as permitted by s. 19.85(1)(e), *Wis. Stats.*

3:30 p.m. The Lowell Center, Room B1B, 610 Langdon Street

i. Public Forum on Trust Fund Investments

November 7, 2003 Agenda Item I.2.b.

Executive Salary Ranges

- Review Existing Policy
- Review Preliminary Data

UNIVERSITY OF WISCONSIN SYSTEM

Board of Regents

1860 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin 53706
(608) 262-2324

email: board@uwsa.edu
website: http://www.uwsa.edu

October 30, 2003

To: Eileen Connolly-Kessler
Guy Gottschalk
Peggy Rozensweig
David Walsh

From: Mark Bradley, Chair
Business and Finance Committee

Re: Background Materials for Business and Finance Committee Discussion of Senior Executive Compensation

Enclosed is the background information our committee requested to assist us in reviewing senior executive compensation at the November Board of Regents meeting. I have informed Toby Marcovich that given the scope of our requests for information, we will need the November meeting to discuss these materials. It is my hope that we can complete our analysis and submit a proposed resolution to the Board for consideration at its December meeting.

Enclosures

cc: Regents
President Lyall
Secretary Temby

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Summary of Current Regent Policies and Statutory Authority

[Actual policies and statutory language excerpts are attached]

The thirty-five university senior executives are:

System President
Senior Vice Presidents (2)
Vice Presidents (2)
Chancellors (15)
Vice Chancellors/Provosts (15)

Establishing Salary Ranges/Setting and Adjusting Salaries/Delegation

Key provisions of policy document 94-4 (as amended October 10, 2003).

- Midpoint of salary range set at 95% of the peer median to reflect regional cost-of-living.
- The salary range is set at 90-110% of the salary range midpoint.
- Salary range adopted by majority of the full board in open session by roll call vote at regularly scheduled meeting.
- Regents approve annual pay plan increases (closed session) and at any other time the BOR may increase salaries to correct inequities or to recognize competitive factors (closed session).
- Regents set salary for new system president and new chancellors (closed session) and system president has delegated authority to set the salary for other new senior executives within the Regent's approved salary range.
- System president has delegated authority to adjust the salary of new hires within 6-9 months based on performance.

Statutory Salary Range Authority

Key Provision of s.20.923 (4g), Wis. Stats.

- All senior executives are assigned to one of nine executive salary groups (see assignment list).

- The Regents have authority to set and adjust the salary range for positions in groups 3-9 based on salaries paid to similar positions at comparable universities in other states. Policy document 94-4 referenced above is the Regent's policy.

- The Director, State Office of Employment Relations (OSER) [formerly DER Secretary] recommends and the Joint Committee on Employment Relations (JCOER) approves the salary for the two vice presidents assigned to group 2 and the vice chancellors/provosts assigned to group 1. Note: For administrative purposes the effective range is the highest minimum and lowest maximum between the JCOER and BOR established salary ranges.

Pay Plan Authority

- Based on the requirements of s.230.12 (3)(e) Wis. Stats., the Regents submit the senior executive pay plan recommendation and supporting material to the OSER director as part of the faculty and academic staff pay plan.

- The OSER director is only required to consider the Regents recommendations. The director by law is charged with the responsibility to submit the formal pay plan proposal to JCOER, which has final approval.

The director's 2003-05 pay plan for senior executives that JCOER approved provided no increase in either year, but stated "However, the Board of Regents shall remain authorized to provide salary increases to incumbents in their positions to correct salary inequities or to recognize competitive factors , as provided by Wis. Stats. s.36.09 (1)(j)." In comparison, the OSER director's 2003-05 pay plan recommendation approved by JCOER on May 5, 2003 requires a 1 percent increase for agency heads, deputies, division administrators, and others.

Regent's Equity and Competitive Market Authority

Key provisions of s.36.09 (1)(j), Wis. Stats.

- The Regents have authority to make competitive market adjustments for senior executives at anytime during the year, but no later than October 1 of each year, the board shall report the amount (i.e. dollars) of such increases to Joint Finance, DOA and OSER.

- The OSER director must approve equity adjustments for the two vice presidents and the non-doctoral institution vice chancellors/provosts to correct a salary inequity that results from the appointment of a person to one of those positions. No external approval of equity adjustments for other reasons is required for any senior executives.

Board of Regent Adopted Peer Groups

The peer groups for UW-Madison, UW-Milwaukee and the comprehensive institutions and UW Colleges were adopted by the Board of Regents in March 1984. The peer group for UW System Administration was adopted in May 1994. A copy of the four peer groups is attached.

94-4 EXECUTIVE SALARY STRUCTURE

History: Res. 5357 adopted 11/10/89 (RPD 89-7), rescinded and replaced with Res. 6664 5/94, amended 10/10/03.

Salary Guidelines for UW System Senior Executives

This salary policy is intended to reflect the duties and responsibilities borne by UW senior executive positions, the national market for higher education executives, and local Wisconsin conditions. This policy applies to Chancellors and Provosts or Vice Chancellors for Academic Affairs at the UW institutions; and the UW System President, Senior Vice Presidents, and Vice Presidents.

I. Establishment of salary ranges for UW System senior executive positions

To reflect the national higher education market, peer salary data will be utilized. The 1984 faculty peer groups will be utilized as the salary peer groups for the Chancellor and Vice Chancellor positions at the UW institutions. For the UW System President, Senior Vice President and Vice President positions the salary peer group will be the following university systems, which are similar in size and composition to the UW System: University of California, California State University System, State University of New York, City University of New York, University of North Carolina System, University of Florida System, University of Maryland System, and University of Texas System.

Because the cost of living is relatively lower in Wisconsin than many other states, *the mid-point of the salary range will be set at 95% of the peer median* as an approximation of the regional cost-of-living differential for Wisconsin.

The salary range will be 90-110% of the salary range midpoint as defined above.

Salary ranges shall be adopted by resolution by a majority of the full membership of the Board of Regents in open session by roll call vote at a regularly scheduled meeting.

These salary ranges do not guarantee individual salary rates. Individual salaries for UW System senior executives are based on performance.

II. Procedures for Board of Regents approval of salaries of UW System senior executives

For continuing senior executives, salary increases awarded in conformance with the approved pay plan under s. 230.12(3)(e) Wis. Stats., are considered and approved by the Board of Regents once a year, at the same time as all other UW unclassified employees. At any other time throughout the year, the Board may authorize salary increases to correct a salary inequity or to recognize competitive factors as allowed by law.

For newly hired Chancellors, the Board approves the starting salary at the time of hire. For newly hired Vice Chancellors and Provosts, Senior Vice Presidents and Vice Presidents, the Board delegates to the UW President the authority to set starting salaries within the salary range approved by the authorization to recruit. In addition, the Board delegates to the UW President the authority and discretion to make a base salary adjustment up to a specified level within 6-9 months of the date of hire for the other senior executives. Exercise of the base salary increase is at the President's discretion based on the performance of the individual in his/her new position. This provides the opportunity to reward outstanding performance during the initial period of employment.

01-3 DELEGATION TO SYSTEM PRESIDENT

History: Res. 8457 adopted 10/5/01

That the following items be delegated to the System President:

1. Requests for authorization to recruit replacements for vacancies below the vice chancellor level.
2. Approval of Board of Visitor appointments that fall within the limit of 15 per board. (Regent approval would continue to be required for expanding boards beyond 15 members).
3. Approval of vice chancellor and vice president salaries for new hires that fall within the range approved by the Board policy. (Currently, the Board approves both an authorization to recruit within a specified range and then acts to approve the specific salary once a candidate is identified. This delegation would have the Regents act only once, in setting the authorized salary range.)
4. Authority under 36.09(1)(e) to approve appointment of: State Geologist, director of the State Laboratory of Hygiene, director of the Psychiatric Institute, and State Cartographer.
5. Authority to approve named professorships, subject to final Board approval.
6. Amend Board policy 89-8 to delegate to the President authority to approve all leave of absence requests that total three years or less. (Leaves extended beyond a total of three years would still come to the Board for approval.)
7. Eliminate second readings of honorary degree nominations unless an objection or question has been raised about a candidate at the first reading.
8. Eliminate the requirement to report to the Board "intention to recruit" deans with salaries below 75% of the President's salary.

UNIVERSITY SENIOR EXECUTIVE
SALARY GROUPS
Pursuant to s.20.923 (4g), Wis. Stats.

Senior Executive Group	Title
9	President of the UW System
8	Chancellor, UW-Madison
7	Chancellor, UW-Milwaukee
6	Vice Chancellor, UW-Madison
5	Senior Vice Presidents
4	Vice Chancellor, UW-Milwaukee
3	Chancellors
2	Vice Presidents
1	Vice Chancellors

In accordance with Regent Policy Document 94-4, the university senior executive salary ranges are based on a salary range midpoint set at 95% of the projected peer group median, with the range minimum set at 90% and the range maximum set at 110% of that range midpoint.

NOTE: The salary ranges for senior executive salary groups 1 and 2 are established for policy compliance purposes only. Official salary ranges for these salary groups are subject to approval by the legislature's Joint Committee on Employment Relations.

s. 20.923 (4g), Wis. Stats.

(4g) UNIVERSITY OF WISCONSIN SYSTEM SENIOR EXECUTIVE POSITIONS A compensation plan consisting of 9 university senior executive salary groups is established for certain administrative positions at the University of Wisconsin System. The salary ranges and adjustments to the salary ranges for the university senior executive salary groups 1 and 2 shall be contained in the recommendations of the secretary of employment relations under s. 230.12 (3) (e). The salary ranges and adjustments to the salary ranges for university senior executive salary groups 3 to 9 shall be determined by the board of regents of the University of Wisconsin System based on an analysis of salaries paid for similar positions at comparable universities in other states. The board of regents shall set the salaries for these positions within the ranges to which the positions are assigned to reflect the hierarchical structure of the system, to recognize merit, to permit orderly salary progression and to recognize competitive factors. The salary of any incumbent in the positions identified in pars. (ae) to (f) may not exceed the maximum of the salary range for the group to which the position is assigned. The positions are assigned as follows:

(ae) The positions assigned to university senior executive group 1 are each of the vice chancellors who is serving as deputy at the University of Wisconsin System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater and each of the vice chancellors who is serving as deputy at the University of Wisconsin Colleges and the University of Wisconsin–Extension.

(am) The positions assigned to university senior executive group 2 are the vice presidents of the University of Wisconsin System.

(ar) The positions assigned to university senior executive group 3 are the chancellors at the University of Wisconsin System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater and the chancellors of the University of Wisconsin Colleges and the University of Wisconsin–Extension.

(b) The position assigned to university senior executive group 4 is the vice chancellor who is serving as deputy at the University of Wisconsin–Milwaukee.

(bm) The positions assigned to university senior executive group 5 are the senior vice presidents of the University of Wisconsin System.

(c) The position assigned to university senior executive group 6 is the vice chancellor who is serving as deputy at the University of Wisconsin–Madison.

(d) The position assigned to university senior executive group 7 is the chancellor at the University of Wisconsin–Milwaukee.

(e) The position assigned to university senior executive group 8 is the chancellor at the University of Wisconsin–Madison.

(f) The position assigned to university senior executive group 9 is the president of the University of Wisconsin System.

(5) OTHER UNIVERSITY OF WISCONSIN SYSTEM ADMINISTRATIVE POSITIONS. The board of regents of the University of Wisconsin System shall assign the positions of associate and assistant vice presidents, vice chancellors not identified in sub. (4g), assistant chancellors, associate and assistant vice chancellors and administrative directors and associate directors of physical plant, general operations and services and auxiliary enterprises activities or their equivalent, of each University of Wisconsin institution, the University of Wisconsin–Extension and the University of Wisconsin System administration to salary ranges established under s. 36.09 (1) (k) 2. b.

s. 230.12 (3)(e), Wis. Stats.

(e) *University of Wisconsin System senior executives, faculty, and academic staff employees; Wisconsin Technical College System senior executives.* 1. The secretary, after receiving recommendations from the board of regents, shall submit to the joint committee on employment relations a proposal for adjusting compensation and employee benefits for employees under ss. 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d) who are not included in a collective bargaining unit under subch. V of ch. 111 for which a representative is certified. The proposal shall include the salary ranges and adjustments to the salary ranges for the university senior executive salary groups 1 and 2 established under s. 20.923 (4g). The proposal shall be based upon the competitive ability of the board of regents to recruit and retain qualified faculty and academic staff, data collected as to rates of pay for comparable work in other public services, universities and commercial and industrial establishments, recommendations of the board of regents and any special studies carried on as to the need for any changes in compensation and employee benefits to cover each year of the biennium. The proposal shall also take proper account of prevailing pay rates, costs and standards of living and the state's employment policies. The proposal for such pay adjustments may contain recommendations for across–the–board pay adjustments, merit or other adjustments and employee benefit improvements. Paragraph (b) and sub. (1) (bf) shall apply to the process for approval of all pay adjustments for such employees under ss. 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d). The proposal as approved by the joint committee on employment relations and the governor shall be based upon a percentage of the budgeted salary base for such employees under ss. 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d). The amount included in the proposal for merit and adjustments other than across–the–board pay adjustments is available for discretionary use by the board of regents.

s. 36.09 (1)(j), Wis. Stats.

(j) Except where such matters are a subject of bargaining with a certified representative of a collective bargaining unit under s. 111.91, the board shall establish salaries for persons not in the classified staff prior to July 1 of each year for the next fiscal year, and shall designate the effective dates for payment of the new salaries. In the first year of the biennium, payments of the salaries established for the preceding year shall be continued until the biennial budget bill is enacted. If the budget is enacted after July 1, payments shall be made following enactment of the budget to satisfy the obligations incurred on the effective dates, as designated by the board, for the new salaries, subject only to the appropriation of funds by the legislature and s. 20.928 (3). This paragraph does not limit the authority of the board to establish salaries for new appointments. The board may not increase the salaries of employees specified in ss. 20.923 (5) and (6) (m) and 230.08 (2) (d) under this paragraph unless the salary increase conforms to the proposal as approved under s. 230.12 (3) (e) or the board authorizes the salary increase to correct salary inequities under par. (h), to fund job reclassifications or promotions, or to recognize competitive factors. The board may not increase the salary of any position identified in s. 20.923 (4g) under this paragraph unless the salary increase conforms to the proposal as approved under s. 230.12 (3) (e) or the board authorizes the salary increase to correct a salary inequity or to recognize competitive factors. The board may not increase the salary of any position identified in s. 20.923 (4g) (ae) and (am) to correct a salary inequity that results from the appointment of a person to a position identified in s. 20.923 (4g) (ae) and (am) unless the increase is approved by the department of employment relations. The granting of salary increases to recognize competitive factors does not obligate inclusion of the annualized amount of the increases in the appropriations under s. 20.285 (1) for subsequent fiscal bienniums. No later than October 1 of each year, the board shall report to the joint committee on finance and the departments of administration and employment relations concerning the amounts of any salary increases granted to recognize competitive factors, and the institutions at which they are granted, for the 12–month period ending on the preceding June 30.

University of Wisconsin System Administration
Official Peer Group for Senior Executives

Adopted May 6, 1994

In May 1994, the Board of Regents acknowledged that two previous faculty compensation study commissions (1984 and 1991) were not charged with examining UW Senior Executive salaries. "For this reason, neither commission report addressed whether the same peer groups should be used for chancellors and vice chancellors." Further, the Board recognized that "a peer group for UW system positions has never been formally established by a commission or by the Board of Regents."

By adopting Resolution 6664 on May 6, 1994 (Regent Policy Document 94-4) the Board of Regents established salary guidelines for UW System Senior Executives to codify that "the 1984 faculty peer groups will be utilized as the salary peer groups for the Chancellor and Vice Chancellor positions at the UW institutions." In addition, RPD 94-4 formally adopted a set of peer university systems to be used as external market comparisons for the UW System President, Senior Vice Presidents and Vice Presidents. According to the record, the shared characteristics of the university systems to be used in the system administration peer group were that "all of the 'peer' university systems have at least nine four-year institutions and 1990 student enrollment levels greater than 100,000 (headcount basis) in the four-year institutions."

The eight peer systems are:

University of California System
California State University System
State University of New York
City University of New York
University of Texas System
State University System of Florida*
University of North Carolina System
University of Maryland System

* Since the 2000 legislative session, the Florida legislature and Florida Governor Jeb Bush enacted a series of laws to restructure education in the state.

2000 HB 2263 (Florida Education Governance Reorganization Act of 2000) abolished the existing university system, called for the creation of a Florida Board of Education by 2003, and established a transition task force.

2001 SB 1162 (Florida Education Governance Reorganization Implementation Act) abolished the System Board of Regents effective July 1, 2001, established separate Boards of Trustees for each of the eleven public universities, established the Florida Board of Education (seven members appointed by the Governor) and a Department of Education (headed by a Secretary appointed by the Governor) and created three "Chancellor" positions (one each for Colleges and Universities; Community Colleges; and, Public Schools) within the department.

Because the State University System of Florida Board of Regents and a system office no longer exist, this institution was discontinued in 2001-02 as a peer for UW System Administration Senior Executives. However, in November 2002, voters in Florida passed a constitutional amendment (Amendment 11, known as the Graham amendment) to create a Board of Governors to assume responsibility for all public universities. No funds for a "system" office or staff have been appropriated by the legislature (as of May 2003). Until such time as the governance of public higher education in Florida is resolved, there are no viable market comparisons for the University of Wisconsin System Administration.

University of Wisconsin-Madison
Official Peer Group for Faculty

Adopted March 30, 1984

By Executive Order #27, Governor Anthony Earl established the Faculty Compensation Study Committee, and charged it to "examine the current and historical levels of faculty salaries and other compensation, the internal and external salary pay plan practices of the State and University of Wisconsin System, and the possible funding sources for any recommended changes in compensation." The Study Committee was co-chaired by State Department of Administration Secretary Doris Hanson and University of Wisconsin System Vice President for Academic Affairs Katharine Lyall.

Recommendations for improvement of faculty salaries included: "UW faculty salaries should be maintained at a position which is competitive with peer institutions and remain in a competitive position in future years." Several sets of peer institutions were considered, but "for clarity and convenience of the report," the Study Committee elected to use a cluster analysis set of peer groups developed by the Department of Administration. The peer "cluster" groups were based on a statistical analysis of several factors: "enrollment, student-faculty ratios, proportion of full professors among the total faculty, research expenditures per faculty member, ratio of total degrees awarded, proportion of doctoral degrees to total graduate degrees and proportion of first professional degrees to total graduate degrees, adjusted to reflect considerations of similar mission and quality." While the cluster analysis peer groups were accepted, the Study Committee acknowledged that the peer groups "do not represent the only nor necessarily the best characterization of peer institutions of University of Wisconsin institutions."

For the University of Wisconsin-Madison, the cluster analysis peer group includes seven public Big 10 institutions and adds California, UCLA, Washington, and Texas. The eleven peer institutions are:

University of California-Berkeley
University of California-Los Angeles
University of Michigan-Ann Arbor
University of Texas-Austin
Ohio State University
Purdue University
University of Illinois-Urbana
University of Minnesota-Twin Cities
Indiana University-Bloomington
Michigan State University
University of Washington-Seattle

NOTE: By adopting Resolution 6664 on May 6, 1994 (Regent Policy Document 94-4) the Board of Regents established salary guidelines for UW System Senior Executives that provide "the 1984 faculty peer groups will be utilized as the salary peer groups for the Chancellor and Vice Chancellor positions at the UW institutions." Therefore, salary ranges for the UW-Madison Chancellor and the UW-Madison Provost and Vice Chancellor are based on salaries paid for comparable positions at the institutions listed above.

University of Wisconsin-Milwaukee
Official Peer Group for Faculty

Adopted March 30, 1984

By Executive Order #27, Governor Anthony Earl established the Faculty Compensation Study Committee, and charged it to "examine the current and historical levels of faculty salaries and other compensation, the internal and external salary pay plan practices of the State and University of Wisconsin System, and the possible funding sources for any recommended changes in compensation." The Study Committee was co-chaired by State Department of Administration Secretary Doris Hanson and University of Wisconsin System Vice President for Academic Affairs Katharine Lyall.

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For the University of Wisconsin-Milwaukee, the cluster analysis peer group "contains institutions located in major metropolitan areas that are not 'flagship' institutions but offer doctoral level work and have an urban mission." The fourteen peer institutions are:

Rutgers University-Newark
State University of New York-Buffalo
University of Cincinnati
Georgia State University
University of Texas-Dallas
University of Illinois-Chicago
Wayne State University
Cleveland State University
University of Toledo
University of Akron
Temple University
University of Louisville
University of Missouri-Kansas City
University of New Orleans

NOTE: By adopting Resolution 6664 on May 6, 1994 (Regent Policy Document 94-4) the Board of Regents established salary guidelines for UW System Senior Executives that provide "the 1984 faculty peer groups will be utilized as the salary peer groups for the Chancellor and Vice Chancellor positions at the UW institutions." Therefore, salary ranges for the UW-Milwaukee Chancellor and the UW-Milwaukee Provost and Vice Chancellor are based on salaries paid for comparable positions at the institutions listed above.

University of Wisconsin Comprehensive Institutions and UW Colleges
Official Peer Group for Faculty

Adopted March 30, 1984

By Executive Order #27, Governor Anthony Earl established the Faculty Compensation Study Committee, and charged it to "examine the current and historical levels of faculty salaries and other compensation, the internal and external salary pay plan practices of the State and University of Wisconsin System, and the possible funding sources for any recommended changes in compensation." The Study Committee was co-chaired by State Department of Administration Secretary Doris Hanson and University of Wisconsin System Vice President for Academic Affairs Katharine Lyall.

Recommendations for improvement of faculty salaries included: "UW faculty salaries should be maintained at a position which is competitive with peer institutions and remain in a competitive position in future years." Several sets of peer institutions were considered, but "for clarity and convenience of the report," the Study Committee elected to use a cluster analysis set of peer groups developed by the Department of Administration. The peer "cluster" groups were based on a statistical analysis of several factors: "enrollment, student-faculty ratios, proportion of full professors among the total faculty, research expenditures per faculty member, ratio of total degrees awarded, proportion of doctoral degrees to total graduate degrees and proportion of first professional degrees to total graduate degrees, adjusted to reflect considerations of similar mission and quality." While the cluster analysis peer groups were accepted, the Study Committee acknowledged that the peer groups "do not represent the only nor necessarily the best characterization of peer institutions of University of Wisconsin institutions."

For the University of Wisconsin Comprehensive Institutions and UW Colleges, the cluster analysis peer group "has a strong regional orientation. Most four-year public institutions in the states comprising the Big Ten are included; the institutions with substantial doctoral programs and those with small enrollments have been eliminated." The thirty-three peer institutions are:

Eastern Illinois University
Western Illinois University
Northeastern Illinois University
Chicago State University
Southern Illinois University-Edwardsville
University of Illinois-Springfield
Indiana University-Northwest
Indiana University-South Bend
Indiana University-Purdue University-Fort Wayne
University of Southern Indiana
Indiana University-Southeast
Purdue University-Calumet
University of Northern Iowa
Central Michigan University
Eastern Michigan University
Ferris State University
Grand Valley State University
Michigan Technological University
Northern Michigan University
Oakland University
Western Michigan University
Saginaw Valley State University
University of Michigan-Dearborn
University of Michigan-Flint
Bemidji State University
Minnesota State University-Mankato
Minnesota State University-Moorhead
St. Cloud State University
Winona State University
University of Minnesota-Duluth
University of Akron
Wright State University
Youngstown State University

NOTE: By adopting Resolution 6664 on May 6, 1994 (Regent Policy Document 94-4) the Board of Regents established salary guidelines for UW System Senior Executives that provide "the 1984 faculty peer groups will be utilized as the salary peer groups for the Chancellor and Vice Chancellor positions at the UW institutions." Therefore, salary ranges for the non-doctoral institution Chancellors and the non-doctoral institution Provosts and Vice Chancellors are based on salaries paid for comparable positions at the institutions listed above.

At the October 10, 2003 meeting and in follow-up requests, board members asked for information on the following issues:

How do the salaries of top Wisconsin state government officials compare to other Midwest states, and have salaries increased in 2003?

The Book of the States has the latest comparative data available (January 2002) for salaries paid to top state officials in the fifty states. The attached excerpts shows the salaries paid in the eleven Midwestern states under which Wisconsin is reported.

- The salaries paid to 12 of the 14 top Wisconsin officials exceed the median for the Midwestern states.

- For the eleven states, Wisconsin salaries generally rank in the top third.

- A comparison of Wisconsin's salaries from January 2002, as reported in the Book of the States, to the 2003 salaries, shows a median increase of 8.3 percent.

The National Conference of State Legislatures has published the salaries and per diems for legislators for all fifty states. That information and a summary using the same Midwestern states are attached.

- The 2003 annual salary for a legislator in Wisconsin is set at $45,485, which compares to a median of $31,140 for other Midwest states that pay legislators on an annual basis.

How are the Presidents of the Wisconsin Technical System compensated?

The Wisconsin Technical College System provided the attached information on the salaries and other compensation benefits for the sixteen WTC Presidents.

- As of October, 2003 half of the WTC presidents have received 2003 salary increases ranging from 2.2 percent to 5.5 percent (some increases are still pending the completion of negotiation, and a few are recent hires). Only the Lakeshore President has a salary range; the other WTC presidents have no salary range. Presidential salaries are individually negotiated at the local board level.

- Most (75%) receive an additional retirement contribution on top of the contribution to the Wisconsin Retirement System. Some also have a special performance bonus plan.

- All have either an assigned car or an auto allowance that ranges from $4,200 to $18,411 per year.

How do senior executive salaries compare to the current 2002-03 salary range minimums and to the proposed 2003-04 salary range minimums and competitive peer medians?

The attached displays show:

- Thirteen of the thirty-five positions are below lasts year's 2002-03 minimums. The cost to raise all executives to the minimum is $74,830.

- Fifteen of the thirty-five positions are below the proposed 2003-04 minimums. The cost to raise all executives to the new minimum is $112,492.

- No salaries are at the 2003-04 predicted peer market median. The salaries range from a low of 76% to a high of 96% of the peer median. Twenty-three of the thirty-five executives have salaries that fall at 80% to 89% below the market median.

How do senior executive salary increases compare to increases for other university and state represented employees?

The attached chart shows the pay plan increases (or lift) for the last four years for classified represented employees, faculty, academic staff, and senior executives. The data shows:

- For the eleven classified represented bargaining units, 2002-03 salary adjustments ranged from 5.04% to 9.16%, with a median at 6.54%.

- The 2002-03 pay plan for faculty and academic staff was 4.2%

- In 2002-03 Senior Executives received 2.1%

What is the turnover for university senior executives?

The attached seniority chart shows:

- Over the last three years twenty-two (63%) of the senior executives were hired.

- Since 1998 thirty (86%) of the senior executive positions were filled with new appointees.

What is the practice nationally in higher education regarding housing, cars and additional forms of compensation?

The attached chart summarizes information from the Chronicle of Higher Education for 131 public institutions of higher education (the full report is enclosed). The data shows:

- 83% provide a car or an allotment to purchase a vehicle; others receive mileage reimbursement.

- 71% furnish a house and another 22% provide a housing allowance (total 93%).

- 21% fund a deferred compensation program (currently not available to senior executives).

- 19% fund a portion of the salary from non-state sources.

Can a deferred compensation plan or other benefit options be established for senior executives?

The attached memorandum from General Counsel Brady addresses deferred compensation and other alternatives.

2002 ANNUAL SALARIES OF SELECTED ADMINSTRATIVE OFFICIALS IN ELEVEN MIDWEST STATES

Source: The Council of State Governments' The Book of the States, an official and widely-recognized source of comparative data.
The salaries listed are from the Council of State Governments' survey of state personnel agencies, January 2002, and are used because they are the most up-to-date comparative data readily available.

	Governor	Attorney General	Administration	Agriculture	Commerce	Corrections	Health	Insurance	Licensing	Natural Resources	Personnel	Revenue	Tourism	Transportation
Illinois	150,691	132,963	120,861	113,114	120,861	127,576	127,576	113,114	105,366	113,114	(d)	120,861	(f)	127,376
Indiana	95,000	79,400	89,962	74,431	79,950	96,193	111,286	79,852	(b)	90,090	84,142	88,170	74,802	90,636
Iowa	107,482	105,430	105,772	87,990	71,768	105,772	126,141	103,618	67,267	105,781	105,772	(e)	84,386	115,211
Kansas	95,446	85,267	93,884	88,640	108,746	96,385	126,875	74,148	63,665	92,225	68,074	95,854	62,100	97,617
Michigan	177,000	124,900	120,000	120,000	120,000	125,000	125,000	110,000	97,224	120,000	127,508	100,803	N.A.	120,000
Minnesota	120,303	93,000	108,400	108,400	108,400	108,400	108,400	108,400	97,676	108,400	108,400	108,400	98,323	108,400
Nebraska	65,000	64,500	78,663	80,693	(a)	91,166	83,640	75,446	77,469	105,398	77,267	83,636	50,597	(g)
North Dakota	83,013	71,076	N.A.	66,509	115,008	72,720	83,820	64,742	(c)	66,840	59,712	68,277	60,696	92,700
Ohio	126,485	93,434	73,715	66,851	73,715	73,715	73,715	66,851	54,974	73,715	73,715	73,715	69,805	73,715
South Dakota	95,389	80,993	89,918	89,918	84,760	81,619	89,918	84,760	43,493	89,918	82,451	79,602	84,760	97,240
Wisconsin	122,407	112,274	110,000	99,804	94,033	105,550	102,191	89,949	80,804	106,181	90,830	98,324	95,338	108,077
Regional Median (Excludes Wisconsin)	101,464	89,134	93,884	88,315	108,400	96,289	109,843	82,306	72,366	98,812	82,451	88,170	72,304	97,617
Wisconsin Rank	4	3	3	4	6	5	7		4	4	4	4	2	5

(a) Duties performed by Secretary of Economic Development ($83,210).
(b) Responsibilities shared between Executive Director, Health Professions Bureau ($54,274) and Executive Director, Professional Licensing Agency ($61,915)
(c) Duties performed by Secretary of State ($68,000).
(d) Duties performed by Secretary of Administration.
(e) Duties performed by Comptroller ($110,739).
(f) Duties performed by Secretary of Commerce.
(g) Duties performed by Secretary of Highways ($90,538).

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Wisconsin	131,768 *	127,868	128,126	107,628	07,628	114,800	14,800	94,302	92,252	110,704	92,252	110,704	89,000	110,704
Increase	9,361	15,594	18,126	7,824	13,595	9,250	12,609	4,353	11,448	4,523	1,422	12,380	(6,338)	2,627
Percent Increase	7.6%	13.9%	16.5%	7.8%	14.5%	8.8%	12.3%	4.8%	14.2%	4.3%	1.6%	12.6%	-6.6%	2.4%

*Governor Doyle issued a press release indicating he is donating $9,362 back to the State.

G/Budplan/MGK/Salary Survey

2003 Legislator Compensation Information

Source: The National Conference of State Legislators makes available to the public the attached information on 2003 Legislator Compensation. The summary below provides compensation information for the 11 Midwest Regional States and has been taken directly from the report.

The report website is: http://www.ncsl.org/programs/legman/03Table-legcomp.htm

Legislator Compensation Information for Eleven Midwest Regional States

Illinois	$55,788/year	(Per Diem of $85.)
Indiana	$11,600 /year	(Per Diem of $112.)
Iowa	$20,758/year	(Per Diem of $65-86.)
Kansas	$78.75/day	(Per Diem of $85.)
Michigan	$77,400/year	($12,000 yearly expense allowance.)
Minnesota	$31,140/year	(Per Diem of $61.)
Nebraska	$12,000/year	(Per Diem of $30-85.)
North Dakota	$125/day	($900 monthly allowance.)
Ohio	$53,707/year	(No Per Diem is paid.)
South Dakota	$12,000/two-year term	(Per Diem of $110.)
Wisconsin	**$45,569/year**	**(Per Diem of $88.)**

Eight of the above eleven Midwest Regional States have legislators who are paid an annual salary (excludes Kansas, North Dakota and South Dakota). The median annual salary for Midwest legislators (excludes Wisconsin) is **$31,140**. The average annual salary for this group is **$37,485**.

There are only ten states, including Wisconsin that have full-time legislators as noted below. The different make up of state legislatures must be considered in making salary comparisons.

California	New Jersey
Florida	New York
Illinois	Ohio
Massachusetts	Pennsylvania
Michigan	Wisconsin

2003 Legislator Compensation

State	*Salary*	*Per Diem (Allowance for Daily Expenses)*
Alabama	$10/day (C)	$2,280/month plus $50/day for three days during each week that the legislature actually meets during any session (U).
Alaska	$24,012/year	$161/day (U) tied to federal rate. Legislators who reside in the Capitol area receive 75% of the federal rate.
Arizona	$24,000/year	$35/day for the 1st 120 days of regular session and for special session and $10/day thereafter. Members residing outside Maricopa County receive an additional $25/day for the 1st 120 days of reg. session and for special session and an additional $10/ day thereafter (V). Set by statute.
Arkansas	$13,751/year	$95/day (V) plus mileage tied to federal rate.
California	$99,000/year	$121/day (V) by roll call. Maximum allowable per diem is paid regardless of actual expenses.
Colorado	$30,000/year	$45/day for members living in the Denver metro area. $99/day for members living outside Denver (V). Per diem is determined by the legislature.
Connecticut	$28,000/year	No per diem is paid.
Delaware	$34,800/year	No per diem is paid.
District of Columbia	$92,500/year	No per diem is paid.
Florida	$27,900/year	$99/day (V) tied to federal rate. Earned based on the number of days in session. Travel vouchers are filed to substantiate.
Georgia	$16,200/year	$128/day (U) set by the legislature.
Guam	N/R	N/R
Hawaii	$32,000/year	$80/day for members living outside Oahu; $10/day for members living on Oahu (V) set by the legislature.

Idaho	$15,646/year	$99/day for members establishing second residence in Boise; $38/day if no second residence is established and up to $25/day travel (U) set by Compensation Commission.
Illinois	$55,788/year	$85/day (U) tied to federal rate.
Indiana	$11,600/year	$112/day (U) tied to federal rate.
Iowa	$20,758/year	$86/day (U). $65/day for Polk County legislators (U) set by the legislature. State mileage rates apply.
Kansas	$78.75/day (C)	$85/day (U) tied to federal rate.
Kentucky	$166.34day (C)	$93.50/day (U) tied to federal rate (110% Federal per diem rate).
Louisiana	$16,800/year	$116/day (U) tied to federal rate. Additional $6,000/yr (U) expense allowance.
Maine	$11,384/year for first regular session; $7,725/year for second regular session.	$38/day housing or reimbursement for mileage in lieu of housing at the rate of .28/mile up to $38/day. $32/day meals (V) set by the legislature.
Maryland	$31,509/year	Lodging $96/day; meals $30/day (V) tied to federal rate and compensation commission.
Massachusetts	$53,379.93/year	From $10/day-$100/day, depending on distance from State House (V) set by the legislature.
Michigan	$77,400/year	$12,000 yearly expense allowance for session and interim (V) set by compensation commission.
Minnesota	$31,140/year	Senators receive $66/day and Representatives received $56/ legislative day (U) set by the legislature.
Mississippi	$10,000/year	$85/day (U) tied to federal rate.
Missouri	$31,561/year	$72/day (U) tied to federal rate. Verification of per diem is by roll call.
Montana	$76.80/day (L)	$58/day (U) plus trip mileage reimbursement.

State	***Salary***	***Per Diem (Allowance for Daily Expenses)***
Nebraska	$12,000/year	$85/day outside 50-mile radius from Capitol; $30/day if member resides within 50 miles of Capitol (V) tied to federal rate.
Nevada	$130/day maximum of 60 days of session	Federal rate for Capitol area (V). Legislators who live more than 50 miles from the capitol, if require lodging, will be paid Hud single-room rate for Carson City area for each month of session.
New Hampshire	$200/two-year term	No per diem is paid.
New Jersey	$49,000/year	No per diem is paid.
New Mexico	None	$145/day (V) tied to federal rate & the constitution.

New York	$79,500/year	Varies (V) tied to federal rate.
North Carolina	$13,951/year	$104/day (U) set by statute.
North Dakota	$125/day (C)	Lodging reimbursement up to $650/month (V). $250/month additional compensation set by statute.
Ohio	$53,706.75/year	No per diem is paid.
Oklahoma	$38,400/year	$103/day (U) tied to federal rate.
Oregon	$15,396/year	$85/day (U) tied to federal rate.
Pennsylvania	$64,638.05/year	$124/day (V) tied to federal rate. Can receive actual expenses or per diem.
Puerto Rico	$60,000/year	$93/day within 35 miles of capitol; $103/day if outside the 35 miles (U) tied to CPI.
Rhode Island	$11,236/year	No per diem is paid.
South Carolina	$10,400/year	$95/day for meals and housing, for each statewide session day and cmte meeting (V) tied to federal rate.
South Dakota	$12,000/two-yr term	$110/legislative day (U) set by the legislature.
Tennessee	$16,500/year	$124/legislative day (U). Session attendance is verified by roll calls submitted by the House and Senate Chief Clerks. Committee attendance is verified by roll calls submitted by each standing committee's office.
Texas	$7,200/year	$124/day (U) set by Ethics Commission.
Utah	$120/day (C)	$75/day (U) lodging allotment for each calendar day, tied to federal rate. $42/day (U) per diem for each calendar day.
Vermont	$536/week during session	$50/day for lodging and $37/day for meals for non-commuters; commuters receive $32/day for meals (U) set by the legislature.
Virgin Islands	$65,000	$30/day (U) set by the legislature.
Virginia	$18,000/year Senate $17,640/year House	$115/day (U) tied to federal rate.
Washington	$33,556/year	$82/day (U) tied to federal rate (85% Olympia area).
West Virginia	$15,000/year	$115/day during session (U) set by compensation commission. $150/Day for attendance during interim.
Wisconsin	$45,569/year	$88/day maximum (U) set by compensation commission (90% of federal rate).
Wyoming	$125/day (L)	$80/day (V) set by the legislature, includes travel days for those outside of Cheyenne.

L = Legislative day

C = Calendar day

(V) Vouchered (U) Unvouchered

N/R = No Response

NCSL 2003

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WISCONSIN TECHNICAL COLLEGE SYSTEM
PRESIDENTS

COLLEGE	2003-04 FTE ENROLLMENT	2002-03 SALARY	2003-04 SALARY*	ADDITIONAL COMPENSATION/ PERFORMANCE BONUS	AUTO ALLOWANCE/ CAR PROVIDED
Blackhawk	1,932	$116,500	$120,000 3%	None	$7,500
Chippewa Valley	4,004	$132,192	$139,503 5.5%	None	$7,984
Fox Valley	5,799	$156,000	$161,616 3.6%	$20,000 TSA	$7,100
Gateway	5,100	$145,997	$153,006 4.8%	$7,000 TSA & $10,000 Perf. Bonus	$11,808
Indianhead	2,900	$129,581	$129,581	None	$8,220
Lakeshore	2,200	$134,500	$123,000	$15,000 TSA	$9,500
Madison	8,900	$191,881	Vacant	$25,000 (Former Incumbent)	Car provided
Mid-State	2,250	$128,303	$128,303	$13,142 TSA	$9,955
Milwaukee	13,800	$185,000	$185,000	$10,500 TSA	Car provided
Moraine Park	3,116	$146,838	$125,571	$15,257 TSA & $15,257 Perf. Bonus	$18,411
Nicolet	1,332	$125,571	$125,571	$3,600 TSA	$4,200
Northcentral	2,750	$129,437	$135,261 4.5%	$3,883 TSA	$10,236
Northeast	5,426	$148,157	$154,143 4%	$20,000 TSA	Car provided
Southwest	1,450	$109,500	$109,500	None	Car provided
Waukesha	4,024	$145,000	$148,263 2.2%	None	Car Provided
Western	3,775	$115,737	$115,737	$10,782 TSA	$7,000

TSA = Tax Shelter Annuity. Amount is an additional retirement contribution on top of the Wisconsin Retirement System (WRS) contribution.

* Not all 2003-04 salary increases have been decided as of October 2003.

University of Wisconsin System
Student Headcount and FTE Enrollment
Fall 2002

	FTE
UW-Madison	36,328
UW-Milwaukee	18,141
UW-Eau Claire	9,745
UW-Green Bay	4,474
UW-LaCrosse	8,243
UW-Oshkosh	9,570
UW-Parkside	3,658
UW-Platteville	5,256
UW-River Falls	5,148
UW-Stevens Point	7,851
UW-Stout	7,041
UW-Superior	2,235
UW-Whitewater	9,180
UW Colleges	8,781
UW System	135,653

Distance of Sr. Executives to 2002-03 Salary Range Minimum

	2003-04 Current Salary	2002-03 BoR Range Minimum	Adjust to 2002-03 Minimum	
President	$304,980	$275,608	$0	
Senior Vice Presidents				
Academic Affairs	$224,620	$203,278	$0	
Administration	$203,200	$203,278	$78	0.03%
	$427,820		$78	
Vice Presidents				
University Relations	$142,950	$144,796	$1,846	1.30%
Finance	$137,350	$144,796	$7,446	5.42%
	$280,300		$9,292	3.33%
Chancellors				
Madison	$248,350	$274,327	$0*	
Milwaukee (Interim)	$205,232	$205,232	$0	
	$453,582		$0	
Eau Claire	$171,600	$164,686	$0	
Green Bay	$164,686	$164,686	$0	
La Crosse	$156,600	$164,686	$8,086	5.16%
Oshkosh	$156,600	$164,686	$8,086	5.16%
Parkside	$157,500	$164,686	$7,186	4.56%
Platteville	$160,000	$164,686	$4,686	2.93%
River Falls	$156,600	$164,686	$8,086	5.16%
Sevens Point (Interim)	$160,000	$164,686	$4,686	2.93%
Stout	$172,500	$164,686	$0	
Superior	$158,500	$164,686	$6,186	3.90%
Whitewater	$156,600	$164,686	$8,086	5.16%
Colleges	$159,500	$164,686	$5,186	3.25%
Extension	$159,500	$164,686	$5,186	3.25%
	$2,090,186		$65,460	3.13%
Vice Chancellors				
Madison	$224,620	$201,243	$0	
Milwaukee	$185,353	$185,353	$0	
	$409,973		$0	
Eau Claire	$129,000	$117,978	$0	
Green Bay	$134,000	$117,978	$0	
La Crosse	$130,000	$117,978	$0	
Oshkosh	$132,730	$117,978	$0	
Parkside	$130,000	$117,978	$0	
Platteville	$127,600	$117,978	$0	
River Falls	$124,600	$117,978	$0	
Sevens Point (Interim)	$123,500	$117,978	$0	
Stout	$129,000	$117,978	$0	
Superior	$131,500	$117,978	$0	
Whitewater	$128,000	$117,978	$0	
Colleges	$126,600	$117,978	$0	
Extension	$129,800	$117,978	$0	
	$1,676,330		$0	
TOTAL	$5,643,171	$74,830	1.32%	

* Personal services contract with the UW Foundation, outside the control of the Board of Regents, brings total salary to $303,350, within the Board of Regents salary range.

Distance of Sr. Executives to Proposed 2003-04 Salary Range Minimum

	2003-04 Current Salary	2003-04 BoR Range Minimum	Adjust to 2003-04 Minimum	
President	$304,980	$280,249	$0	
Senior Vice Presidents				
Academic Affairs	$224,620	$198,422	$0	
Administration	$203,200	$198,422	$0	
	$427,820		$0	
Vice Presidents				
University Relations	$142,950	$145,769	$2,819	1.97%
Finance	$137,350	$145,769	$8,419	6.13%
	$280,300		$11,238	4.01%
Chancellors				
Madison	$248,350	$279,282	$0*	
Milwaukee (Interim)	$205,232	$230,081	$24,849	12.10%
	$453,582		$24,849	12.10%
Eau Claire	$171,600	$165,681	$0	
Green Bay	$164,686	$165,681	$995	0.60%
La Crosse	$156,600	$165,681	$9,081	5.80%
Oshkosh	$156,600	$165,681	$9,081	5.80%
Parkside	$157,500	$165,681	$8,181	5.19%
Platteville	$160,000	$165,681	$5,681	3.55%
River Falls	$156,600	$165,681	$9,081	5.80%
Sevens Point (Interim)	$160,000	$165,681	$5,681	3.55%
Stout	$172,500	$165,681	$0	
Superior	$158,500	$165,681	$7,181	4.53%
Whitewater	$156,600	$165,681	$9,081	5.80%
Colleges	$159,500	$165,681	$6,181	3.88%
Extension	$159,500	$165,681	$6,181	3.88%
	$2,090,186		$76,405	3.66%
Vice Chancellors				
Madison	$224,620	$214,474	$0	
Milwaukee	$185,353	$179,419	$0	
	$409,973		$0	
Eau Claire	$129,000	$122,345	$0	
Green Bay	$134,000	$122,345	$0	
La Crosse	$130,000	$122,345	$0	
Oshkosh	$132,730	$122,345	$0	
Parkside	$130,000	$122,345	$0	
Platteville	$127,600	$122,345	$0	
River Falls	$124,600	$122,345	$0	
Sevens Point (Interim)	$123,500	$122,345	$0	
Stout	$129,000	$122,345	$0	
Superior	$131,500	$122,345	$0	
Whitewater	$128,000	$122,345	$0	
Colleges	$126,600	$122,345	$0	
Extension	$129,800	$122,345	$0	
	$1,676,330		$0	
TOTAL	$5,643,171	$112,492	1.99%	

* Personal services contract with the UW Foundation, outside the control of the Board of Regents, brings total salary to $303,350, within the Board of Regents salary range.

Senior Executive Salaries for 2003-04

Positions Assigned to University Senior Executive Salary Groups under Section 20.923**(4g)**, Wis. Stats.

NOTE: 2001 Wisconsin Act 16, the 2001-03 Biennial Budget Act effective September 1, 2001 amended the statutes to give the Board of Regents the authority to establish salary ranges for: System President; Senior Vice Presidents; Chancellors; UW-Madison Vice Chancellor; and, UW-Milwaukee Vice Chancellor. The UWS Office of Human Resources has obtained 2002-03 salary data for comparable positions within the established peer groups and projects the peer group medians will rise 3.5% in 2003-04. By teleconference on September 2, 2003, the Regents adopted 2003-04 executive salary range dollar values based on the 2002-03 peer salary data and the projected 3.5% increase in the peer median salaries for 2003-04 and directed the System President "to ensure that all Senior Executive salaries are set within the salary ranges to which the positions are assigned, not later than October 1, 2003." No executive salaries were raised to the range minimums by the October 1 deadline. Instead, on October 10, the Regents approved a motion to reconsider the vote of September 2 and also approved a motion to refer the matter to the Business and Finance Committee. Therefore, as of this date, executive salary ranges for 2003-04 have not been approved by the Regents. The ranges noted below are built on the 2002-03 actual peer medians factored by 3.5% for 2003-04. The salary range dollar values are constructed according to Regent Policy 94-4, with the midpoints of the ranges set at 95% of the 2003-04 predicted peer medians and the minimums set at 90% and the maximums set at 110% of those midpoints.

Salaries in Red denote salaries below the Regents salary range minimum.

Positions Assigned to Salary Ranges Determined by the Board of Regents

Senior Executive	Inst	Senior Exec Group	Peer Median 2002-03	Peer Median 2003-04 (02-3+3.5%)	Unapproved 2003-04 Regent Salary Range Minimum	Midpoint	Maximum	Current Salary	Market Shortfall ($-Peer Median)	Salary as % of Peer Median
System President	UWSA	9	$316,692	**$327,776**	$280,249	**$311,387**	$342,526			
Katharine Lyall					(1.7% Range Increase from 2002-03)			**$304,980**	$22,796	93.0%
UW-Madison Chancellor	MSN	8	$315,600	**$326,646**	$279,282	**$310,314**	$341,345			
John Wiley					(1.8% Range Increase from 2002-03)			**$248,350**[1]	$78,296	76.0%
UW-Milwaukee Chancellor	MIL	7	$260,000	**$269,100**	$230,081	**$255,645**	$281,210			
Robert Greenstreet (Interim, 10/1/03)[2]					(12.1% Range Increase from 2002-03)			**$205,232**	$63,868	76.3%
UW-Madison Vice Chanc	MSN	6	$242,364	**$250,847**	$214,474	**$238,304**	$262,135			
Peter Spear					(6.6% Range Increase from 2002-03)			**$224,620**	$26,227	89.5%
Senior Vice President	UWSA	5	$224,225	**$232,073**	$198,422	**$220,469**	$242,516			
Cora Marrett					(2.4% Range Decrease from 2002-03)			**$224,620**	$7,453	96.8%
David Olien								**$203,200**	$28,873	87.6%
UW-Milwaukee V Chanc	MIL	4	$202,750	**$209,846**	$179,419	**$199,354**	$219,289			
John Wanat					(3.2% Range Decrease from 2002-03)			**$185,353**	$24,493	88.3%

[1] This salary represents the university salary approved by the Regents. In addition, the Regents authorized the Chancellor to enter into a personal services contract with the UW Foundation, outside of the control of the Board of Regents. The personal services contract for calendar year 2003 is reported to be $55,000. The total compensation package is $303,350, which is $23,296 below the peer group median, or 92.9% of the market.

[2] Nancy Zimpher resigned as Chancellor of the UW-Milwaukee to become President of the University of Cincinnati effective October 1, 2003. Her final salary at UW-Milwaukee was $219,550. On August 21, 2003 the Regents authorized recruitment for a new Chancellor "at a salary within the Board of Regents Senior Executive Salary Group Seven." On October 10, 2003 the Regents named Robert C. Greenstreet as Interim Chancellor effective October 1, 2003 at an annual salary of $205,232.

Positions Assigned to Salary Ranges Determined by the Board of Regents (Continued)

Senior Executive	Inst	Senior Exec Group	Peer Median 2002-03	Peer Median 2003-04 (02-3+3.5%)	Unapproved 2003-04 Regent Salary Range Minimum	Midpoint	Maximum	Current Salary	Market Shortfall ($-Peer Median)	Salary as % of Peer Median
Chancellors		3	$187,226	**$193,779**	$165,681	**$184,090**	$202,499			
Donald Mash	EAU				(0.6% Range Increase from 2002-03)			**$171,600**	$22,179	88.6%
W. Bruce Shepard	GBY							**$164,686**	$29,093	85.0%
Douglas Hastad	LAC							**$156,600**	$37,179	80.8%
Richard Wells	OSH							**$156,600**	$37,179	80.8%
John Keating	PKS							**$157,500**	$36,279	81.2%
David Markee	PLT							**$160,000**	$33,779	82.6%
Ann Lydecker	RVF							**$156,600**	$37,179	80.8%
Virginia Helm[3]	STP	(Interim, 9/1/03)						**$160,000**	$33,779	82.6%
Charles Sorensen	STO							**$172,500**	$21,279	89.0%
Julius Erlenbach	SUP							**$158,500**	$35,279	81.8%
John Miller	WTW							**$156,600**	$37,179	80.8%
William Messner	COL							**$159,500**	$34,279	82.3%
Kevin Reilly	EXT							**$159,500**	$34,279	82.3%
Average								**$160,784**	$32,995	83.0%

Positions Assigned to Salary Ranges Determined by JCOER upon Recommendation of the Director, Office of State Employment Relations

NOTE: The statutory required salary ranges for Vice Presidents and non-doctoral institution Vice Chancellors remain subject to recommendation by the Director, Office of State Employment Relations and approval by JCOER. On October 21, 2003, JCOER approved the OSER Director's recommendation that the salary ranges for Vice Presidents and non-doctoral institution Vice Chancellors "remain at their current levels for the 2003-05 biennium." Thus, the statutory required salary ranges for the Vice Presidents and non-doctoral institution Vice Chancellors have not been adjusted since October 3, 2001 when JCOER approved 2001-02 salary ranges and no range adjustments for 2002-03. The JCOER approved salary range for Vice Presidents in Senior Executive Group 2, were built on the 2000-01 actual peer median of $148,500, and for Vice Chancellors/Provosts in Senior Executive Group 1, built on the 2000-01 actual peer median of $126,902, each factored by 4.5% to predict the 2001-02 peer medians of $154,440 and $131,978 respectively, as recommended to the DER Secretary by the Office of Human Resources on April 5, 2001. The midpoints of the ranges are 95% of those 2001-02 predicted peer medians with the minimums 90% and maximums 110% of those midpoints. By Regent Policy 94-4, salary ranges for Vice Presidents and non-doctoral institution Vice Chancellors are constructed for policy compliance, in the same manner as other executive salary ranges. By teleconference on September 2, 2003, the Regents adopted 2003-04 executive salary range dollar values based on the 2002-03 peer salary data and a projected 3.5% increase in the peer median salaries for 2003-04 and directed the System President "to ensure that all Senior Executive salaries are set within the salary ranges to which the positions are assigned, not later than October 1, 2003." No executive salaries were raised to the range minimums by the October 1 deadline. Instead, on October 10, the Regents approved a motion to reconsider the vote of September 2 and also approved a motion to refer the matter to the Business and Finance Committee. Therefore, as of this date, executive salary ranges for Vice Presidents and non-doctoral institution Vice Chancellors for 2003-04 policy compliance purposes have not been approved by the Regents.

[3] Thomas George resigned effective September 1, 2003 to become Chancellor at the University of Missouri-St. Louis. His final salary at UW-Stevens Point was $160,000. On August 21, 2003, the Regents authorized recruitment for a new Chancellor "at a salary within the Board of Regents Senior Executive Salary Group Three." On September 5, 2003, the Regents named Virginia Helm as Interim Chancellor at an annual salary of $160,000.

Positions Assigned to Salary Ranges Determined by JCOER upon Recommendation of the Director, Office of State Employment Relations (Continued)

The Regent executive salary ranges noted below are built on 2002-03 actual peer medians of $164,725 for Vice Presidents and $138,255 for non-doctoral institution Vice Chancellors respectively, factored by 3.5% for 2003-04. The midpoints of the ranges are 95% of those 2003-04 predicted peer medians of $170,490 for Vice Presidents and $143,094 for non-doctoral institution Vice Chancellors respectively, with the minimums 90% and the maximums 110% of those midpoints. Thus, the Vice Presidents and non-doctoral institution Vice Chancellors are subject to two salary ranges for 2003-04:

		Minimum	Midpoint	Maximum
Vice Presidents Senior Executive Group 2:	JCOER Approved Range	$132,681	$147,424	$162,166
	Unapproved Board of Regents Range	$145,769	$161,966	$178,162
Vice Chancellors Senior Executive Group 1:	JCOER Approved Range	$113,384	$125,982	$138,580
	Unapproved Board of Regents Range	$122,345	$135,939	$149,533

For administrative purposes, the "effective salary range" is the highest Minimum and lowest Maximum to ensure that a salary is within the parameters of either salary range.

Salaries in Red denote salaries below the Regents salary range minimum.

Senior Executive	Inst	Senior Exec Group	Peer Median 2002-03	Peer Median 2003-04 (02-3+3.5%)	Effective 2003-04 Salary Range Regents Minimum	Regents Midpoint	DER Maximum	Current Salary	Market Shortfall ($-Peer Median)	Salary as % of Peer Median
Vice President		2	$164,725	**$170,490**	$145,769	**$161,966**	$162,166			
Deborah Durcan	UWSA				(0.6% Range Increase from 2002-03)			**$137,350**	$33,140	80.6%
Linda Weimer	UWSA							**$142,950**	$27,540	83.8%
Vice Chancellors		1	$138,255	**$143,094**	$122,345	**$135,939**	$138,580			
Ronald Satz	EAU				(3.7% Range Increase from 2002-03)			**$129,000**	$14,094	90.2%
Susan Hammersmith	GBY							**$134,000**	$9,094	93.6%
Elizabeth Hitch	LAC							**$130,000**	$13,094	90.8%
Keith Miller	OSH							**$132,730**	$10,364	92.8%
Rebecca Martin	PKS							**$130,000**	$13,094	90.8%
Carol Sue Butts	PLT							**$127,600**	$15,494	89.2%
Virginia Coombs	RVF							**$124,600**	$18,494	87.1%
Nancy Bayne[4]	STP	(Interim 9/1/03)						**$123,500**	$19,594	86.3%
Robert Sedlak	STO							**$129,000**	$14,094	90.2%
David Prior	SUP							**$131,500**	$11,594	91.9%
Richard Telfer	WTW							**$128,000**	$15,094	89.5%
Margaret Cleek	COL							**$126,600**	$16,494	88.5%
Marvin Van Kekerix	EXT							**$129,800**	$13,294	90.7%
Average								**$128,948**	$14,146	90.1%

[4] Virginia Helm became Interim Chancellor on September 1, 2003 and named Nancy E. Bayne as Interim Provost and Vice Chancellor effective September 1, 2003. Helm was paid $131,500 as Provost and Vice Chancellor. On August 20, 2003, President Lyall authorized Bayne's salary at $123,500.

PAY PLANS OR "LIFTS" FOR UW CLASSIFIED AND UNCLASSIFIED EMPLOYEES

All Funds

1999-00		2000-01		2001-02		2002-03	
9.16%	Law Enforcement	10.37%	Professional-Education	3.20%	Faculty	9.16%	Blue Collar
8.08%	Security & Public Safety	9.53%	Professional-Fiscal & Staff	3.20%	Academic Staff	7.91%	Security & Public Safety
6.00%	Professional-Education	9.47%	Law Enforcement	3.20%	UW Senior Executives	7.51%	Professional-Nurses
5.67%	Professional-Nurses	8.27%	Technical	1.56%	Professional-Nurses	7.31%	Law Enforcement
5.20%	Faculty	8.21%	Professional-Engineers	1.00%	Administrative Support	6.78%	Professional-Fiscal & Staff
5.20%	Academic Staff	7.76%	Professional-Nurses	1.00%	Blue Collar	6.54%	Technical
5.20%	UW Senior Executives	5.63%	Professional-Science	1.00%	Technical	6.28%	Professional-Education
3.73%	Blue Collar	5.20%	Blue Collar	1.00%	Law Enforcement	6.12%	Professional-Engineers
3.26%	Technical	5.20%	Faculty	1.00%	Security & Public Safety	5.92%	Classified Non-Represented
2.93%	Professional-Engineers	5.20%	Academic Staff	1.00%	Professional-Engineers	5.81%	Administrative Support
2.71%	Professional-Fiscal & Staff	5.20%	UW Senior Executives	1.00%	Classified Non-Represented	5.04%	Professional-Science
2.70%	Professional-Science	5.16%	Security & Public Safety	0.10%*	Professional-Fiscal & Staff	4.20%	Faculty
2.08%	Administrative Support	3.95%	Administrative Support	0.02%*	Professional-Science	4.20%	Academic Staff
2.00%	Classified Non-Represented	2.50%	Classified Non-Represented	0.00%*	Professional-Education	2.10%	UW Senior Executives

*Employees traded 1% increase for an additional week of vacation

State Compensation Reserve Funds

1999-00		2000-01		2001-02		2002-03	
9.16%	Law Enforcement	10.37%	Professional-Education	1.56%	Professional-Nurses	9.16%	Blue Collar
8.08%	Security & Public Safety	9.53%	Professional-Fiscal & Staff	1.00%	Administrative Support	7.91%	Security & Public Safety
6.00%	Professional-Education	9.47%	Law Enforcement	1.00%	Blue Collar	7.51%	Professional-Nurses
5.67%	Professional-Nurses	8.27%	Technical	1.00%	Technical	7.31%	Law Enforcement
3.73%	Blue Collar	8.21%	Professional-Engineers	1.00%	Law Enforcement	6.78%	Professional-Fiscal & Staff
3.26%	Technical	7.76%	Professional-Nurses	1.00%	Security & Public Safety	6.54%	Technical
2.93%	Professional-Engineers	5.63%	Professional-Science	1.00%	Professional-Engineers	6.28%	Professional-Education
2.71%	Professional-Fiscal & Staff	5.20%	Blue Collar	1.00%	Classified Non-Represented	6.12%	Professional-Engineers
2.70%	Professional-Science	5.16%	Security & Public Safety	0.10%*	Professional-Fiscal & Staff	5.92%	Classified Non-Represented
2.08%	Administrative Support	3.95%	Administrative Support	0.02%*	Professional-Science	5.81%	Administrative Support
2.00%	Classified Non-Represented	2.50%	Classified Non-Represented	0.00%*	Professional-Education	5.04%	Professional-Science
2.00%	Faculty	2.50%	Faculty	0.00%	Faculty	1.00%	Faculty
2.00%	Academic Staff	2.50%	Academic Staff	0.00%	Academic Staff	1.00%	Academic Staff
2.00%	UW Senior Executives	2.50%	UW Senior Executives	0.00%	UW Senior Executives	1.00%	UW Senior Executives

*Employees traded 1% increase for an additional week of vacation

Senior Executive Seniority Dates
(in current position)

President

Katharine Lyall		04-01-92 (08-15-91 interim)	

Senior Vice Presidents

David Olien		08-20-98 (08-24-97 interim)	
Cora Marrett		08-01-01	

Vice Presidents

Linda Weimer		02-01-00	
Deborah Durcan		09-01-00 (12-01-99 interim)	

Chancellors

Chuck Sorensen	UW-Stout	08-15-88	
Julius Erlenbach	UW-Superior	08-01-96	
David Markee	UW-Platteville	08-13-96	
Bill Messner	UW Colleges	08-18-97	
Jack Keating	UW-Parkside	07-01-98	
Don Mash	UW-Eau Claire	08-01-98	
Jack Miller	UW-Whitewater	07-05-99	
Kevin Reilly	UW-Extension	07-07-00	***Median***
Ann Lydecker	UW-River Falls	08-01-00	
Rick Wells	UW-Oshkosh	10-01-00	
John Wiley	UW-Madison	01-01-01	
Doug Hastad	UW-La Crosse	03-09-01 (07-01-00 interim)	
Bruce Shepard	UW-Green Bay	11-01-01	
Virginia Helm	UW-Stevens Point	09-01-03 (interim)	
Robert Greenstreet	UW-Milwaukee	10-01-03 (interim)	

Vice Chancellor and Provosts

David Prior	UW-Superior	07-01-98*	
Carol Sue Butts	UW-Platteville	07-15-98	
Ron Satz	UW-Eau Claire	05-01-99	
Bob Sedlak	UW-Stout	05-01-99	
John Wanat	UW-Milwaukee	07-01-00	
Marv Van Kekerix	UW-Extension	11-01-00 (07-07-00 interim)	
Margaret Cleek	UW Colleges	04-01-01 (06-01-00 interim)	
Keith Miller	UW-Oshkosh	06-01-01	***Median***
Virginia Coombs	UW-River Falls	07-15-01	
Peter Spear	UW-Madison	10-01-01	
Rebecca Martin	UW-Parkside	03-01-02	
Elizabeth Hitch	UW-La Crosse	07-01-02	
Susan Hammersmith	UW-Green Bay	07-01-02	
Richard Telfer	UW-Whitewater	01-02-03 (04-01-02 interim)	
Nancy Bayne	UW-Stevens Point	09-01-03 (interim)	

* Served as Provost and Vice Chancellor at UW-Whitewater July 1, 1998 thru March 31, 2002. Became Provost and Vice Chancellor at UW-Superior on April 1, 2002.

2002 Compensation for Public-College Presidents/Chancellors

Source: 2002-03 Chronicle of Higher Education Almanac

Automobile

	Nationwide (131)	%	UWSA Peers (7 of 8)	%	UW-Madison Peers (10/11)	%	UW-Milwaukee Peers (9/14)	%
A. FURNISHED CAR:	**78**	**60%**	**5**	**71%**	**6**	**60%**	**3**	**33%**
University Furnished Car:	*60*		*5*		*5*		*3*	
Foundation Furnished Car:	*13*							
Dealership Furnished Car:	*5*				*1*			
B. ALLOTMENT FOR CAR:	**31**	**23%**	**1**	**15%**	**3**	**30%**	**1**	**11%**
University Allotment For Car:	*24*				*2*		*1*	
Foundation Allotment For Car:	*3*		*1*					
Private Allotment For Car:	*4*				*1*			
CARS ALLOTED FOR OR FURNISHED (A+B):	**109**	**83%**	**6**	**86%**	**9**	**90%**	**4**	**44%**
NO CAR FURNISHED*:	**22**	**17%**	**1**	**14%**	**1**	**10%**	**5**	**56%**

*(*assumed that state car or mileage reimbursement for use of personal vehicle available)*

Housing

	Nationwide (131)	%	UWSA Peers (7 of 8)	%	UW-Madison Peers (10/11)	%	UW-Milwaukee Peers (9/14)	%
FURNISHED HOUSING:	**93**	**71%**	**5**	**71%**	**7**	**70%**	**5**	**56%**
University Furninshed Housing:	*88*		*4*		*6*		*5*	
Foundation Furnished Housing:	*5*		*1*		*1*			
ALLOTMENT FOR HOUSING:	**29**	**22%**	**2**	**29%**	**2**	**20%**	**2**	**22%**
University Allotment for Housing:	*24.5*		*2*		*1*		*1.5*	
Foundation Allotment for Housing:	*1.5*						*0.5*	
Private Allotment for Housing:	*3*				*1*			
NO HOUSING PROVIDED:	**9**	**7%**	**0**	**0%**	**1**	**10%**	**2**	**22%**

Additional Compensation

	Nationwide (131)	%	UWSA Peers (7 of 8)	%	UW-Madison Peers (10/11)	%	UW-Milwaukee Peers (9/14)	%
DEFERRED COMP PROVIDED:	**27**	**21%**	**3**	**38%**	**3**	**30%**	**0**	**0%**
$5,000 - $24,999:	*3*							
$25,000 - $49,999:	*6*		*1*					
$50,000 - $99,999:	*9*				*1*			
$100,000 and higher:	*9*		*2*		*2*			
NO DEFERRED COMP:	**104**	**79%**	**4**	**50%**	**7**	**70%**	**9**	**100%**
ADDITIONAL PRIVATE SALARIES:	**25**	**19%**	**1**	**14%**	**1**	**10%**	**2**	**22%**
$25,000 - 49,999:	*4*							
$50,000 - $99,999:	*5*						*1*	
$100,000 - $149,999:	*10*						*1*	
$150,000 - $199,999:	*3*				*1*			
$200,000 and higher:	*3*		*1*					
NO ADDITIONAL SALARIES:	**106**	**81%**	**6**	**86%**	**9**	**90%**	**7**	**78%**

THE CHRONICLE OF HIGHER EDUCATION
Almanac

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Compensation for Public-College Presidents

Alabama							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
Auburn University	William F. Walker	$227,890		provided by university	provided by university		2002-3
University of Alabama at Birmingham	Carol Z. Garrison	$300,000	$100,000	provided by university	provided by university		2002-3
University of Alabama at Tuscaloosa	J. Barry Mason (interim)	$275,000		provided by university	provided by university		2002-3
University of Alabama System	Malcolm Portera	$300,000	$100,000	$8,100	provided by university		2002-3

Alaska

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Alaska at Anchorage	Edward Lee Gorsuch	$153,861		provided by university	$3,1850		2002-3
University of Alaska System	Mark R. Hamilton	$250,000		$9,250	provided by university		2002-3

Arizona

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
Arizona State University system	Michael M. Crow	$390,000		$8,394 from private sources	$40,000 from private sources	$30,000 in deferred compensation from private sources; $50,000 in tuition reimbursement and other benefits from foundation	2002-3
University of Arizona	Peter W. Likins	$250,000		$8,394 from foundation	$46,993 from foundation	$163,007 in deferred compensation from foundation	2002-3

Arkansas

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Arkansas at Fayetteville	John A. White	$199,269	$42,611		provided by university		2002-3
University of Arkansas System	B. Alan Sugg	$220,000		provided by university	provided by university		2002-3

California

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of California at Berkeley	Robert M. Berdahl	$310,900		provided by university	provided by university		2001-2
University of California at Davis	Larry N. Vanderhoef	$276,600		$8,916	provided by university		2001-2
University of California at Irvine	Ralph J. Cicerone	$276,600		provided by university	provided by university		2001-2
University of California at Los Angeles	Albert Carnesale	$310,900		$8,916	provided by university		2001-2
University of California at Riverside	France A. Córdova	$265,200		$8,916	provided by university		2002-3
University of California at San Diego	Robert C. Dynes	$276,600		$8,916	provided by university		2001-2
University of California at Santa Barbara	Henry T. Yang	$276,600		$8,916	provided by university		2001-2
University of California at Santa Cruz	M.R.C. Greenwood	$265,200		$8,916	provided by university		2001-2
University of California system	Richard C. Atkinson	$356,100		provided by university	provided by university		2001-2

Colorado

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
Colorado State University	Albert C. Yates	$240,215		$9,228	$58,000	$66,225 in deferred compensation	2002-3

University of Colorado at Boulder	Richard L. Byyny	$225,000		$7,200			2002-3
University of Colorado System	Elizabeth Hoffman	$400,000		provided by dealership	provided by foundation		2002-3

Connecticut

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Connecticut	Philip E. Austin	$312,913		two leased by foundation	provided by university	$100,000 in deferred compensation from foundation	2002-3

Delaware

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Delaware	David P. Roselle	$388,423		provided by university	provided by university		2000-1

District of Columbia

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of the District of Columbia	William Lawrence Pollard	$200,000					2002-3

Florida

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered

Florida International University	Modesto A. Maidique	$207,050		$5,400 from foundation		$24,846 in deferred compensation from foundation	2002-3
Florida State University	Talbot D'Alemberte	$247,900	$29,748	provided by local dealership	$20,000		2001-2
University of Florida	Charles E. Young	$231,120		provided by university	provided by university	$48,000 travel budget and $27,734 in deferred compensation, both from foundation	2001-2
University of South Florida	Judy Genshaft	$237,800		provided by dealership	provided by university	$28,536 in deferred compensation from foundation	2002-3

Georgia

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
Georgia Institute of Technology	G. Wayne Clough	$231,754	$121,158	provided by foundation	provided by university	$15,500 subsistence allowance	2002-3
Georgia State University	Carl V. Patton	$219,076	$107,347		$19,400 from state; $16,736 from foundation	$15,500 subsistence allowance	2002-3
University of Georgia	Michael F. Adams	$223,603	$109,565		provided by university	$15,500 subsistence allowance	2002-3

University System of Georgia	Thomas C. Meredith	$272,950		provided by university	provided by foundation	$15,500 subsistence allowance; system declines to disclose any private compensation supplement	2002-3

Hawaii

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Hawaii--Manoa	Peter Englert	$254,000			$3,000		2002-3
University of Hawaii System	Evan S. Dobelle	$442,000		provided by university	provided by university	$157,500 in deferred compensation if he finishes his 7-year contract and is not offered another term.	2002-3

Idaho

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Idaho	Robert A. Hoover	$161,346		$4,800	provided by university	$17,500 in deferred compensation; $90,796 annually in deferred compensation from foundation if he completes his eight-year contract, which expires in 2007;	2002-3

						$1,369 for dues for two clubs, from foundation	

Illinois

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
Northern Illinois University	John G. Peters	$265,000		provided by university	provided by university		2002-3
Southern Illinois University at Carbondale	Walter V. Wendler	$210,000		provided by university	$27,500		2001-2
Southern Illinois University system	James E. Walker	$275,000		provided by university	$27,500		2001-2
University of Illinois at Chicago	Sylvia Manning	$285,000			$24,000		2001-2
University of Illinois at Urbana-Champaign	Nancy E. Cantor	$300,000			$24,000		2001-2
University of Illinois system	James J. Stukel	$335,000			provided by university		2001-2

Indiana

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
Indiana University at Bloomington	Sharon Stephens Brehm	$256,250		provided by university	provided by university		2002-3
Indiana University System	Myles Brand	$307,660		provided by university	provided by university		2002-3
Purdue University system	Martin C. Jischke	$280,437	$54,988	provided by foundation	provided by university		2002-3

Iowa							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
Iowa State University	Gregory L. Geoffroy	$281,875		provided by foundation	provided by university		2002-3
University of Iowa	Willard L. Boyd (interim)	$281,875		provided by university	provided by university		2002-3

Kansas							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
Kansas State University	Jon Wefald	$209,820		$4,760	provided by university	$3,860 for club dues	2002-3
University of Kansas	Robert Hemenway	$219,420		provided by university	provided by university		2002-3

Kentucky							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
University of Kentucky	Lee T. Todd	$265,000		provided by university	provided by university	$100,000 performance bonus and $39,750 in deferred compensation	2002-3
University of Louisville	James Ramsey (acting)	$263,304		provided by university	provided by university		2002-3

Louisiana

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
Louisiana State University at Baton Rouge	Mark A. Emmert	$259,160	$230,840	provided by university	provided by university	$100,000 annually in deferred compensation provided by foundations if he completes his contract, which ends in 2007	2002-3
Louisiana State University System	William L. Jenkins	$257,250	$35,000		$30,000		2001-2

Maine

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Maine	Peter S. Hoff	$147,211		provided by university	provided by university		2001-2
University of Maine System	Joseph W. Westphal	$175,000		provided by university	$25,000		2001-2

Maryland

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Maryland--Baltimore County	Freeman A. Hrabowski III	$330,720		provided by university	$25,000		2002-3
University of Maryland at College Park	C.D. Mote Jr.	$358,000		provided by university	provided by university		2002-3
University System of Maryland	William E. Kirwan	$375,000		provided by university	provided by foundation	$100,000 in deferred compensation	2002-3

Massachusetts

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Massachusetts at Amherst	John V. Lombardi	$250,000			$30,000		2002-3
University of Massachusetts system	William M. Bulger	$309,000					2002-3

Michigan

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
Michigan State University	Peter McPherson	$216,000		provided by university	provided by university	$69,100 in deferred compensation	2001-2
University of Michigan system	Mary Sue Coleman	$475,000		provided by university	provided by university	$102,500 in deferred compensation; $100,000 annually for a retention bonus if she stays through her 5-year contract	2002-3
Wayne State University	Irvin D. Reid	$215,464		provided by university	provided by university		2002-3
Western Michigan University	Elson S. Floyd	$220,000		$7,000	provided by university	$35,000 in deferred compensation; $6,948 for two club memberships	2001-2

Minnesota

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Minnesota--Twin Cities	Robert Bruininks (interim)	$295,000		$500			2002-3

Mississippi							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
Mississippi State University	J. Charles Lee (interim)	$200,000	$100,000		provided by university		2002-3
University of Mississippi	Robert C. Khayat	$200,000	$130,000	provided by foundation	provided by university		2002-3
University of Southern Mississippi	Shelby F. Thames	$150,000	$50,000	provided by university	provided by university		2001-2

Missouri							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
University of Missouri at Columbia	Richard L. Wallace	$212,920			provided by university		2002-3
University of Missouri System	Manuel T. Pacheco	$260,000		provided by university	provided by university		2002-3

Montana							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
University of Montana	George M. Dennison	$138,448		provided by university	$26,076		2001-2

Nebraska							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
University of Nebraska at Lincoln	Harvey Perlman	$228,800			$12,000		2002-3
University of Nebraska system	L. Dennis Smith	$254,000		provided by foundation	$18,000	$29,210 in deferred compensation and $18,000 expense allowance	2002-3

Nevada							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
University of Nevada at Reno	John M. Lilley	$206,960		$8,000	$18,000	$5000 expense allowance	2002-3
University and Community College System of Nevada	Jane A. Nichols	$210,912		$8,000	$24,000	$5000 expense allowance	2002-3

New Hampshire							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
University of New Hampshire	Ann Weaver Hart	$200,000		provided by university	provided by university		2002-3

New Jersey							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**

Rutgers University system	Francis L. Lawrence	$287,000	$75,000	provided by university	provided by university		2002-3

New Mexico							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
New Mexico State University system	Jay Gogue	$187,550		provided by foundation	provided by university	$18,755 in deferred compensation invested with the foundation, contingent upon remaining as president for five years	2002-3
University of New Mexico	F. Chris Garcia	$218,802		provided by university	provided by university, but unused		2002-3

New York							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
City University of New York Graduate School and University Center	Frances Horowitz	$184,522		provided by university	provided by university		2002-3
City University of New York system	Matthew Goldstein	$250,000		provided by university	$7,500		2002-3
State University of New York at Albany	Karen R. Hitchcock	$210,000		provided by university	provided by university		2002-3

State University of New York at Binghamton	Lois B. DeFleur	$200,000			$42,000		2002-3
State University of New York at Buffalo	William R. Greiner	$235,000			provided by university	university declines to disclose any supplement	2002-3
State University of New York at Stony Brook	Shirley Strum Kenny	$225,000		provided by university	provided by university		2002-3
State University of New York System	Robert L. King	$250,000			$90,000		2002-3

North Carolina

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
North Carolina State University	Marye Anne Fox	$248,225		provided by foundation	provided by university		2001-2
University of North Carolina at Chapel Hill	James Moeser	$255,625		provided by university	provided by university		2001-2
University of North Carolina system	Molly Corbett Broad	$300,485		provided by university	provided by university		2001-2

North Dakota

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of North Dakota main campus	Charles E. Kupchella	$162,250		$10,500	provided by university		2002-3

Ohio

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered

Kent State University main campus	Carol A. Cartwright	$244,743		provided by university	$49,000		2002-3
Ohio State University main campus	Karen Holbrook	$325,000		2 provided by dealership	provided by foundation	Contract begins October 1, 2002; details are not yet complete at press time	effective October 1, 2002
Ohio University main campus	Robert B. Glidden	$271,000		$600	provided by university	three club memberships	2002-3
University of Cincinnati main campus	Joseph A. Steger	$275,000			provided by university		2002-3
University of Toledo	Daniel Johnson	$215,000		$5,922		$2,100 club membership	2001-2

Oklahoma

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
Oklahoma State University main campus	James Halligan	$215,000		provided by university	provided by university		2002-3
University of Oklahoma	David L. Boren	$285,304		provided by foundation	provided by university		2002-3

Oregon

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered

Oregon State University	Paul G. Risser	$150,396		provided by dealership	provided by university	$20,004 expense account; university declines to disclose any private compensation supplement	2002-3
University of Oregon	Dave Frohnmayer	$150,396	$90,000	provided by university	provided by university	$40,000 from an endowed chair financed by a private source ($17,600 of that is a salary supplement; $20,000 is for expenses; and $2,400 is for benefits)	2002-3

Pennsylvania							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
Pennsylvania State University system	Graham B. Spanier	$379,516		provided by university	provided by university	$4,258 allowance	1999
Temple University	David Adamany	$325,000				$63,250 for expense accounts and other pay	2001
University of Pittsburgh system	Mark A. Nordenberg	$365,600				$5,698 for expense account and other allowances; $6,422 for educational benefits	2001

Rhode Island							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
University of Rhode Island	Robert L. Carothers	$179,573		provided by foundation	provided by foundation		2002-3

South Carolina							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
Clemson University	James F. Barker	$172,550	$106,462	provided by university	provided by university		2002-3
University of South Carolina at Columbia	Andrew A. Sorensen	$215,000	$205,000	provided by foundation	provided by university		2002-3

South Dakota							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
South Dakota State University	Peggy Miller	$149,850		provided by foundation	provided by university		2002-3

Tennessee							
Institution	**Name**	**State Salary**	**Private salary**	**Car**	**House**	**Other compensation**	**Years Covered**
University of Memphis	Shirley C. Raines	$194,750		provided by university	provided by university	$3,000 administrative allowance	2002-3

University of Tennesse system	John W. Shumaker	$365,000		provided by university	provided by university	$98,550 performance bonus and $20,000 expense allowance. $250,000 in benefits from foundation that will include executive options for securities and performance bonuses.	2002-3

Texas

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
Texas A&M University at College Station	Robert M. Gates	$300,000			provided by university	one club membership	2002-3
Texas A&M University System	Howard D. Graves	$386,880			provided by university	$75,000 in deferred compensation in 2002; one club membership	2001-2
Texas Tech University	David Schmidly	$245,440		$18,000	$36,000		2001-2
Texas Tech University System	David R. Smith	$375,000		$24,000	provided by university	$75,000 in deferred compensation	2002-3

University of Houston	Arthur K. Smith	$367,600		provided by university	provided by university	$150,000 in deferred compensation; $3,355 for supplemental life insurance; one club membership	2002-3
University of North Texas	Norval F. Pohl	$243,360		$7,200	$36,000	$12,000 in deferred compensation	2001-2
University of Texas at Austin	Larry R. Faulkner	$65,945	$187,279	$8,400 from private sources	$78,000 from private sources	$80,000 in deferred compensation from private sources; $5,313 for club memberships from private sources	2001-2
University of Texas at Arlington	Robert E. Witt	$65,945	$169,095	$8,400 from private sources	$76,800 from private sources		2001-2
University of Texas System	Mark G. Yudof	$70,231	$379,769	$8,400 from private sources	provided by university	$172,580 for lost retirement benefit earned in 2001-2 while employed at the University of Minnesota; $150,000 in deferred compensation; $14,739 supplemental life insurance, all from private sources	2002-3

Utah

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
Utah State University	Kermit L. Hall	$215,000		provided by university	provided by university		2002-3
University of Utah	J. Bernard Machen	$271,000		provided by university	provided by university		2002-3

Vermont

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Vermont	Daniel M. Fogel	$260,000		$9,600	$21,600		2002-3

Virginia

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
Old Dominion University	Roseann O. Runte	$220,000		provided by university	provided by university		2001-2
University of Virginia	John T. Casteen III	$146,843	$142,971	$15,000 from foundation		$7,111 performance bonus. $40,000 endowed chair; $8,861 performance bonus; $75,000 in deferred compensation; $17,157 for two club memberships - all from private sources	2002-3

Virginia Commonwealth University	Eugene P. Trani	$148,089	$126,911	provided by foundation	provided by foundation	Bonus of $6,875 ($3,443 from university, $3,432 from foundation); Bonus of $20,000 and $41,250 in deferred compensation from foundation	2001-2
Virginia Tech	Charles W. Steger	$148,089	$151,911	$11,600	provided by university	$83,000 in deferred compensation	2002-3

Washington

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Washington at Seattle	Richard L. McCormick	$296,400		provided by university	provided by university		2002-3
Washington State University	V. Lane Rawlins	$254,000		provided by university	provided by university	$50,000 in deferred compensation from foundation	2002-3

West Virginia

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
West Virginia University	David C. Hardesty Jr.	$220,308	$30,000	provided by university	provided by university		2002-3

Wisconsin

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Wisconsin at Madison	John D. Wiley	$248,350	$55,000	provided by university	provided by university		2002-3
University of Wisconsin at Milwaukee	Nancy L. Zimpher	$219,550		provided by university	provided by university		2002-3
University of Wisconsin System	Katharine C. Lyall	$304,980		provided by university	provided by university		2002-3

Wyoming

Institution	Name	State Salary	Private salary	Car	House	Other compensation	Years Covered
University of Wyoming	Philip L. Dubois	$210,000		provided by university	$60,000	$98,625 in deferred compensation	2002-3

This table shows the compensation from state and private sources of 131 chief executives of public colleges and public-college systems.

The colleges include the 102 public institutions classified as "Doctoral/Research Universities-Extensive" by the Carnegie Foundation for the Advancement of Teaching, as well as the university systems associated with them.

Research Extensive institutions have a wide range of baccaulaurate offerings and award 50 or more doctoral degrees annually across at least 15 disciplines. (The classification was done in 2000, and is based on data on degrees awarded from 1995-96 through 1997-98.)

In the District of Columbia and four states that do not have a Research Extensive institution -- Alaska, Montana, North Dakota, and South Dakota -- figures for the largest public four-year institution are shown.

The figures are the latest available, and in most cases cover 2001-2 or 2002-3.

Four universities that consider themselves quasi-public institutions -- Pennsylvania State University, Temple University, the University of Delaware, and the University of Pittsburgh -- would not provide current salary information.

All but Penn State supplied the Form 990 they filed with the Internal Revenue Service because of their special status. The form requires nonprofit organizations like private colleges to list, among other things, the pay and benefits of their officers and directors. Penn State's information came from a Form 990 filed by a foundation associated with the university. Because of IRS reporting requirements, those figures are not current.

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October 29, 2003

To: Regents

From Patricia A. Brady
General Counsel

Christopher Ashley
System Legal Counsel

Re: Alternative Executive Compensation Arrangements

Many institutions of higher education supplement the base salaries of their executives by providing benefits such as deferred compensation, life insurance policies and funds from private sources. In connection with the review of UW System executive salary issues, you have asked whether such alternative arrangements might be available to enhance the compensation packages of UW System senior executives. The following discussion addresses some of the legal and practical constraints associated with providing these types of benefits within the UW System.

Deferred Compensation

"Deferred compensation" refers generally to arrangements in which an employee can avoid current taxation by deferring payment of income from an annuity or similar vehicle until a later date. It is a common practice for colleges and universities to arrange such plans for their executives, both to enhance compensation and to provide an incentive for the executives to continue in their positions. The Board of Regents' ability to offer deferred compensation plans to executives is, however, constrained by two opinions of the Wisconsin Attorney General, both arising in connection with the appointment of John Weaver as President of the UW System. In both opinions, the Attorney General concluded that the Board lacked the authority to provide a deferred salary plan and supplemental retirement benefits beyond what was available under the Wisconsin Retirement System. 61 Wis. Op. Atty. Gen. 6 (January 6, 1972); 77 Wis. Op. Atty. Gen. 266 (December 24, 1981). In essence, the Attorney General determined that the Board's authority to establish salaries does not imply authority to provide deferred compensation or retirement benefits other than through the Wisconsin Retirement System in which all System executives are enrolled. The opinions--broadly written as to the Board's limited authority with respect to establishing salaries--have never been challenged or reviewed.

Arrangements That Would Not Constitute Deferred Compensation or a Retirement Benefit

Although the Attorney General's opinions restrict the UW System's ability to offer deferred compensation plans *per se*, there are alternatives that may offer similar tax advantages, such as corporate-owned life insurance plans and executive bonus plans. In general, to avoid being characterized as deferred compensation, these plans must require that an employee relinquish an existing property right in exchange for a future payment. This idea is a feature of both life insurance and bonus options. Both, however, remain problematic for other reasons.

Corporate-owned Life Insurance

Until recent changes to the Internal Revenue Code removed many of their tax advantages, corporate-owned "split-dollar" life insurance plans were a common element of executive compensation plans. Under the typical "split-dollar" arrangement, the employer and the executive employee enter into a contract whereby the employer purchases life insurance and pays premiums on behalf of the employee, who designates the beneficiary of the death benefit. The amount of the employer-paid premiums operates as a lien on the death benefit and cash value of the policy while the employee remains employed. At termination of employment, the employee reimburses the employer for the premiums paid to receive unencumbered ownership of the policy, including any cash value remaining after reimbursement of the employer-paid premiums.

This type of arrangement would not be considered a "deferred compensation" arrangement because it involves the employer's purchase of something of value (the life insurance), and the employee's surrender of a valuable interest (reimbursement of premiums to purchase the policy). There are, however, at least two difficulties with these arrangements.

First, although the legislature has granted state agencies the authority to provide *group* life insurance in addition to, or in place of, the group life insurance plan administered by the Department of Employee Trust Funds, § 40.70(1)(a), Stats., it is unclear whether that authority would be sufficiently broad to authorize the Board to purchase one or only a few policies for senior executives.

Second, as noted above, the favorable tax treatment of "split-dollar" arrangements has recently been compromised. On September 11, 2003, the IRS issued regulations on the tax treatment of split-dollar life insurance which essentially eliminate their tax advantages by treating the cash value, dividends and policy loans as imputed income taxable to the executive as it accumulates during the term of employment. Further, under the new regulations, the employee is also taxed on the amount of the employer-paid premiums as a below-market rate loan. Adding further to the uncertainty surrounding split-dollar arrangements is the concern that such plans could violate the Corporate Responsibility Act of 2002 which banned company loans to executives.

As a consequence of the new rules, insurers have ceased writing split-dollar policies. Nevertheless, it remains wise to monitor developments in this area as insurers and tax advisors continue to explore whether other life insurance arrangements can offer tax advantages comparable to those that split-dollar policies used to provide. For example, some tax advisors have recommended that organizations consider so-called "undivided interest" arrangements under which an employer and employee share ownership of an insurance policy and the employee purchases the employer's interest over time. The theory, as yet untested, is that such arrangements could be structured to provide tax benefits according to the rules applicable to shared ownership interests in property, rather than the new split-dollar rules.

Executive Bonus Plans

Related to split-dollar plans are so-called executive bonus plans. Under the typical arrangement, the executive employee purchases a life insurance policy and the employer agrees to pay the employee a bonus in the amount of the annual premium paid by the employee. (The bonus is fully taxable to the employee when it is received, so the employer could also agree to provide a supplemental bonus to cover the tax on the first bonus.) The employee owns the insurance, names the beneficiary, and has all rights in the policy. Such plans are commonplace in the private sector because the employer can thereby fund a valuable benefit for the employee while deducting the bonus on its corporate income tax return as compensation under IRC § 162.

An executive bonus plan is likely of limited relevance for a tax-exempt organization since the primary tax advantage is meaningful only to for-profit employers. Moreover, to implement such a plan the Board would need the authority to pay the bonuses--a questionable issue given the limitations on unclassified compensation set forth in the law and applicable Regent policies (Unclassified Personnel Guideline 4).

Exercising the Board's Existing Authority Under the WRS and § 36.11, Wisconsin Statutes

In addition to the above approaches, we have also reviewed whether the Board has the ability to exercise any additional statutory authority to provide supplementary retirement contributions. We examined two possibilities here: (a) the Board's authority under § 40.05(2)(g)1, Stats., to make additional WRS contributions on behalf of its employees; and (2) the Board's authority under § 36.11, Stats., to enter into additional salary reduction agreements.

Supplementary Retirement Contributions

Under the WRS, employers may make additional WRS contributions on behalf of any participating employee "as provided in its compensation agreements." Section 40.05(2)(g)1, Stats. ETF and OSER (formerly DER) have interpreted the quoted language, which is not defined in the statute, to mean that any additional contributions must be authorized by the unclassified pay plan, and OSER has never authorized such contributions for UW System employees. Nevertheless, it may be worth exploring whether the Board's authority would extend to independently entering into individual "compensation agreements" calling for additional WRS contributions for certain executive employees.

Even were we authorized to make additional WRS contributions, though, § 415(c) of the Internal Revenue Code limits additional contributions to the difference between $40,000 and the mandatory WRS contributions for the employee (currently 6.2% of salary). Thus, for example, an additional retirement contribution for an executive making $200,000 would be limited to $27,600 ($40,000 minus $12,400).

An approach that would ameliorate some of these problems is to establish a so-called qualified governmental excess benefit arrangement ("§ 415(m) plan") to provide benefits that would otherwise be lost due to the § 415(c) limits. It appears that public institutions in Ohio and Texas have done this. The difficulty with this approach is that it would likely require legislative changes to implement a system that would provide adequate sufficient benefits to make a 415(m) plan worthwhile.

Salary Reduction Agreements

Despite the apparent limitations on the System's ability to fund supplemental contributions to the WRS for executive employees, the Board already may have the authority to enter into additional salary reduction agreements to fund retirement benefits for executives. Section 36.11(15), Stats., authorizes the Board to "enter into new salary reduction agreements with its employees pursuant to § 403(b) of the internal revenue code or other applicable law and may purchase annuities for its employees pursuant to these agreements from such annuity providers, both public and private, as the board deems appropriate." Although the Attorney General referred to § 36.11(15), Stats., in his opinion, he did not opine on the full scope of the Board's authority under that provision, in particular, whether it would authorize salary reduction agreements pursuant to provisions of the Internal Revenue Code other than 26 U.S.C. § 403(b), i.e., what is the scope of the statute's reference to "or other applicable law." Therefore, there may be some salary reduction arrangements in non-qualified deferred compensation plans (plans outside § 403(b) coverage) that would be permitted under § 36.11(15). Of course, the impact of any such arrangement is limited because a salary reduction agreement requires the employee to forego present salary to fund the benefits.

Chancellor "Endowment" Plans

We have also reviewed the feasibility of using foundation funds to provide additional compensation to senior executives. Unfortunately, the availability of this option is most likely limited to those relatively rare circumstances where the chancellor involved essentially accepts additional, outside employment on behalf of the foundation for performing services not within the scope of university employment. Because the services to be provided to the foundation are beyond those traditionally performed by chancellors for the university, such an arrangement does not create a conflict of interest under § 19.45(2), Stats. Because of the unusual circumstances that would justify such an approach, it is unlikely that this arrangement offers a feasible alternative compensation approach.

In sum, we are faced with significant restrictions on the Board's ability to structure benefit arrangements that are comparable to those commonly offered to university executives in

other public institutions. Many options are foreclosed by the Attorney General's advice, and those that are available carry a number of risks in terms of potential tax and other legal consequences. Obtaining the necessary approval to use existing statutory authority to supplement retirement benefits would provide some additional flexibility, and the ability to purchase life insurance products offering tax advantages may be a long-term possibility. Nevertheless, there are significant obstacles to providing compensation packages that parallel those available at other institutions.

I hope this information will be of assistance to you. Please feel free to contact me if you have questions or require further information.

cc: President Lyall
Cabinet

THE CHRONICLE OF HIGHER EDUCATION
Almanac

Private Funds Drive Up Pay of Public-University Presidents

By JULIANNE BASINGER and SETH PERRY

The days when public-university presidents earned far less than their peers at top private institutions are over -- and in many cases, private donations are playing a greater role.

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A list of salaries and benefits for presidents at selected public colleges and universities

Mark G. Yudof, who became chancellor of the University of Texas System on August 1, 2002, is one of the highest-paid university leaders in the nation, with salary and benefits amounting to at least $787,319 during the 2002-3 year. Mr. Yudof is the highest-paid president among the 131 chief executives of state research universities and public-college systems surveyed by *The Chronicle* in August 2002.

But many other public-university chiefs are also getting compensation packages that put them on a par with the best-paid private-college presidents, the survey found. John W. Shumaker, the new president of the University of Tennessee system, will be paid as much as $734,000 annually. Mary Sue Coleman, who in August became the first female president of the University of Michigan system, will earn $677,500 a year. Evan S. Dobelle, president of the University of Hawaii System, receives $599,500 annually. And Mark A. Emmert, chancellor of Louisiana State University at Baton Rouge, received a pay raise in July that more than doubled his annual compensation, from $284,160 to $590,000.

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Only $259,160 -- less than half of Mr. Emmert's annual compensation -- now comes from state funds. A larger portion comes from private sources affiliated with the university: the LSU Foundation and the Tiger Athletic Foundation. They will pay him an annual salary supplement of $230,840, and an additional $100,000 each year if he stays through the end of his contract, which ends in 2007.

In Texas, most of Mr. Yudof's compensation also comes from private sources, as does a good share of Mr. Shumaker's package in Tennessee. Indeed, private money is gaining increasing power in compensating public-university chiefs. That trend has prompted questions about who oversees those leaders and whether donors will have undue influence over them, especially since private sources of funds often are shielded from public scrutiny.

The Chronicle's survey found that about a third of the 131 public-university presidents received supplemental compensation from private sources. Most of those had base-salary supplements provided from private funds, and, in many cases, those equaled and sometimes far exceeded their state salaries. The universities that supplement presidents' state salaries with private funds are usually flagship and large land-grant institutions that have a hefty endowment or donor support to do so.

Many public universities have long relied on private donors for a little extra money for their presidents' salaries, or for benefits like country-club memberships or new cars that legislators might balk at financing with state appropriations. But the use of private money in compensating public-university presidents is taking off as never before, according to higher-education researchers and consultants. Even institutions that have not used private funds to augment a president's salary in the past are starting to do so now.

Such supplements can spark controversy, however, because private foundations are not held to the same laws of public disclosure as state entities. Moreover, boards sometimes are reluctant to divulge such salary arrangements, for fear of political repercussions.

But search-firm consultants and higher-education researchers say that fewer qualified people want to become college presidents, as the demands of the jobs have increased and made them more precarious. The result is stiff competition for top candidates. Public-college board members now often say

The 2002-3 Almanac

The 2001-2 Almanac

The 2000-1 Almanac

The 1999-2000 Almanac

The 1998-99 Almanac

The 1997-98 Almanac

The 1996-97 Almanac

The 1995-96 Almanac

they must seek private dollars to increase compensation in order to attract and retain good presidents. The gap between the salaries at top public and private universities had widened to as much as 30 percent a year ago, and the contracts that were signed when new presidents were hired during the past year reflect boards' attempts to narrow that salary difference.

Money is increasingly a factor in sitting presidents' decisions to move to other institutions, says R. William Funk, managing director of college-presidential searches for Korn/Ferry International, an executive-search firm in Dallas. "I don't think people do this only for money, but I do think that they look around and see other people doing this same job for a lot more."

Ms. Coleman, for example, earned $275,000 a year in her former job as president of the University of Iowa. As Michigan's new president, she will receive as much as $677,500 a year. Her contract guarantees her an annual base salary of $475,000, plus $75,000 annually in deferred compensation and $27,500 in supplemental retirement benefits, all from university funds. She also earns a bonus of $100,000 a year if she stays in office for five years.

Presidential contracts have become more complicated and businesslike than in the past. In some recent hirings, new presidents have signed two contracts. One is with the university, and one covers compensation from its affiliated private foundation. Such was the case with Mr. Shumaker at Tennessee, as well as with Michael M. Crow, who took office as president of the Arizona State University system in July 2002.

Mr. Shumaker's contract with Tennessee provides him with an annual base salary of $365,000 and an expense account of $20,000 a year. It also allows him to be eligible for up to $98,550 a year in performance bonuses for accomplishing annual goals, to be set by the board. His contract with the University of Tennessee Foundation allows him to receive as much as $250,000 more in benefits that include options on stocks purchased by the foundation, as well as more performance bonuses.

Mr. Crow's contract with Arizona State University outlines his base salary of $390,000 a year from state funds and other benefits that will be covered by private donations to the university. His second contract, with the Arizona State University Foundation, covers a supplemental life-insurance policy and tuition benefits for his children. His total compensation, with allowances for a house and a car, will be as much as $520,000 a year.

Public-college boards in some cases have found themselves competing with other public universities that provide large private supplements to presidents' salaries. At Louisiana State, board members said that Mr. Emmert's pay raise was a direct reaction to attempts by the University of South Carolina system to recruit him for its presidency earlier in the year. The South Carolina position pays $420,000 a year, with $205,000 coming from private sources.

That competition with both top public and private institutions prompted the Texas Board of Regents in July to offer Mr. Yudof a record-high compensation package. Mr. Yudof, who stepped down as president of the University of Minnesota system to take the Texas job, signed an agreement that provides for annual compensation of $623,139, including a car allowance. Only $70,231 of that total comes from public money. The contract also includes a one-time payment this year of $172,580 to compensate him for retirement benefits that he would have earned in 2001-2 while employed at Minnesota but lost by taking the Texas job.

Such compensation rivals that paid to the highest earners among leaders of private colleges. Search-firm consultants say several leaders of top private universities have compensation packages in the $800,000 range.

They include Judith Rodin, president of the University of Pennsylvania, who received a compensation package worth at least $808,021 in 2001-2, according to federal tax records.

Still, as states face tough economic times, some higher-education scholars and consultants believe the huge compensation packages for public-university presidents may prompt criticism from faculty and staff members whose positions or benefits are being cut. "I think we're going to see a backlash," says Mr. Funk.

PUBLIC-UNIVERSITY PRESIDENTS WITH THE HIGHEST COMPENSATION, 2002-3

The Chronicle asked 131 public research universities and state-university systems for information on what they pay their chief executive officers. The following 10 presidents and chancellors earned the most in total compensation, from public and private sources:

1. Mark G. Yudof

University of Texas System
Total annual compensation: **$787,319**

State contribution

- $70,231 base salary
- A house

Private contribution

- $379,769 base salary
- $150,000 deferred compensation
- $14,739 supplemental life insurance
- $8,400 allowance for a car
- $172,580 one-time reimbursement for lost retirement benefit earned in 2001-2 while employed at the University of Minnesota

2. John W. Shumaker

University of Tennessee system
Total annual compensation: **$733,550**

State contribution

- $365,000 base salary
- $98,550 performance bonuses
- $20,000 expense allowance
- A house and car

Private contribution

- $250,000 in benefits that will include executive options on stocks purchased by the University of Tennessee Foundation and performance bonuses from the foundation

3. Mary Sue Coleman

University of Michigan system
Total annual compensation: **$677,500**

State contribution

- $475,000 base salary
- $102,500 deferred compensation
- $100,000-a-year bonus if she completes her five-year contract
- A house and car

4. Evan S. Dobelle

University of Hawaii System
Total annual compensation: **$599,500**

State contribution

- $442,000 base salary
- $157,500 in deferred compensation if he completes his seven-year contract and is not offered another term.
- A house and car

5. Mark A. Emmert

Louisiana State University at Baton Rouge
Total annual compensation: **$590,000**

State contribution

- $259,160 base salary
- A house and car

Private contribution

- $230,840 base salary
- $100,000-a-year bonus if he completes his five-year contract

6. Arthur K. Smith

University of Houston System
Total annual compensation: **$520,955**

State contribution

- $367,600 base salary
- $150,000 deferred compensation
- $3,355 supplemental life insurance

- A house and car
- Dues for a private club membership of his choice

7. William E. Kirwan

University System of Maryland
Total annual compensation: **$475,000**

State contribution

- $375,000 base salary
- $100,000 deferred compensation
- A car

Private contribution

- University of Maryland Foundation provides a house

8. Michael M. Crow

Arizona State University system
Total annual compensation: **$470,000**

State contribution

- $390,000 base salary

Private contribution

- $50,000 tuition reimbursement for his children and other benefits
- $40,000 housing allowance
- $30,000 deferred compensation
- $8,394 car allowance

9. Howard D. Graves*

Texas A&M University System
Total annual compensation: **$461,880**

State contribution

- $386,880 base salary

- $75,000 deferred compensation
- A house
- Dues for a private club of his choice

10. David R. Smith

Texas Tech University system
Total annual compensation: **$450,000**

State contribution

- $375,000 base salary
- $75,000 deferred compensation
- A house and a $24,000 car allowance

Note: Figures for total compensation exclude amounts received for cars and houses.
* Mr. Graves's compensation is for 2001-2.

SOURCE: *Chronicle* reporting

The Chronicle of Higher Education
Career Network

Public Pay: What 5 New Presidents Negotiated

If you want to know how much a president earns at a public college or university, all you have to do is ask. You should be able to find out the president's salary, although you might not be told if the campus foundation is supplementing that salary. Once you get whatever details are available, however, there are few places where you can find comparative information about administrative pay and perks in academe's public sector. We're assembling a storehouse of such information, with a regular feature detailing the compensation paid to presidents who have been recently hired by public institutions.

This fall, for the first time *The Chronicle* published the results of a survey on the compensation packages paid to presidents of 131 public research universities and state-university systems. *The Chronicle* already offers extensive information on administrative pay and benefits at private colleges and universities through its annual survey. We continue our look at the public side of presidential compensation with the following five institutions:

PUBLISHED September 24, 2003

» Search previously published listings

Berkshire Community College (Pittsfield, Mass.)

NAME: Bryan K. Blanchard

TITLE: President

ANNUAL SALARY: $130,000 **DATE OF EMPLOYMENT:** 8/1/2003

BENEFITS: State contributes 11 percent of the president's salary toward his retirement; no contract, he serves at the pleasure of the board.

TRANSPORTATION ALLOWANCE: 2002 Subaru Legacy Outback, leased by the college for $389.12 a month

HOUSING: $1,500 a month

COMMENTS: Foundation does not supplement the president's income.

Dallas County Community College District (Dallas, Tex.)

NAME: Jesus (Jess) Carreon

TITLE: Chancellor

ANNUAL SALARY: $210,000 **DATE OF EMPLOYMENT:** 8/1/2003

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Or give us revenue. Stanley Fish makes a case for privatizing public universities.

FIRST PERSON
College and the Fall
Settling into the rhythms of academic life, an assistant professor wonders what happened to his self-righteous anger.

SPOTLIGHT
Cutting Back PR
It's tough to land a job in campus public relations these days as candidates find fewer openings and more competition.

FIRST PERSON
On the Market
An assistant professor, who looks likely to win tenure this year, is nonetheless going on the job market. Why?

BALANCING ACT
When Tenure Isn't Enough
Overworked and unhappy, a tenured professor decides she wants out.

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-Landing your first job

-On the tenure track

-Mid-career and on

-Administrative careers

-Nonacademic careers

BENEFITS: State contributes 6 percent of the president's salary toward his retirement, $30,000 a year in deferred compensation; three-year, renewable contract.

TRANSPORTATION ALLOWANCE: 2003 Lincoln LS leased by the district

HOUSING: None

COMMENTS: Foundation does not supplement the president's income.

NorthWest Arkansas Community College (Bentonville, Ark.)

NAME: Rebecca Paneitz

TITLE: President

ANNUAL SALARY: $131,000 **DATE OF EMPLOYMENT:** 8/1/2003

BENEFITS: State contributes 10 percent of the president's salary toward her retirement; two-year contract

TRANSPORTATION ALLOWANCE: $500 a month

HOUSING: None

COMMENTS: Foundation supplements the president's income with a $12,000 expense account.

Prairie View A&M University (Prairie View, Tex.)

NAME: George C. Wright

TITLE: President

ANNUAL SALARY: $285,000 **DATE OF EMPLOYMENT:** 8/15/2003

BENEFITS: State contributes about 25 percent of the president's salary toward his retirement; three-year contract, may be extended by mutual consent of the parties.

TRANSPORTATION ALLOWANCE: None

HOUSING: $40,000 a year

COMMENTS: Foundation does not supplement the president's income

University of Cincinnati (Cincinnati, Ohio)

NAME: Nancy L. Zimpher

TITLE: President

ANNUAL SALARY: $280,000 **DATE OF EMPLOYMENT:** 10/1/2003

for Ph.D.'s

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Resources

Academic careers: links to other job-market resources on the Internet.

Nonacademic careers: links to Web resources for Ph.D.'s

Bookshelf: guides for the academic job seeker.

BENEFITS:	University contributes 10.5 percent of the president's salary toward her retirement; $28,000 a year in deferred compensation; five-year, renewable contract
TRANSPORTATION ALLOWANCE:	None
HOUSING:	University-owned home off campus
COMMENTS:	Foundation does not supplement the president's income.

» Search previously published listings

Overview of Senior Executive Conditions of Employment

BENEFITS: The President, Chancellors, Vice Chancellors/Provosts, Senior Vice Presidents and Vice Presidents receive the *same* benefit package as other faculty and academic staff. The attached benefits summary provides an overview of the standard benefits provided to all faculty, academic staff and senior executives. Some benefits are mandatory and others are voluntary. (There are no special sabbatical benefits provided to senior executives.) Senior executives receive the same retirement benefits as the governor, legislators, other elected state officials as well as state agency heads and chief division administrators. Senior Executives receive no state funded special benefits such as university paid parking, first class airfare, performance bonuses, financial planning, special life insurance, or other employment incentives/perks.

AUTOMBILE and BUSINESS TRAVEL: The Chancellors are assigned a car from the university fleet for state travel similar to other agency heads, and must reimburse the campus for personal miles. The President and other senior executives are not assigned a car, but can either checkout a university vehicle or be reimbursed for mileage under the state's travel guidelines. Hotel, meals and all other related travel costs, are subject to the standard state travel reimbursement limits that apply to all state employees.

Chancellors do not receive an entertainment allowance from state funds. The cost for official functions is reimbursed under state guidelines. The Chancellors may request funds from University Foundation Accounts or Alumni Associations for costs not reimbursed under state guidelines, such as for social events--state funds are not used. Daily living expenses are not provided by university funds.

HOUSING: The President and Chancellors are expected to use their homes extensively for community relationship building and raising private funds to advance the mission of the institutions. A university residence is provided for the System President, and the Chancellors at UW-Green Bay, UW-Madison, UW-Milwaukee, UW-Parkside and UW-Platteville. At the other ten UW institutions, for equity, and to be market competitive, a monthly housing allowance of $1,629 is provided to reimburse for wear and tear on personal possessions and to assure Chancellors have residences that make these important fund raising activities possible. Chancellors pay an additional amount themselves to cover the balance of the mortgage, property taxes and maintenance.

The university is responsible for maintaining the residence owned by the institution which is the same stewardship of property required for all campus facilities. The attached fact sheet provides additional background information on Brittingham House.

CODE OF ETHICS and STATEMENT OF ECONOMIC INTERESTS: The Wisconsin Statutes establish the code of ethics for public officials that serve to guide the conduct of all university senior executives. Senior executives may not use their positions, or through official conduct, realize substantial gain for themselves, their immediate families or for any organization in which they have 10% or more ownership. The Wisconsin Statutes require all senior executives, as public officials, to file Statements of Economic Interests with the State Ethics

Board within 21days following the date he/she assumes office, and annually thereafter. The form provided by the Ethics Board asks the public official to identify, subject to specific dollar values, certain organizational affiliations, creditors, real estate holdings, payers and persons who gave gifts.

Chancellors are allowed to serve as officers of corporations or members of boards of directors where such conduct will not conflict with university duties or create a conflict of interest. Vacation time must be used if the directorship is paid and the senior executives retains his/her fees as personal income. Payments made for serving on a corporate board must be reported based on the dollar limits established by the State Ethics Board. At the time of appointment, senior executives are advised of the State Ethics Board reporting guidelines and annually thereafter. Also, each year all unclassified staff are provided with information on the code of ethics requirements under Chapter UWS 8 and reporting of outside income. Sample notices are attached.

The Wisconsin Administrative Code governing the University of Wisconsin System also requires chancellors to file annual statements of economic interest with the Secretary of the Board of Regents. The statements filed with the State Ethics Board are accepted by the Secretary, and shall be considered matters of public record.

SPOUSAL APPOINTMENT: The System President typically offers the Chancellor's spouse a formal appointment as an unpaid member of the Academic Staff with the title of Associate of the Chancellor. This appointment recognizes that the spouse has unique volunteer public service responsibilities on behalf of the university that may require the use of campus facilities, equipment and vehicles in order to discharge appropriately the duties associated with the status of Chancellor's spouse.

Consideration for other professional appointments within the University of Wisconsin System for the Chancellor's spouse is up to the employing unit.

Benefits Summary
Senior Executives, Faculty and Academic Staff

Senior Executives have the following mandatory and voluntary benefits which are *identical* to that available to annual faculty and academic staff. The only benefit difference is in the retirement plan, which is the same plan that covers the Governor, legislators, other elected officials and top appointed positions in state government.

Mandatory Participation:
- Wisconsin Retirement System
- Social Security and Medicare
- University Insurance Association
  - Decreasing term life insurance
  - No employer contribution to annual premium
- Worker's Compensation
- Unemployment Compensation

Voluntary Participation – With some university contribution to premiums for the plan(s) elected:
- State Group Health Insurance
- Income Continuation Insurance
- State Group Life Insurance

Voluntary Participation – With no university contribution to the plan(s) elected:
- Tax Sheltered Annuity
- Wisconsin Deferred Compensation
- Employee Reimbursement Account
- Supplemental Major Medical and Dental Insurance
- Dental Insurance
- Accidental Death and Dismemberment Insurance
- UW Employees Life Insurance
- Long Term Care Insurance
- Pre-Tax Parking Program

Paid Leave Benefits:
- Vacation – 22 days each fiscal year
- Legal Holidays – 9 days specified by statute
- Personal Holidays – 3 ½ days each fiscal year
- Sick Leave – 22 days initial allocation and after 18 months earn additional one day per month

Retirement:

Senior executives participate in the Wisconsin Retirement System as an "executive participating employee." Faculty and academic staff are placed in the "teacher" category for retirement purposes. The university and state will contribute 10% of salary to faculty and academic staff WRS accounts in 2004 and their formula annuity is based on 1.6% of the final average salary times years of service. Elected officials (e.g. Governor, legislators), agency heads/appointees and university senior executives are all covered by the same retirement plan. Under that plan the state and university contributes 5.2% of salary to senior executive WRS accounts in 2004 but the formula annuity for them is based on 2% of the final average salary times years of service.

Text-only

UNIVERSITY OF WISCONSIN SYSTEM

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Remarks to the Board of Regents

Brittingham House Fact Sheet

- Brittingham House is the official residence of the University of Wisconsin System president. It was donated to the UW Board of Regents by the children of Thomas E. and Mary Brittingham in 1955, with the intent that it serve as the official UW residence.
- According to Board of Regents policy, the UW System president is required to live in Brittingham House as a condition of employment.
- Brittingham House is "the front door" to the UW System. Dozens of meetings and events take place there each year, and the UW System president hosts numerous local, state, national and international dignitaries at the facility.
- More than 2,500 people attend official UW System and charitable community events and meetings at Brittingham House annually. If Brittingham House were not in use, the university would have to rent facilities for these purposes in many cases.
- University presidents across the nation are provided official university residences and required to host receptions, community activities, fundraising events and other functions at their official residences.
- Operating expenses of the house and events there are funded by private contributions, and university program revenue within state guidelines.

SAMPLE NOTICE

UNIVERSITY OF WISCONSIN SYSTEM

Office of Human Resources
Assistant Vice President

1564 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin 53706
(608) 263-4384
(608) 265-3175 Fax

email: cmcconnell@uwsa.edu
website: http://www.uwsa.edu

March 31, 2003

MEMORANDUM

TO: Chancellors

FROM: Charles Mc Connell
Assistant Vice President

SUBJECT: Report of Outside Activities, Faculty and Academic Staff
and
Notice to Avoid Conflict of Interest, Classified Staff

Just a reminder....

The Board of Regents requires all UW System faculty and academic staff with half-time appointments or more, to report annually (by April 30 of each year) on outside activities and interests related to their areas of professional responsibility and for which they receive remuneration as specified in the attached guidelines. All reports are to be filed in a central place on each campus and should be open to public inspection. The Regent Resolution, report form, and System Guidelines are attached for your reference.

You might also take this opportunity to advise your classified employees of their obligations, under ER-Pers 24, to avoid conflicts of interest. In particular, classified staff should be advised of s.ER-Pers 24.04(2)(b) which states that "No employee may solicit or accept from any person or organization, directly or indirectly, money or anything of value if it could reasonably be expected to influence such employee's official actions or judgment, or could reasonably be considered as a reward for any official action or inaction on the part of the employee." A copy of ER-Pers 24 is attached for your information.

Enclosures

cc: President Lyall
UWSA Cabinet

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University of Wisconsin System
Guidelines for Reporting Outside Activities
Under UWS 8.025

Who must report and what must be reported?

It is the policy of the University of Wisconsin System to require a report from all faculty and academic staff who engage in remunerative outside activities in their field of professional interest whose appointments are half- time or more for the period under contract to the UW System. If you have a joint appointment, you must file a report for each department/unit. Your report covers activities that occur during the full year, even if you were not under contract to the University for part of that time. You should discuss with your dean or director any activities that may present carryover questions of conflict with your responsibilities during your contract period.

For purposes of the reporting form:

A remunerative relationship is any relationship that results in payments, transfer of goods or provision of services to the reporting staff member.

Net remuneration includes the value of all payments, goods and services received as compensation for an activity less expenses. Expenses deducted should not exceed those that could ordinarily be claimed from university administered funds.

An organization is any corporation, partnership, proprietorship, firm, enterprise, franchise, association, trust or the legal entity other than an individual or body politic (see UWS 8.02(12), Wisconsin Administrative Code).

Professionally related activities are activities related to the staff members' field of academic interest or specialization.

Ordinary professional activities are those activities which extend a faculty or staff member's normal institutional responsibilities of teaching, research and service to serving other public institutions, organizations, and professional societies. Examples of such ordinary professional activities would be:

a. Occasional lectures, colloquia, seminars, etc., given at colleges and universities and at meetings of professional societies.

b. Preparation of monographs, chapters and editorial services for nonprofit educational organizations.

c. Service on advisory committees and evaluation panels for government funding agencies, nonprofit foundations and educational organizations.

d. Leadership positions in professional societies.

Those activities which are reportable under UWS 8.025 include:

1. Professionally related outside activities occurring during the time you are under contract to the university for which you received net remuneration, not including ordinary professional activities.

2. The names of organizations or businesses for which net remunerative outside activities were performed, the type of activity (consulting, teaching, research, writing, etc.) and the aggregate time spent (days) in that activity.

   -- Royalties from writing and patents need be reported only in the year that they first appear.

3. You must name the organization or source and indicate the aggregate amount of time in days spent in outside activities with that organization. If you received $5,000.00 or more compensation per year from a single source, you must check the last column of section A.

   -- If you believe you should not publicly identify the name of the organization, you must receive approval from your dean to withhold the name (e.g. if revealing the name would be damaging to the organization's legitimate competitive interests).

4. Any remunerative relationships that you had with organizations which sponsor university research, teaching or training in which you are involved. If these relationships exist, you must report the name of the organization.

5. Officerships, directorships, trusteeships that you or members of your immediate family hold in businesses or commercial organizations related to your professional field.

6. Ownership interests in organizations related to your academic area of specialization, provided that your immediate family collectively owns more than 10% of the equity.

Those activities which need not be reported include:

1. Activities for which remuneration comes from university administered funds (e.g., teaching and innovation awards, etc).

2. Remunerative ordinary professional activities (see definitions above).

3. Instruction at another nonprofit educational institution or research supported by a government agency if the instruction or research is performed during periods when the staff member is not on the university payroll, or, in the case of part-time appointment, if the work is performed during time not contracted to the university.

Resolution 5785: *Whereas, the Board of Regents recognizes the importance of accountability to the people of Wisconsin and believes that it is in the interest of both the public and the UW System to assure public confidence in the integrity of UW System faculty and staff, and*

Whereas, UW System policies regarding public reporting of outside interests and activities required by UWS 8 of the Wisconsin Administrative Code are among the most extensive among universities in the nation, and

Whereas, the Regents wish to support and encourage UW faculty and staff to share their expertise and talents with agriculture, business, industry, and the state's communities,

Therefore, the Board of Regents approves the "UW System Guidelines and Form for Reporting Outside Activities as Required by UWS 8.025, Wisconsin Administrative Code," and directs the UW System President to implement these revised procedures at all UW institutions effective for the reporting period ending April 30, 1992.

Board of Regents Meeting Minutes 5/10/91

UWS 8.025 Outside activities and interests; reports

.

(1) Outside activities.

Members of the unclassified staff are free to engage in outside activities, whether or not such activities are remunerative or related to staff members' fields of academic interest or specialization. However, no member of the unclassified staff may engage in outside activity if it conflicts with his or her public responsibilities to the university of Wisconsin system or the institution at which the unclassified staff member is employed.

(2) Reportable outside activities.

(a) The following outside activities must be reported to a staff member's dean, director or other appropriate administrator:

1. Associations with organizations, as defined in s.UWS 8.02 (3) and (12), related to staff members' fields of academic interest or specialization;

2. Private remunerative relationships between staff members and non-governmental sponsors of university research for which the staff member is a principal investigator; and

3. Remunerative outside activities in a staff member's field of academic interest or specialization, including but not limited to consulting, and whether the staff member earns for such activities $5,000 or more in a year from a single source.

(b) Each unclassified staff member engaging in outside activities reportable under this section shall annually, on or before April 30, file a report of outside activities with his or her dean, director or other appropriate administrator.

(c) If, during the year, significant changes in a staff member's reportable outside activities occur, the staff member shall immediately inform, in writing, his or her dean, director or other appropriate administrator. This information shall be placed on file with the staff member's annual statement of outside interests.

(3) Institutional polices.

The unclassified staff members of each institution, with the approval of the chancellor, shall develop policies and procedures which shall, at a minimum provide:

(a) Standards concerning the use of university facilities and personnel in connection with outside activities;

(b) Standards concerning absence from regular duties for the purpose of engaging in outside activities;

(c) Guidelines identifying types or categories of outside activities which may result in a material conflict of interest; and

(d) For such reports of anticipated outside activities as are necessary to insure compliance with s. UWS 8.04.

(4) Reports public.

Information required to be reported under this section shall, unless otherwise privileged by law, be a matter of public record.

Note: This section addresses outside activities. Several explanatory points provide relevant background:

1. The section addresses matters heretofore handled under UWS 7 and 14, which are accordingly repealed. This change in the scope of UWS 8 was made in response to legislative suggestion.

2. The rule recognizes the right of unclassified staff members to engage in outside activities, whether or not the activities are remunerative or related to staff members' fields of academic interest. However, in order to assure that such activities do not conflict with staff members' responsibilities to the university of Wisconsin system, or the institution at which the staff member serves, the rule provides that certain types of activities must be reported to staff members' deans, directors or other appropriate administrators. These reportable outside activities include associations with organizations related to staff members' fields of academic interest or specialization, certain private remunerative relationships between staff members and non-governmental research sponsors, and remunerative outside activities in staff members' fields of academic interest or specialization and whether the staff member earns $5,000 or more in a year from a single source. The language retains the requirements currently in UWS 7 and 14 that institutions develop policies to regulate the use of university facilities in connection with outside activities, and adds a similar requirement pertaining to use of personnel. It provides a more explicit requirement for institutional development of standards on absence from university duties, and for reports on outside activities which staff members anticipate they will perform during the academic year.

3. Guidelines and suggestions will be provided to institutions for implementation of the Regent rule. these guidelines would include examples of standards concerning use of university facilities and and absence from university duties that might be adopted under UWS 8.025 (3) (a) and (b) categories or types of activities which might present a material conflict of interest under UWS 8.025 (3) (c); reporting procedures under UWS 8.025 (4); and other relevant information.

4. The rule incorporates and codifies the result of litigation between the Madison Capital Times and the UW-Madison. That case, decided in Dane County Circuit Court in the spring of 1983, held that UW-Madison reports of outside activities required under UWS 7 and 14 were records open to public inspection. This section continues the existence of the reporting requirements (UWS 8.025 (2) a declares the public nature of the reports (UWS 8.025 (4), except in those instances where other legal principles establish a privilege for the information contained therein.

5. UWS 8.025 (1) indicates that the Regents' purpose is not to dictate the financial or topical terms of activity but to ensure that it does not present conflicts of interest or time with university duties. [See also Note to UWS 8.01 (3)].

6. Forms required under this section for the reporting of outside activities may be obtained from the Office of the Secretary to the Board of Regents, Room 1860 Van Hise Hall, 1220 Linden Drive, Madison, Wisconsin 53706, at no charge.

2002

University of Wisconsin System

Faculty and Academic Staff Report on Outside Activities and Interests
(as required under Section UWS8.025 Wisconsin Administrative Code)

Name _____ Department/Unit _____

Faculty _____ Academic Staff _____ Percent University Appointment _____

Signature _____

Please read the Guidelines for Reporting Outside Activities on the attachment and fill in the required information below. Completed forms should be forward to your department chair or unit director.

☐ I have read the Guidelines and do not have any remunerative outside activities in my field of interest to report. (If you check this box, forward the signed form to your chair/director.)

A. Remunerative Relationships

☐ I have received net remuneration for professional outside activities in my field of professional interest (e.g., consulting, research, teaching, writing, etc.). List below the name of the organization or business, type of activity (e.g., consulting, teaching, etc.) and the aggregate amount of time spent (days) in the activity, and whether you received $5000 or more from a single source.

Name of Business* or Organization	Type of Activity	Time Spent (days)	Check if $5000 or More From a Single Source

*If you believe that you should not publicly identify the name of the organization, you must receive approval from your dean, as indicated by the dean's signature below (e.g., if revealing the name would be damaging to the organization's legitimate competitive interests).

☐ I have received compensation from a nongovernmental sponsor of university research, teaching, or training for which I am a principal investigator.

Name of sponsor: _____

B. Offices and Directorships

Identify below any business or other organization related to your field of academic interest or professional specialization for which you or your immediate family served as an officer, director, or trustee. No identification need be made of professional societies, trusts, or charitable, religious, social, community service, or political organizations.

Name of Business/Organization	City and State	Position Held

C. Ownership Interests

List below any business or other organization related to your field in which you or your immediate family individually, or in aggregate, owned or controlled at least 10% of the outstanding equity.

Name of Business/Organization	City and State

I have reviewed the information itemized above:

Signature of Chair/Director _____

Signature of Chair/Director _____

WISCONSIN ADMINISTRATIVE CODE

ity would be extended if the guest or a member of the guest's immediate family was not a state employe.

History: Cr. Register, February, 1961, No. 302, eff. 3-1-61; am. Register, May, 1968, No. 389, eff. 6-1-68.

ER-Pers 24.04 Standards of conduct. This chapter shall not prevent an employe from accepting outside employment or following a pursuit which in no way interferes or conflicts with the full and faithful discharge of his or her duties to this state, subject to the following:

(1) A conflict of interest on the part of a state employe exists whenever:

(a) The employe's action or failure to act propitiously could reasonably be expected to directly or indirectly produce or assist in producing a private benefit for the employe or the employe's immediate family or an organization with which the employe is associated; or

(b) The matter is one in which the employe in his or her private capacity or a member of the employe's immediate family or an organization with which the employe is associated, as defined in s. ER-Pers 24.03 (3), has a substantial interest.

(2) The state must, by necessity, specifically prohibit those activities that will cause a conflict of interest to the employe or to the state of Wisconsin. Therefore:

(a) No employe may use or attempt to use his or her public position or state property, including property leased by this state, or use the prestige or influence of a state position to influence or gain financial or other benefits, advantages or privileges for the private benefit of the employe, the employe's immediate family or an organization with which the employe is associated.

1. Any salary or other compensation received by the employe from this state for his or her services does not constitute "financial gain" as the term is used in this rule.

2. Use of state telephones for essential personal local calls does not constitute "benefit" as the term is used in this rule.

(b) No employe may solicit or accept from any person or organization, directly or indirectly, money or anything of value if it could reasonably be expected to influence such employe's official actions or judgment, or could reasonably be considered as a reward for any official action or inaction on the part of such employe.

1. No employe who is assigned or acts as an official representative of the state in the presentation of papers, talks, demonstrations or making appearances shall solicit or accept fees, honoraria or reimbursement of expenses for personal gain. Any fees, honoraria, or reimbursement of expenses which may be offered in connection therewith shall be paid to the employe's employing agency.

2. Acceptance of fees and honoraria paid for papers, talks, demonstrations or appearances made by an employe on the employe's own time and not directly part of the employe's official duties, shall not be a violation of this rule. Employes shall notify their appointing authority prior to accepting fees and honoraria for papers, talks, demonstrations, or appearances to insure no conflict of interest exists.

UNIVERSITY OF WISCONSIN SYSTEM

Office of Human Resources
Assistant Vice President

1564 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin 53706
(608) 263-4384
(608) 265-3175 Fax

email: cmcconnell@uwsa.edu
website: http://www.uwsa.edu

SAMPLE NOTICE

September 17, 2003

MEMORANDUM

Robert Greenstreet
Interim Chancellor Designee

FROM: Charles McConnell
Assistant Vice President

Filing Statement of Economic Interests

As Interim Chancellor you will be required to file a Statement of Economic Interests with the State Ethics Board within 21 days of your interim appointment. In the past, the Ethics Board would have notified you of the reporting requirement. As of September 1, 2003 my office became responsible for providing information to new appointees. Attached is a copy of the reporting form and instructions. The form should be mailed or faxed directly to the Wisconsin Ethics Board. The Ethics Board can impose fees if the statement is not filed on a timely basis.

The Board has created a web site at http://ethics.state.wi.us. The site has a lot of information, including an electronic copy of the form and instructions, as well as information on frequently asked questions.

I am sure you are extremely busy and demands on your time will only increase. Thus, I thought I'd send this memo a little early to give you more lead-time to complete and file the required Ethics Board report.

Attachments

G:\chm\ Ethics Bd Reporting Notice.doc

Mail or fax to: Wisconsin Ethics Board, 44 E. Mifflin St., Suite 601, Madison, WI 53703-2800; Fax: (608) 264-9319

Statement of Economic Interests

Filed in 2003 for calendar year 2002

Name: _____
(last name, first name & initial)

State position: (held or sought) _____
(include agency, division, branch or district, if applicable)

SEE INSTRUCTIONS FOR EXPLANATION AND EXCEPTIONS.
•Questions about completing this form? Call (608) 266-8115 •Other inquiries (608) 266-8123 •Attach additional pages as needed

Part A — Information current as of _____
Insert nomination/appointment date here

1. List STOCKS, BONDS, limited partnerships, Wisconsin governmental securities, and mutual and money market funds you or your family held (minimum $5,000).

Name of security	Type of security - "✓" one					Amount - "✓" one	
	stock/ option/ futures	bond	limited partnership	Wisconsin governmental security	mutual or money mkt fund	$50,000 or less	More than $50,000

2. List BUSINESSES and INCOME-PRODUCING REAL ESTATE in which you or your family had a 10% or greater ownership interest.

Name of business (if any) or business activity, or address of real estate	Municipality	State	If real estate, list County	Describe nature of business

a) For each general partnership or non-Wisconsin entity you listed in Item #2, list the GENERAL PARTNERS or the OFFICERS and DIRECTORS.

Business	Partners, or officers and directors	City	State

b) For each enterprise you listed in Item #2 that is an unincorporated business, a subchapter S corporation, a service corporation (SC), a limited liability company (LLC), a partnership, or income-producing real estate, list BUSINESSES, ORGANIZATIONS, and any LOBBYISTS that were CUSTOMERS, CLIENTS, or TENANTS that paid the enterprise $1,000 or more in calendar year 2002.

Businesses, organizations, lobbyists that were customers, clients, or tenants	City	State

3. List the specific location of WISCONSIN REAL ESTATE in which you or your family had an interest (except your principal residence and real estate whose location you listed in item 2).

LOCATION OF PROPERTY			NATURE OF INTEREST (own, lease, option, easement, land contract)
Street address or fire number	Municipality	County	

4. List ORGANIZATIONS of which you or a family member was an OFFICER or DIRECTOR.

Business or organization	City	State	Position

5. List ORGANIZATIONS THAT AUTHORIZED YOU OR A FAMILY MEMBER TO REPRESENT THEM in their dealings with others as an attorney-at-law, agent, spokesperson, or representative (unless listed in item 4 or 7).

Business or organization	City	State

6. List CREDITORS to which you or your family owed $5,000 or more.

Creditor	City	State	"✓" one	
			$50,000 or less	More than $50,000

Part B — For calendar year 2002

7. List your and your family's EMPLOYERS ($1,000 or more of income) in 2002.

Name of employer (If State of Wisconsin, identify agency or institution)	City	State	Nature of employer's business

8. List OTHER SOURCES from which you or your family received INCOME of $1,000 or more in 2002.

Source of income	City	State

9. List individuals and organizations that provided *you* with ENTERTAINMENT or GIFTS (more than $50) in 2002.

Name of provider	City	State

10. List, for 2002, sources of HONORARIA and payment of EXPENSES related to *your* state government duties (more than $50) not previously reported to the Ethics Board.

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt

I certify that the information contained in this Statement of Economic Interests is true, complete, and correct to the best of my knowledge, information, and belief. In the event this Statement of Economic Interests is filed prior my nomination or appointment, I certify that I will amend it within ten days of my nomination or appointment date if amendment is necessary to bring it into conformity with the true statement of my economic interests as of the date of my nomination or appointment. **If any part has been left blank, I have done so intentionally because there is nothing to report.**

Daytime phone #_____

_____ _____ _____

Signature of person filing **Date** **E-mail address**

The information sought in this form is required by §§19.43 and 19.44, *Wisconsin Statutes*. Failure to file a completed form may result in a forfeiture of up to $500. Statements of Economic Interests are open for public inspection. The Ethics Board will notify you of the identity of any person who examines your Statement. In accordance with §15.04(1)(m), *Wisconsin Statutes*, the Ethics Board states that no personally identifiable information is likely to be used for purposes other than those for which it is collected.

STATE OF WISCONSIN
ETHICS BOARD

Statement of Economic Interests- *Instructions*

General filing information:

- The information sought in this form is required by §§19.43 and 19.44, Wisconsin Statutes.
- Attach additional pages if necessary.
- Need another blank form? Visit the Ethics Board's web site at http://ethics.state.wi.us
- Questions about completing this form? Call (608) 266-8115.
- Other inquiries? Call (608) 266-8123.

Definitions:

- **"Family" or "family member"** means your spouse, and any child, step-child, parent, or parent-in-law who receives more than one-half of his or her support from you or from whom you receive more than one-half of your support.
- **"Income"** means **gross** income before deductions and depreciation, from whatever source derived, as defined by the Internal Revenue Code, but excludes dividends and interest.
- A **"lobbyist"** is an individual who attempts to influence legislation or administrative rules in Wisconsin by communicating with an elected state official, agency official, or legislative employee on another's behalf for pay.

Part A — As of your nomination/appointment date.

1. List STOCKS, BONDS, limited partnerships, Wisconsin governmental securities, and mutual and money market funds you or your family held (minimum $5,000).

List

- stocks and stock options
- commodity futures contracts
- bonds
- limited partnerships
- securities issued by the State of Wisconsin or by local governmental entities within Wisconsin
- mutual funds and money market funds
- any of the above held directly or:
  - in a deferred compensation plan, profit-sharing plan, or pension plan whose investments you or your family directs
  - in an individual retirement account (IRA)
  - in a trust you or a family member created or of which you or a family member has beneficial use
  - held for you by a corporation, partnership, or other entity which you or your family controls

Do not list

- Wisconsin Retirement System
- savings accounts
- checking accounts
- certificates of deposit
- annuities
- insurance contracts
- securities issued by the federal government or a government outside Wisconsin
- securities issued by an organization that does not do any business in Wisconsin
- securities in a company in which you and your family's total interest is valued at less than $5,000

List the security by name. For example, list "Fidelity Puritan Fund" and "IBM." Do **not** list "deferred compensation plan" or "IRA" or "Merrill Lynch account," since these terms do not identify the securities within the deferred compensation plan, IRA, or brokerage account.

To determine whether an investment meets the $5,000 minimum for reporting, add the total value of all types of securities you and your family held in an individual business or other entity.

State of Wisconsin Deferred Compensation alternatives

DFA US 9-10 Small Company Portfolio	Stable Value Fund
Dreyfus Premier Third Century Fund	T. Rowe Price International Stock Fund
EAFE Equity Index Fund	T. Rowe Price Mid-Cap Growth Fund
FDIC Bank Option	US Debt Index Fund
Federated U.S. Government Securities Fund	Vanguard Admiral Fund
Fidelity Contrafund	Vanguard Institutional Index Plus Fund
Janus Fund	Vanguard Long Term Corporate Fund
S&P Mid Cap Index Fund	Vanguard Wellington Fund

2. List BUSINESSES and INCOME-PRODUCING REAL ESTATE in which you or your family had a 10% or greater ownership interest.

List the name of each business, professional practice, farm, real estate rental, and other enterprise from which you received income.

- If you or a family member owned rental or other income-producing real estate, but did not operate under a business name, list the street address or fire number, municipality, and county of the real estate.
- If you or a family member was self-employed, but did not operate under a business name, describe the business activity.

a) For each general partnership or non-Wisconsin entity you listed in item #2, list the GENERAL PARTNERS or the OFFICERS and DIRECTORS.

List separately for each business the names and locations:

- for a general partnership, its partners
- for a corporation not registered to do business in Wisconsin, its officers and directors
- for a limited partnership not registered to do business in Wisconsin, its general partners

Do not list:

- information for a limited partnership created or registered in Wisconsin
- information for a corporation created or registered in Wisconsin

b) For each enterprise you listed in item #2 that is an unincorporated business, a subchapter S corporation, a service corporation (SC), a limited liability company (LLC), a partnership, or income-producing real estate, list BUSINESSES, ORGANIZATIONS and any LOBBYISTS that were CUSTOMERS, CLIENTS, or TENANTS that paid the enterprise $1,000 or more in calendar year 2002.

List:

- both a third-party payer as well as the customer, client, or tenant if the business received income from a third-party payer (such as a fee, commission, or insurance payment received by a realtor, travel agent, or medical practice)

Do not list:

- an individual (unless the individual was a lobbyist or acting on behalf of a business or organization)
- a decedent's estate

3. List the specific location of WISCONSIN REAL ESTATE in which you or your family had an interest (except your principal residence and real estate whose location you listed in item 2).

Give the location, including the county, of real estate located in Wisconsin in which you or your family held at least a 10% interest valued at $5,000.

List:

- real estate you or your family owned directly or through: (a) a partnership; (b) a corporation; (c) a trust; or (d) other enterprise

Do not list:

- your principal residence unless it was used for the conduct of a business or for rental purposes
- real estate for which you provided the location in item 2

4. List ORGANIZATIONS of which you or a family member was an OFFICER or DIRECTOR.

List:

- each business, labor union, association, cooperative, or other organization of which you or a family member was an officer or director

Do not list:

- charitable organizations (entities to which a contribution is tax deductible)
- political organizations (entities whose primary purpose is to influence voting)
- non-profit social or community service organizations
- trusts; or
- federal, state, or local governments or governmental agencies

5. List ORGANIZATIONS THAT AUTHORIZED YOU OR A FAMILY MEMBER TO REPRESENT THEM in their dealings with others as an attorney-at-law, agent, spokesperson, or representative (unless listed in item 4 or 7).

List:

- each business, labor union, association, cooperative, partnership, or other organization for which you or a family member was an authorized representative or legal agent
- in the case of a lawyer, business clients for which you or a family member was authorized to provide representation in dealing with other parties or before a tribunal

Do not list:

- employers listed in item 7
- businesses you listed in item 2 as having a 10% or greater interest
- individuals
- charitable organizations (entities to which a contribution is tax deductible)
- political organizations (entities whose primary purpose is to influence voting)
- non-profit social or community service organizations
- trusts
- federal, state, or local governments or governmental agencies
- in the case of a lawyer, organizations for which your efforts or those of a family member did not include representation to third parties

6. List CREDITORS to which you or your family owed $5,000 or more.

List:

- each creditor (for personal and business debts) if you or a family member was personally liable for the debt
- your portion of any partnership debts

Part B — For calendar year 2002

7. List your and your family's EMPLOYERS ($1,000 or more of income) in 2002.

List:

- each employer from which you or a family member received income of $1,000 or more during the year
- if State of Wisconsin employee, the office or department

Do not list:

- an individual (unless the individual was a lobbyist or acting on behalf of a business or organization)

8. List OTHER SOURCES from which you or your family received INCOME of $1,000 or more in 2002.

List:

- Social Security payments
- an entity from which you or your family received retirement benefits
- an entity from which you or your family received directors fees
- both a third-party payer as well as the customer, client, or tenant from which you or your family received income (in the case of a fee or commission)
- an entity that purchased real estate from you or your family
- an entity that furnished you or your family honoraria not reported in item 10
- any source of income not listed in item 2 or 7

Do not list:

- the source of dividends or interest
- the source of insurance benefits, inheritances, scholarships (if no teaching or services were required in return)
- the purchaser of securities unless you know the purchaser's identity
- an individual (unless the individual was a lobbyist or acting on behalf of a business or organization)

9. List individuals and organizations that provided *you* with ENTERTAINMENT or GIFTS (more than $50) in 2002.

Do not list:

- gifts received by family members if they were not intended for you
- gifts from your spouse, child, parent, brother, sister, grandchild, grandparent, aunt, uncle, niece, nephew, fiancé(e), parent-in-law, grandparent-in-law, brother-in-law, or sister-in-law

A **"gift" includes** any money, property, favor, service, entertainment, travel, or payment furnished without valuable consideration. Include tickets to sporting or theatrical events, golfing fees, prizes, samples and promotional items, items from sales representatives or as part of business promotions, and similar items.
A **"gift" does not include** political contributions reported to the Elections Board, or meals, beverages, or lodging that an individual offers as hospitality at his or her own expense, and not as a business expense, for reasons unrelated to your holding state public office.

10. List, for 2002, sources of HONORARIA and payment of EXPENSES related to *your* state government duties (more than $50) not previously reported to the Ethics Board.

List:

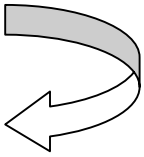
- each individual or organization from which <u>you</u> received, in 2002, lodging, transportation, meals, expenses, or honoraria having a total value of more than $50, for attendance at a conference, presentation of a talk, participation in a meeting, or for a published work about issues initiated by or affecting state government or state agencies

Do not list:

- information about lodging, transportation, meals, money or any other thing of pecuniary value:
  (1) if you returned it within 30 days
  (2) if you received it from the agency of which your state public office is a part
  (3) if you received it from a source already listed in items 2, 7, or 8
  (4) if you already reported the payment to the Ethics Board as a matter of public record

Mail <u>or</u> fax completed form to:

Wisconsin Ethics Board
44 E. Mifflin St., Suite 601
Madison, WI 53703-2800
Fax: (608) 264-9319



Keep a copy of your completed form for your records.

If you fax the form, keep the original--
Do not mail it to the Ethics Board

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves the "Return to Wisconsin" program offering discounted tuition to non-resident children and/or grandchildren of alumni at self-selected pilot institutions beginning in fall 2004.

University of Wisconsin System
"Return to Wisconsin" Tuition Program
Pilot Proposal

BACKGROUND

Over the course of the 2001-02 fiscal year, the University of Wisconsin Board of Regents considered a series of potential policy changes and actions intended to build and strengthen the University's resource base. Among the several dozen concepts considered was a program to offer discounted tuition to children of alumni who reside out of state. Such a program, if properly designed, could have the following benefits.

- Provide a modest increase in funding per student for Wisconsin residents without additional GPR appropriations.
- Attract high quality undergraduate students without displacing Wisconsin resident students.
- Address "Brain Gain" interests by increasing the number of highly qualified students coming to Wisconsin for their educations who may stay for their careers.
- Increase the geographic diversity of the student body to enrich the educational experience of all.
- Create stronger ties with alumni, possibly resulting in greater future giving.

The Board of Regents Building our Resource Base final report approved on June 6, 2002, recommended making the study of this type of proposal a priority for further study and a possible pilot. The Regents stipulated that, as part of the System's enrollment management policy, any non-resident alumni enrollments would be above, and not in replacement of, resident students. The pilot proposal outlined below is in response to that directive.

REQUESTED ACTION

Approval of Resolution I.2.c

That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves the "Return to Wisconsin" program offering discounted tuition to non-resident children and/or grandchildren of alumni at self-selected pilot institutions beginning in fall 2004.

DISCUSSION

As the UW System looks for ways to maintain access for resident students and attract more, higher paying non-resident students to Wisconsin, the administration sees value in presenting a pilot program

offering discounted undergraduate tuition to the children of non-resident UW alumni. Resident tuition paid by University of Wisconsin students funds only about one third of the cost of each student's education on average. The remaining two thirds are covered largely by the appropriation of GPR funds from the State. Non-resident tuition, on the other hand, more than covers the average full cost of education for a student. Last year, these students paid between 150% and 186% of the cost of their instruction. Therefore, non-resident students contribute significantly toward the costs of educating Wisconsin resident students of the University. However, as non-resident tuition has increased, the UW System has actually lost revenue as fewer non-residents have enrolled. From 2001-02 to 2002-03, UW System non-resident, undergraduate enrollments dropped by 346 FTE. Had enrollment levels remained steady and full tuition been collected, these FTE would have generated an additional $4,700,000.

UW System Administration proposes launching a pilot program at all UW System institutions that choose to participate beginning with the fall 2004 semester. Tuition rates for eligible individuals would be discounted to a rate equal to regular non-resident tuition less 25 percent but not less than the projected cost of student's education. The student would continue to pay all fees, special course charges, room, board, and other expenses at rates applicable to all other students. Participation would be renewable for subsequent terms of enrollment as long as the student remains in good standing and makes satisfactory academic progress as defined by the U.S. Department of Education for federal financial assistance programs.

Illustration of Discounted Tuition Rate

Undergraduate	Support Per Student	Resident Tuition	Non-resident Tuition	Return to WI Pilot Tuition
2003-04 Academic Year	$7,990 (2002-03)	$3,500	$13,546	$10,160

Eligible students must meet all academic standards for admission to the University as applied to all other applicants. "Return to Wisconsin" tuition status would be granted to the children and/or grandchildren of a specific institution's qualifying alumni. For purposes of this program, qualifying alumni include individual biological or legal parents, biological grandparents, or legal guardians, living or dead, who have previously earned a degree, either graduate or undergraduate, from the UW campus where the student plans to attend. In addition, an eligible student or the student's qualifying parent, grandparent, or legal guardian must be a legal resident of a state other than Wisconsin or Minnesota.

As stipulated earlier by the Board of Regents, the Return to Wisconsin program would be managed to ensure that Wisconsin resident students are not displaced by individuals participating in the pilot. The pilot will enable participating campuses, UW System Administration and Regents to gather information on the effectiveness of such a program and to determine the efficacy of continuing or expanding the concept in the future. The following institutions have expressed an interest in piloting the program beginning in fall 2004: UW-Eau Claire, UW-Green Bay, UW-La Crosse, UW-Oshkosh, UW-Parkside, UW-River Falls, UW-Stevens Point and UW-Whitewater.

Non-resident tuition rates have increased dramatically in the last five years. From fiscal year 1997-98 to fiscal year 2002-03, non-resident undergraduate tuition rates at several comprehensive institutions increased from $8,254 to $13,046 an increase of $4,792 (58%). Over half of this increase has come in the last two years. One result of these increases is that non-resident tuition at UW System comprehensive institutions now ranks near the top of its peers.

The primary goal of this pilot is to bring these enrollments back to earlier levels and provide enough revenue to preserve or increase access for resident students without the addition of new GPR funding. The program also has the potential to strengthen institutional ties to non-resident alumni. Children or grandchildren of alumni may feel a stronger connection to the University and the State, enhancing their likelihood to remain in Wisconsin after graduation.

The pilot would run three years after which the UW System Administration would evaluate its effectiveness and offer recommendations to the Board regarding whether the program should be made permanent, modified, or discontinued. Participating institutions will collect relevant information about individuals attending their institution under this program.

RELATED REGENT POLICIES

Regent Policy Document 88-11	Academic Fee Structure
Regent Policy Document 92-8	Tuition Policy Principles

UW System Trust Funds
Acceptance of Bequests

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon the recommendation of the President of the University of Wisconsin System and the Chancellors of the benefiting University of Wisconsin institutions, the bequests detailed on the attached list be accepted for the purposes designated by the donors, or where unrestricted by the donors, by the benefiting institution, and that the Trust Officer or Assistant Trust Officers be authorized to sign receipts and do all things necessary to effect the transfers for the benefit of the University of Wisconsin.

Let it be herewith further resolved, that the President and Board of Regents of the University of Wisconsin System, the Chancellors of the benefiting University of Wisconsin institutions, and the Deans and Chairs of the benefiting Colleges and Departments, express their sincere thanks and appreciation to the donors and their families for their generosity and their devotion to the values and ideals represented by the University of Wisconsin System. These gifts will be used to sustain and further the quality and scholarship of the University and its students.

UW SYSTEM TRUST FUNDS
ACCEPTANCE OF BEQUESTS OVER $50,000

EXECUTIVE SUMMARY

BACKGROUND

Regent policy provides that individual bequests of $50,000 or more will be brought to the Business and Finance Committee so that they can, via resolution, be formally accepted and recognized by the President, Board, and appropriate Chancellor if to a specific campus. The resolution of acceptance, recognition, and appreciation will then be conveyed, where possible, to the donor, the donor's family, and other interested parties.

REQUESTED ACTION

Resolution accepting and recognizing new bequests of $50,000 or more.

DISCUSSION

Details of new bequests of $50,000 or more that have been or will be received by UW System Trust Funds on behalf of the Board of Regents are given in the attachment to the resolution.

RELATED REGENT POLICIES

Resolution 8559, June 7, 2002 - Process for Presenting and Reporting Bequests.

1. **Albert U. Anderson Revocable Trust**

The Trust states the following: "(6) One Hundred Thousand ($100,000.00) Dollars to the UNIVERSITY OF WISCONSIN, Madison, Wisconsin."

Albert U. Anderson was born October 23, 1915 in Pottsville, Pennsylvania and graduated from UW-Madison with a B.A. in Economics in 1938. He moved to the Miami area in 1946, where he completed his business and accounting education at the University of Miami. He became a career accountant and CPA, and opened his own accounting business which he ran successfully for many years in Coral Gables.

2. **Margaret E. Draves Estate**

The will of Margaret E. Draves states the following: "ARTICLE IV: I give of any other property that I own or that I have a power to appoint by will as follows: 50% to the School of Human Ecology, University of Wisconsin, Madison, Wisconsin."

Margaret E. Draves died December 25, 2002 at the age of 95. She received a B.S. in Home Economics from UW-Madison in 1933 and worked as a medical technician at Michigan State Health Department in Lansing, Harper Hospital, Port Huron Hospital, and the former St. Clair Community Hospital. She was a life member of the Wisconsin Alumni Association, the National Geographic Society, American Institute for Cancer Research, and Wisconsin Legacy. The personal representatives and attorney for Ms. Draves' estate describe her as having been a "grand woman."

(UW-Madison has received approximately $130,000 from this estate.)

3. **Maurice F. Neufeld Estate**

Mr. Neufeld's Will states the following: "B. One-Half (1/2) to the UNIVERSITY OF WISCONSIN at Madison, Wisconsin, for the Integrated Liberal Studies program for such use as the Director and faculty of the Program deem best. If the Program is discontinued, whatever funds remain shall be transferred to the UNIVERSITY OF WISCONSIN for the Memorial Library for the use in collection development in Humanities. Income and principal from the fund may be used for the designated purpose within the discretion of the Director and faculty of the Integrated Liberal Studies Program at the University of Wisconsin."

Maurice F. Neufeld was born October 27, 1910 in Washington, D.C. and died on April 10, 2003 in Ithaca, New York. Mr. Neufeld received a B.A., as well as Masters of Arts and Ph.D. degrees in History from the University of Wisconsin. After college, Neufeld taught, did labor organizing, and worked for New Jersey's state planning board, followed by service as New York State's Deputy Commissioner of Commerce. During World War II, he was Director of the Bureau of Rationing for New York and chaired a Federal Advisory Council of Defense planning committee before serving in the U.S. Army as an executive officer of the allied military government in Italy.

After the war, Neufeld became one of the founding faculty members of the Industrial Labor Relations School at Cornell University. He was a teacher and mentor to Cornell students for 35 years as well as a scholar on comparative labor movements. In 1998, Cornell announced the creation of the Maurice and Hinda Neufeld Founders Professorship in Industrial and Labor

Relations in recognition of their significant contributions to the University.

During his student years at Wisconsin, Neufeld was a member of Alexander Meiklejohn's Experimental College and counted that experience as one of the most important in his life. The classics, which formed the core of the Experimental College curriculum, influenced him profoundly; as an undergraduate, he translated Sophocles' Antigone and saw the play performed by his fellow students in the Stock Pavilion.

Neufeld regarded the Integrated Liberal Studies (ILS) Program as the natural successor to the Experimental College, which closed in 1932. He and other "Ex-College" alumni closely identified with ILS and supported faculty efforts in the early 1980s to restructure the program when it seemed that ILS might close as well. Professor of English Michael Hinden, who chaired ILS during its restructuring, recalls that Neufeld expressed a desire to continue the Meiklejohn tradition by honoring ILS with a significant bequest.

(UW-Madison has received a partial distribution of $1,350,000 to date from this estate.)

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon recommendation of the President of the University of Wisconsin System, the Annual Gifts-In-Kind Report be accepted for transmittal to State Officials.

UNIVERSITY OF WISCONSIN SYSTEM

Vice President for Finance

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October 29, 2003

To: Business and Finance Committee and All Other Regents

From: Debbie Durcan

Re: Annual Gift-In-Kind Report

As part of 1989 Wisconsin Act 50, s.20.907(1m), each State agency is required to annually submit a report on the Joint Committee on Finance (JCOF) and the Department of Administration (DOA) listing in-kind contributions. The attached listing is being provided to the Business and Finance Committee for its review prior to submission to JCOF and DOA.

Attachment

THE UNIVERSITY OF WISCONSIN SYSTEM
GIFTS IN KIND BY UDDS
AUGUST 2002 - JULY 2003

MADISON

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
1	UNIVERSITY OF WISCONSIN FOUNDATION MADISON, WI 2003 TOYOTA AVALON AUTOMOBILE	MSN/G E A/UNIVERSITY ADMIN/CHAN OFC
2	WISCONSIN ALUMNI ASSOCIATION MADISON, WI OFFICE FURNITURE	MSN/BUS SV/ADMINISTRATION/ADMINISTRA
3	JOHN MORGRIDGE SAN JOSE, CA TOSA FOUNDATION ACCUMULATES $1.00 CREDIT FOR EVERY $2.00 THE UNIVERSITY SPENDS ON CISCO PRODUCTS. THESE FUNDS CAN THEN BE USED FOR ADDITIONAL PURCHASES OF CISCO PRODUCTS.	MSN/DOIT/DIVISION OFFICE/DIVIS OFC
4	DELL COMPUTER CORPORATION ROUND ROCK, TX COMPUTER EQUIPMENT	MSN/DOIT/INFO TCH ACADEMY/IT ACADEMY
5	ABBOTT LABS ABBOTT PARK, IL HP LASERJET 1200 PRINTER	MSN/AG&LSC/ACAD STU AFF ADM/PLACEMEN
6	XENON GENETICS, INC. BURNABY, BC, CANADA HIGH-SPEED TABLE-TOP CENTRIFUGE	MSN/AG&LSC/BIOCHEMISTRY/BIOCHEM
7	DELAVAL, INC. KANSAS CITY, MO FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
8	DEAN THRONDSEN REEDSBURG, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
9	FOXWORTHY SUPPLY KENT CITY, MI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
10	SHOPE, W. RICHARD HERSHEY, PA FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
11	MORGAN LAMBERT EAU CLAIRE, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
	BIRSCHBACH, DEAN FOND DU LAC, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
13	DODGELAND AG-SYSTEMS, INC. PLATTEVILLE, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
14	AMORIM INDUSTRIAL SOLUTIONS TREVOR, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
15	SIKKEMA, DENNIS BRYON CENTER, MI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
16	HUMANE MANUFACTURING BARABOO, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
17	BURGERS, VERLYN MARSHFIELD, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
18	AUBURNDALE TIRE RECYCLING AURBURNDALE, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
19	DELAVAL, INC. KANSAS CITY, MO FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
20	THRONDSEN, DEAN REEDSBURG, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
21	FOXWORTHY SUPPLY KENT CITY, MI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
22	SHOPE, W. RICHARD HERSHEY, PA FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
23	J&D SALES, INC. EAU CLAIRE, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
24	BIRSCHBACH, DEAN FOND DU LAC, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
25	DODGELAND AG-SYSTEMS, INC. PLATTEVILLE, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI

MADISON

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
26	AMORIM INDUSTRIAL SOLUTIONS TREVOR, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
27	SIKKEMA, DENNIS BRYON CENTER, MI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
28	HUMANE MANUFACTURING BARABOO, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
29	BURGERS, VERLYN MARSHFIELD, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
30	AUBURNDALE TIRE RECYCLING AUBURNDALE, WI FREESTALL BASE MATERIALS AND INSTALLATION	MSN/AG&LSC/DAIRY SCIENCE/DAIRY SCI
31	THOMAS WRIGHT MIDDLETON, WI UTILITY TRAILER	MSN/AG&LSC/ARL-MSN RES STA/W MADISO
32	UNIVERSITY OF WISCONSIN FOUNDATION MADISON, WI 7 PIECE POSTER ARTWORK	MSN/BUS/SCH OF BUSINESS/OP&INF MGT
33	BUTOR, MELVIN MADISON, WI 175 DISPOSABLE DECORATIONS FOR THE SCHOOL OF EDUCATION 2003 HONORS BANQUET	MSN/EDUC/GENERAL ADMIN/COMMUNIC'S
34	PEDRO, JOAN DANIELS MADISON, WI COLLECTION OF 73 BOOKS IN COUNSELING FIELD	MSN/EDUC/COUNSELING PSYCH/CONSL PSY
35	CAWTHON, STEPHANIE MADISON, WI BOOKS AND JOURNALS	MSN/EDUC/CIMC/CIMC
36	PROFESSOR THOMAS POPKEWITZ MADISON, WI 2 BOOKS	MSN/EDUC/CIMC/CIMC
37	MICHAEL ZAMBON MADISON, WI 3 BOOKS	MSN/EDUC/CIMC/CIMC
38	SCOTT FORESMAN COMPANY GREENDALE, WI 10 TEXTBOOK SETS	MSN/EDUC/CIMC/CIMC

MADISON

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
39	SRA/MCGRAW-HILL WILLOWBROOK, IL OPEN COURT READING; CORRECTIVE READING COMPREHENSION	MSN/EDUC/CIMC/CIMC
40	MCGRAW-HILL DESOTO, TX TEXTBOOK SET MCGRAW-HILL READING	MSN/EDUC/CIMC/CIMC
41	MEGAN MITSCHRICH PEWAUKEE, WI 3 TEXTBOOK SETS: HOUGHTON MIFFLIN ENGLISH MATHEMATICS, AND READING	MSN/EDUC/CIMC/CIMC
42	MICHAEL STREIBEL MADISON, WI 12 BOOKS, 1 CD-ROM DISC	MSN/EDUC/CIMC/CIMC
43	EMC/PARADIGM PUBLISHING ST. PAUL, MN 7 FOREIGN LANGUAGE TEXTBOOK SETS	MSN/EDUC/CIMC/CIMC
44	ZANER-BLOSER COLUMBUS, OH 4 TEXTBOOK SETS	MSN/EDUC/CIMC/CIMC
45	SECADA, PROFESSOR WALTER G. MADISON, WI 1 BOOK - TRANSFORMING TEACHING IN MATH AND SCIENCE	MSN/EDUC/CIMC/CIMC
46	VARITRONIC SYSTEMS, INC. BROOKLYN PARK, MN XYRON 850 COLD LAMINATOR	MSN/EDUC/CIMC/CIMC
47	HERTTING, MIKE MADISON, WI 12 BOOKS ON EDUCATIONAL ADMINISTRATION	MSN/EDUC/CIMC/CIMC
48	SMITH, STEPHANIE MADISON, WI 148 BOOKS	MSN/EDUC/CIMC/CIMC
49	UNIVERSITY OF WISCONSIN FOUNDATION MADISON, WI TENSEGRITY SPHERE	MSN/ENGR/ADMINISTRATION/ENGR DAY
50	HEWLETT-PACKARD COMPANY PALO ALTO, CA HP COMPUTER EQUIPMENT	MSN/ENGR/DIV AFFAIRS OFFC/DIVSTY AFF

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
51	RIEDER, JAMES CAMPBELLSPORT, WI 1600 ELECTRONIC PROCESSOR BOARD FOR MTS TESTSTAR HYDRAULIC TEST SYSTEM	MSN/ENGR/CIVIL & ENV ENGR/CIV&EN ENG
52	MBW, INC. SLINGER, WI SOIL COMPACTION SUPERVISOR	MSN/ENGR/CIVIL & ENV ENGR/CIV&EN ENG
53	SCHAR, MARK CINCINNATI, OH 2001 CORBIN SPARROW ELECTRIC VEHICLE	MSN/ENGR/ELEC & COM ENGR/ELEC&COMP
54	AGILENT TECHNOLOGIES SANTA CLARA, CA VARIOUS EQUIPMENT	MSN/ENGR/ELEC & COM ENGR/ELEC&COMP
55	INTEL CORPORATION HILLSBORO, OR PENTIUM 4 PROCESSOR	MSN/ENGR/ELEC & COM ENGR/ELEC&COMP
56	AGILENT TECHNOLOGIES PALO ALTO, CA COMPACT LIGHTWAVE SWITCH AND OTHER EQUIPMENT	MSN/ENGR/ELEC & COM ENGR/ELEC&COMP
57	INTEL CORPORATION HILLSBORO, OR 11 DESKTOP COMPUTERS, 1 SERVER	MSN/ENGR/ELEC & COM ENGR/ELEC&COMP
58	INTEL CORPORATION HILLSBORO, OR 27 DESKTOP COMPUTERS, 1 SERVER 2 WIRELESS ACCESS POINTS	MSN/ENGR/ELEC & COM ENGR/ELEC&COMP
59	GIFTS-IN-KIND INTERNATIONAL ALEXANDRIA, VA HORIBA PRECONVERTER - EMISSIONS TESTING EQUIPMENT	MSN/ENGR/ENGR EXPER STA/ENGINE CTR
60	ABB INC. NEW BERLIN, WI 15 HP VARIABLE FREQUENCY AC DRIVE AND MOTORS	MSN/ENGR/ENGR EXPER STA/ENGINE CTR
61	DEFENSE MICROELECTRONICS ACTIVITY MCCLELLAN, CA ASET CRISS-CROSS MASKMAKER	MSN/ENGR/ENGR EXPER STA/MICROELECT
62	INTEL CORPORATION HILLSBORO, OR COMPUTER EQUIPMENT	MSN/ENGR/ENGR EXPER STA/CNTECH

MADISON

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
63	MICROSOFT RESEARCH REDMOND, WA SOFTWARE	MSN/ENGR/MECHANICAL ENGR/MECH ENGR
64	INTEL CORPORATION HILLSBORO, OR XEON GRAY WORKSTATIONS	MSN/ENGR/MECHANICAL ENGR/MECH ENGR
65	CRAY, INC. CHIPPEWA FALLS, WI CRAY MCM TEST STAND	MSN/ENGR/MECHANICAL ENGR/MECH ENGR
66	GENERAL MOTORS PANORAMA CITY, CA GM 1997 GENERATION 1 EV (ELECTRIC VEHICLE)	MSN/ENGR/MECHANICAL ENGR/MECH ENGR
67	PARTS DISTRIBUTING, INC. MILWAUKEE, WI DELL INSPIRON 4150 LAPTOP COMPUTER	MSN/ENGR/MECHANICAL ENGR/MECH ENGR
68	GENERAL MOTORS CORPORATION WARREN, MI 2003 CHEVROLET SILVERADO 3500 TRUCK	MSN/ENGR/MECHANICAL ENGR/MECH ENGR
69	ANDREA HOFFMAN MONONA, WI PAPER APRON, UMBRELLA, PAPER DOLL DRESSES, SARONG AND TIE FROM INDONESIA	MSN/SOHE/EXHIBITS&COLLCTN/ALLEN TXTL
70	DAVID WARD MADISON, WI DRESS & SARONG-SUMATRA; SKIRT-BURMA KIRA-BHUTAN, WOMAN'S HEADDRESS-THAILAND	MSN/SOHE/EXHIBITS&COLLCTN/ALLEN TXTL
71	DR. MARY ELLEN CONWAY-DES JARLAIS HONOLULU, HI ASSORTED ASIAN TEXTILES & COSTUMES	MSN/SOHE/EXHIBITS&COLLCTN/ALLEN TXTL
72	MIRIAM HOUSTON MADISON, WI MOLA TEXTILE - PANAMA	MSN/SOHE/EXHIBITS&COLLCTN/ALLEN TXTL
73	DR. & MRS. REGINALD RUTHERFORD, III TERRE HAUTE, IN HUIPIL - GUATEMALA	MSN/SOHE/EXHIBITS&COLLCTN/ALLEN TXTL
74	FLETT, VIRGINIA WATERTOWN, WI TURKISH TOWELS	MSN/SOHE/EXHIBITS&COLLCTN/ALLEN TXTL

MADISON

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
75	JOSEPH NASH WILLIAMS ESTATE MADISON, WI COSTUMES & TEXTILES FROM CHINA	MSN/SOHE/EXHIBITS&COLLCTN/ALLEN TXTL
76	LEGG, ROBERT STOUGHTON, WI 700 MHZ ATHLON COMPUTER SYSTEM	MSN/GRAD/SYNCHR RAD CTR/SRC
77	COOKIES BY DESIGN MADISON, WI COOKIES ON A STICK FOR TEAM MEMBERS	MSN/ATH/GENERAL OPERATNS/ADMIN
78	ROSARIO'S MADISON, WI PORTION OF 1/16/02 MEAL	MSN/ATH/GENERAL OPERATNS/ADMIN
79	SIGNATURE GRAPHICS MADISON, WI CRAZY LEGS RUN BANNERS	MSN/ATH/GENERAL OPERATNS/ADMIN
80	BLUE LINE CLUB MADISON, WI HOCKEY BANQUET AWARDS	MSN/ATH/GENERAL OPERATNS/ADMIN
81	BLUE LINE CLUB MADISON, WI TV SPONSORSHIP	MSN/ATH/GENERAL OPERATNS/ADMIN
82	UNIVERSITY BOOK STORE MADISON, WI DONATED GIFT BASKETS	MSN/ATH/GENERAL OPERATNS/ADMIN
83	GEORGE CONWAY MADISON, WI DONATED GIFT BASKETS	MSN/ATH/GENERAL OPERATNS/ADMIN
84	LUEDTKE-STORM-MACKEY CHIROPRACTORS MADISON, WI CHIROPRACTIC SERVICES	MSN/ATH/GENERAL OPERATNS/ADMIN
85	LAST PERFECT WAVE PRODUCTIONS LTD WINTER PARK, FL VIDEO AND FILM ELEMENTS	MSN/L&S/COMMUN ARTS/COMM ART
86	RICHARD KAPLAN NEW YORK, NY SEVEN BOXES OF ADDITIONS TO THE WISCONSIN CENTER FOR FILM AND THEATER RESEARCH'S RICHARD KAPLAN COLLECTION	MSN/L&S/COMMUN ARTS/FLM&THEA R

MADISON

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
87	TAIPEI ECONOMIC & CULTURAL OFFICE CHICAGO, IL 16MM PRINTS OF 121 FILMS	MSN/L&S/COMMUN ARTS/FLM&THEA R
88	INTEL CORPORATION HILLSBORO, OR XEON GRAY AND PENTIUM 4 WORKSTATIONS	MSN/L&S/COMPUTER SCI/COMP SCI
89	CISCO SYSTEMS SAN JOSE, CA ROUTERS/SWITCHES/SOFTWARE/PERIPHERALS	MSN/L&S/COMPUTER SCI/COMP SCI
90	INTEL CORPORATION HILLSBORO, OR P4 CPUS/PERIPHERALS	MSN/L&S/COMPUTER SCI/COMP SCI
91	INTEL CORPORATION BERKELEY, CA P4 CPU/PERIPHERALS	MSN/L&S/COMPUTER SCI/COMP SCI
92	SUN MICROSYSTEMS, INC. MENLO PARK, CA SUN FIRE SERVER & 2 BLADE 2000 PROCESSORS & PERIPHERALS	MSN/L&S/COMPUTER SCI/COMP SCI
93	SUN MICROSYSTEMS, INC. PALO ALTO, CA SERVER & PERIPHERALS; SOFTWARE & LICENSE	MSN/L&S/COMPUTER SCI/COMP SCI
94	INTEL CORPORATION HILLSBORO, OR 120 INTEL PENTIUM III XEON PROCESSORS	MSN/L&S/COMPUTER SCI/COMP SCI
95	INTEL CORPORATION HILLSBORO, OR DESKTOP ADAPTER/MOTHERBOARD/PROCESSOR	MSN/L&S/COMPUTER SCI/COMP SCI
96	INTEL CORPORATION HILLSBORO, OR INTEL PENTIUM III PROCESSOR WITH PERIPHERALS	MSN/L&S/COMPUTER SCI/COMP SCI
97	MAGNONI, CORINNE WATERLOO, WI ELVEHJEM MUSEUM OF ART - MEMBERSHIPS	MSN/L&S/ELVJM MUSEUM ART/ELVJM MUS
98	THEA TENENBAUM-MALFERRARI LONGMONT, CO 5 ORIGINAL DRAWNINGS BY DUDLEY HUPPLER	MSN/L&S/ELVJM MUSEUM ART/ELVJM MUS
99	WARRINGTON COLESCOTT & FRANCES MYERS HOLLANDALE, WI ETCHINGS	MSN/L&S/ELVJM MUSEUM ART/ELVJM MUS

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
100	MARTHA RANDOLPH DAURA VERO BEACH, FL PAINTINGS, WATERCOLORS, PRINTS & DRAWINGS BY PIERRE DAURA	MSN/L&S/ELVJM MUSEUM ART/ELVJM MUS
101	DR. RUSSELL LEWIS MARSHFIELD, WI 1 PRINT	MSN/L&S/ELVJM MUSEUM ART/ELVJM MUS
102	DR. JAMES STRAIN RIVERDALE, NY HEADREST	MSN/L&S/ELVJM MUSEUM ART/ELVJM MUS
103	DR. AND MRS. THEODORE HARTRIDGE MADISON, WI OIL ON CANVAS	MSN/L&S/ELVJM MUSEUM ART/ELVJM MUS
104	ANONYMOUS ANONYMOUS 4 CHINESE SCROLL PAINTINGS	MSN/L&S/ELVJM MUSEUM ART/ELVJM MUS
105	LESLIE GARFIELD NEW YORK, NY 23 WORKS ON PAPER BY VARIOUS ARTISTS	MSN/L&S/ELVJM MUSEUM ART/ELVJM MUS
106	LITTLETON, HARVEY K. SPRUCE PINE, NC 19 VITREOGRAPHS BY HARVEY K LITTLETON	MSN/L&S/ELVJM MUSEUM ART/ELVJM MUS
107	BROCK, RICHARD E. ADELPHI, MD 1 MEL RAMOS LITHOGRAPH	MSN/L&S/GEOL & GEOPHYSCS/GEO&GEOPHY
108	HULSIZER, FRED AND RICHARD MADISON, WI 2 ENGRAVINGS	MSN/L&S/GEOL & GEOPHYSCS/GEO&GEOPHY
109	KAUFMAN, DR. ANNETTE LOS ANGELES, CA 1 BOOK AND 1 BRONZE SCULPTURE	MSN/L&S/GEOL & GEOPHYSCS/GEO&GEOPHY
110	RICHARDSON, GARRATT SEATTLE, WA 2 OIL ON PANEL PAINTINGS	MSN/L&S/GEOL & GEOPHYSCS/GEO&GEOPHY
	SNYDER, ELLSWORTH MADISON, WI 9 PRINTS, 1 OIL ON CANVAS AND 1 SCULPTURE	MSN/L&S/GEOL & GEOPHYSCS/GEO&GEOPHY
112	WILDE, JOHN AND SHIRLEY EVANSVILLE, WI DUDLEY HUPPLER DRAWING	MSN/L&S/GEOL & GEOPHYSCS/GEO&GEOPHY

MADISON

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
113	WEINSTEIN, FRANCES MIDDLETON, WI BRONZE SCULPTURE	MSN/L&S/GEOL & GEOPHYSCS/GEO&GEOPHY
114	UFFENBECK, LORIN MADISON, WI OIL ON LINEN	MSN/L&S/GEOL & GEOPHYSCS/GEO&GEOPHY
115	WALDBAUM, JANE COHN & STEVEN L. MORSE MILWAUKEE, WI 3 WATERCOLORS AND 1 SERIGRAPH	MSN/L&S/GEOL & GEOPHYSCS/GEO&GEOPHY
16	PARSONS, DAVID G. GUANAJUANTO, GTO, MEXICO BRONZE SCULPTURE	MSN/L&S/GEOL & GEOPHYSCS/GEO&GEOPHY
117	GOURFAIN, PETER BROOKLYN, NY 1 YELLOW PINE AND TERRA COTTA SCULPTURE	MSN/L&S/GEOL & GEOPHYSCS/GEO&GEOPHY
118	HEWLETT-PACKARD COMPANY PALO ALTO, CA COMPUTING EQUIPMENT FOR A "MOBILE" LANGUAGE LAB.	MSN/L&S/LEARNING SUPP SV/LRN SUP SV
119	HEWLETT-PACKARD CO PALO ALTO, CA COMPUTER FILE SERVER	MSN/L&S/LEARNING SUPP SV/LRN SUP SV
120	HEWLETT-PACKARD COMPANY PALO-ALTO, CA COMPUTING EQUIPMENT FOR A "MOBILE" LANGUAGE LAB	MSN/L&S/LEARNING SUPP SV/LRN SUP SV
121	UNIVERSITY OF WISCONSIN FOUNDATION MADISON, WI DVD PLAYERS/RECORDERS	MSN/L&S/POLITICAL SCI/POLI SCI
122	SCHEWE, DOUGLAS MADISON, WI PAINTINGS, PRINTS, ETC.	MSN/LIBR/ADMINISTRATION/DIR OFFICE
123	MULTIPLE DONORS USA, CANADA, FINLAND, IRAN, GREECE, JAPAN ETC. BOOKS, JOURNALS, LPS, CDS, VIDEOTAPES, MISC LIBRARY MATERIALS	MSN/LIBR/ADMINISTRATION/DIR OFFICE
124	MULTIPLE DONORS MULTI BOOKS, LP RECORDS, CDS, JOURNALS, COMPUTER SOFTWARE, CASSETTE PLAYER, CATALOGUES, CASSETTE TAPES AND REEL-TO-REEL TAPES	MSN/LIBR/ADMINISTRATION/DIR OFFICE

MADISON

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
125	MULTIPLE DONORS MULTI BOOKS, JOURNALS, CATALOGS, PORTRAITS DVDS, PAMPHLETS, OCCASIONAL PAPERS	MSN/LIBR/ADMINISTRATION/DIR OFFICE
126	MULTIPLE DONORS WI, NY, AK, TX, VA, PA, MI, CANADA, KS, CA, SHEET MUSIC, SCORES, BOOKS, CDS, LPS, 78RPMS, 45 RPMS, CASSETTES, REEL-TO-REELS, MISC. MATERIALS	MSN/LIBR/MEMBER LIBRARIES/MUSIC LIB
127	FRY, WILLIAM F. JOHNSTON, IA SPECIAL COLLECTIONS (DOCUMENTS, MANUSCRIPTS)	MSN/LIBR/MEMBER LIBRARIES/SPEC COLL
128	FRY, WILLIAM F. JOHNSTON, IA SHEET MUSIC COLLECTION	MSN/LIBR/MEMBER LIBRARIES/SPEC COLL
129	SNYDER, ELLSWORTH MADISON, WI JOHN CAGE WATERCOLOR	MSN/LIBR/MEMBER LIBRARIES/SPEC COLL
130	SNYDER, ELLSWORTH MADISON, WI JACKSON MACLOW ART-COLORED CRAYON ON PAPER FRAMED	MSN/LIBR/MEMBER LIBRARIES/SPEC COLL
131	SCHWARTZ, SEYMOUR PITTSFORD, NY 22 MAPS	MSN/LIBR/MEMBER LIBRARIES/SPEC COLL
132	UNIVERSITY OF WISCONSIN MEDICAL FOUNDATION MADISON, WI HUMAN PATIENT SIMULATOR ANESTHESIA UNIT (VERSION C)	MSN/MED SC/ANESTHESIOLOGY/ANESTHESIO
133	UNIVERSITY OF WISCONSIN FOUNDATION MADISON, WI SONY DIGITAL CAMERA	MSN/MED SC/OPHTHAL&VIS SCI/OPH&VIS S
134	STYKER ENDOSCOPY SAN JOSE, CA VIDEO EQUIPMENT TO PROJECT IMAGES FOR MINIMALLY INVASIVE SURGERIES	MSN/MED SC/SURGERY/CARDIOTHOR
135	UNIVERSITY OF WISCONSIN FOUNDATION MADISON, WI HP520 COMPUTER	MSN/OFCR E/AIR F AEROSPACE/AIR F AER
136	KEN NIEMEYER MIDDLETON, WI CHEST FREEZER	MSN/UNION/MEMORIAL UNION/MEM UNION

MADISON

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
137	KEN BARMORE MIDDLETON, WI DOWNHILL SKIS AND BINDINGS	MSN/UNION/MEMORIAL UNION/MEM UNION
138	R. BRUCE KOBS, DDS ST. LOUIS PARK, MN C BOOT MAST	MSN/UNION/MEMORIAL UNION/MEM UNION
139	JAMES JUST VERONA, WI 16' RALLY RUNABOUT FIBERGLASS POWERBOAT, TRAILER	MSN/UNION/MEMORIAL UNION/MEM UNION
140	JAMES BRUST MARION, IA BOAT, SAIL, BOAT TRAILER ETC. ETC.	MSN/UNION/MEMORIAL UNION/MEM UNION
141	DANA ESSELSTYN WAUKESHA, WI 1 NORTH SAILS CSCOW MAINSAIL & 1 MELGES SAILS CSCOW MAINSAIL	MSN/UNION/MEMORIAL UNION/MEM UNION
142	CHARLES R. LAMPHERE LAKE FOREST, IL SAILBOAT AND SAILS	MSN/UNION/MEMORIAL UNION/MEM UNION
143	DON HOFFMAN TOPEKA, KS 1984 SAILBOAT, WINDSURFER BOOM	MSN/UNION/MEMORIAL UNION/MEM UNION
144	PAUL MENZEL MADISON, WI 1993 JOHNSON C-SCOW, 2 SAILS, BOAT TRAILER	MSN/UNION/MEMORIAL UNION/MEM UNION
145	WARD A. OLSEN MADISON, WI SAIL AND SAIL BAG FOR TARTAN 31 SAILBOAT	MSN/UNION/MEMORIAL UNION/MEM UNION
146	CHARLES E. DURONI MADISON, WI HANKS & INSTALLATION THEREOF WHICH HAS BEEN COMPLETED FOR THE JIB ON A J-24 "OFF-....	MSN/UNION/MEMORIAL UNION/MEM UNION
147	PETER TEMPLETON WAUWATOSA, WI 1978 MELGES E-SCOW SAILBOAT (INCLUDING SAILS) AND TRAILER	MSN/UNION/MEMORIAL UNION/MEM UNION
148	JOHN A.W. KIRSCH MIDDLETON, WI ONE NEW NORTH SAIL STORM JIB FOR A J/22 SAILBOAT	MSN/UNION/MEMORIAL UNION/MEM UNION

MADISON

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
149	RICHARD SCHIFREEN MADISON, WI 1990 BIC MELODY WINDSURFER WITH SAILS & MAST	MSN/UNION/MEMORIAL UNION/MEM UNION
150	JAMES HAUSMANN PEWAUKEE, WI LASER SAILBOAT & WINDSURFER WITH SAILS, PC IMPORTERS COMPUTER	MSN/UNION/MEMORIAL UNION/MEM UNION
151	CHARLES DURONI MADISON, WI J-24 STORM JIB AND SHEETS	MSN/UNION/MEMORIAL UNION/MEM UNION
152	GOURMET SOURCE FOOD BROKERS OAK CREEK, WI MELGUS C SCOW SAILBOAT WITH SAIL & RIGGING	MSN/UNION/MEMORIAL UNION/MEM UNION
153	ROBERT TAYLOR BAYSIDE, WI 1977 JOHNSON X SCOW WITH SAILS & TRAILER	MSN/UNION/MEMORIAL UNION/MEM UNION
	JAMES HAUSMANN PEWAUKEE, WI 1984 JOHNSON CLASS C SAILBOAT AND SAILS	MSN/UNION/MEMORIAL UNION/MEM UNION
	PETER HUFF SUN PRAIRIE, WI 1 SET OF SCOW MELGES MAIN AND JIB SAILS	MSN/UNION/MEMORIAL UNION/MEM UNION
56	AARON BROWER MADISON, WI D23 SNOWBOARD BOOTS, SIZE 12	MSN/UNION/MEMORIAL UNION/MEM UNION
57	EUGENE WITTENSTROM ST. CHARLES, IL 1994 MELGES E SCOW SAILBOAT	MSN/UNION/MEMORIAL UNION/MEM UNION
58	WILLIAM SADLER MADISON, WI 1978 TARTAN TEN SAILBOAT	MSN/UNION/MEMORIAL UNION/MEM UNION
	JAMES GILBERTSON COTTAGE GROVE, WI 1973 MELGES M-20 SAILBOAT & SEVERAL SETS OF SAILS	MSN/UNION/MEMORIAL UNION/MEM UNION

GIFTS IN KIND BY UDDS
AUGUST 2002 - JULY 2003

MILWAUKEE

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
	HERBERT KOHL AND THE MILWAUKEE BUCKS MILWAUKEE, WI TWENTY FIVE TICKETS TO THE MILWAUKEE BUCKS GAME WITH A FACE VALUE OF $662.75	MIL/ST&MU/TALENT SEARCH/TALNT SRCH
2	CISSIE PELTZ PELZ GALLERY MILWAUKEE, WI ROBERT CURTIS SCULPTURE ARCADE/NEW HALL 43 STEEL AND CONCRETE 21"H X 23" W X 9"D 23" W	MIL/ARC&UP/ADMINISTRATION/ADMIN
3	JIM DICKER RACINE, WI DELL INSPIRING COMPUTER, POWER CONNECTORS,DVD,REAL PORT NETWORK, ZIP DRIVE AND LAPLINK CONNECTIONS DONOR VALUED AT $6,167.27	MIL/ARC&UP/ADMINISTRATION/COMPTR CTR
4	COMPUTER ASSOCIATES INTERNATIONAL, INC NEW YORK TRIAL EVALUATION OF SOFTWARE	MIL/ENG&AS/IND & SYSTS ENGR/IND&MFG
5	UWM FOUNDATION PC SUSAN MACBRIAR MILWAUKEE, WI WEAVING / FIBER ARTS AND RELATED ITEMS	MIL/ARTS/ADMINISTRATION/ADMIN
6	UWM FOUNDATION (P/C SUSAN MACBRIAR) MILWAUKEE, WI WEAVING /FIBER ARTS AND RELATED ITEMS	MIL/ARTS/ADMINISTRATION/ADMIN
	UWM FOUNDATION P/C JANET & MARVIN FISHMAN MILWAUKEE, WI ART WORK DONATED FOR THE USE OF ART HISTORY DEPT. OF STUDENT INSTRUCTION / FACULITY RESEARCH IN ART HISTORY GALLERY OR ITS SUCCESSOR.	MIL/ARTS/ADMINISTRATION/MRKT&DVLPM
8	LOGAN PRODUCTIONS, INC. MILWAUKEE, WI VARIOUS FORMATS OF KODAK 16MM FILM OWNER VALUED AT $5,500	MIL/ARTS/FILM/FILM
9	BRADY WORLDWIDE INC. MILWAUKEE, WI HEAD SPACE GC UNIT DONOR VALUED AT $1,500	MIL/GRAD/ADV ANALYSIS FAC/ADV AN FAC
10	STEVE PERCY MILWAUKEE, WI TWO HONEYWELL HEATERS VALUED AT $44.94	MIL/GRAD/CUIR/CUIR

MILWAUKEE

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
	GE MARQUETTE MEDICAL MILWAUKEE, WI COMPUTER DISK SUBSYSTEM CONTAINING 511 DISK DRIVES (2.7 TERABYTES); 280 POWER SUPPLIES, 68 CONTROLLER SEVEN CABINETS, CABLES. DONOR VALUED AT $455,435.	MIL/I & MT/TECH RESOURCES/TECH RESC
12	UWM FOUNDATION PC ROBERT, WILLIAM & BARBARA GERSHAN MILWAUKEE, WI GERSHAN ART COLLECTION	MIL/L&S/ADMINISTRATION/APA
	VARIOUS DONORS MILWAUKEE, WI NUMEROUS BIBLIOGRAPIC ITEMS	MIL/LIBR/LIBRARY/GENERAL
	VARIOUS DONORS MILWAUKEE, WI NUMERIOUS BIBLIOGRAPHIC ITEMS	MIL/LIBR/LIBRARY/GENERAL
	VARIOUS DONORS MILWAUKEE, WI NUMERIOUSBIBLIOGRAPHIC ITEMS MILWAUKEE	MIL/LIBR/LIBRARY/GENERAL
	VARIOUS DONORS MILWAUKEE, WI NUMEROUS BIBLIOGRAPHIC ITEMS	MIL/LIBR/LIBRARY/GENERAL

THE UNIVERSITY OF WISCONSIN SYSTEM
GIFTS IN KIND
FY 2002-2003
UW-EAU CLAIRE

DONOR AND GIFT DESCRIPTION	UNIT/DIVISION/DEPT/SUB-DEPT
RON AND CHRIS SATZ EAU CLAIRE, WI 8 BOOKS	LIBRARY
WILLIAM BENSON EAU CLAIRE, WI 1 BOOK	LIBRARY
DAVID AND KATHY DUAX EAU CLAIRE, WI CAM WALKER BOOT, KNEE BRACES, ORTHOPEDIC SHOES, KNEE WEIGHTS	ATHLETICS
AVALON EUROPEAN FLORAL EAU CLAIRE, WI 11 FLORAL ARRANGEMENTS	DEVELOPMENT
RON AND CHRIS SATZ EAU CLAIRE INDIAN CLAIMS COMMISSION DECISIONS, 47 VOLUMES & INDEX	LIBRARY
DONALD PATTERSON EAU CLAIRE, WI 3 MUSIC CD'S	LIBRARY
JENNIFER ELLIOTT MENOMONIE, WI HOLIDAY CONCERT BANNERS	FOUNDATION
TED AND MARY SUE WENDT EAU CLAIRE, WI iMAC COMPUTER	COMMUNICATION AND JOURNALISM
MARK AND SUSAN MC KENZIE SAN PEDRO, CA ORIGINAL MUSIC COMPOSITION	UNIVERSITY ADVANCEMENT
TIMOTHY D. CARY MILWAUKEE, WI 2 BOOKS	LIBRARY
DAVID CHENEY EAU CLAIRE, WI 1 BOOK	LIBRARY
M. CECELIA WENDLER EAGAN, MN MICROWAVE, CART, COFFEEMAKER	NURSING
ANITA K. LIMBACH HUDSON, WI 2 END TABLES	COMMUNICATION AND JOURNALISM
DAVID AND KATHY DUAX EAU CLAIRE, WI FRAMED PRINT	MUSIC AND THEATRE ARTS
J.J. KELLER AND ASSOCIATES NEENAH, WI SAFETY MANUALS, OSHA COMPLIANCE MANUALS AND SOFTWARE	ALLIED HEALTH
FULL SWING GOLF SAN DIEGO, CA COMM. CABLES, POWER CABLES, HITTING SCREEN, POWER SUPPLY KIT	ATHLETICS

DICK'S DIVOT GOLF RANGE — ATHLETICS
EAU CLAIRE, WI
GOLF SIMULATOR, LS GRAPHICS, SHARP LCD PROJECTOR

CHRISTOPHER AND JANA LIND — MUSIC
EAU CLAIRE, WI
SALVI RENAISSANCE HARP W/COVER; 3 STRINGS

GIFTS IN KIND BY UDDS
AUGUST 2002 - JULY 2003

GREEN BAY

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
1	UNIVERSITY OF WI FOUNDATION MADISON, WI 5370-8860 LENFESTEY DEDICATION PLAQUE	GBY/G E A/ASST CH PLAN&BUD/GENERAL
	UW-GREEN BAY PHOENIX FUND GREEN BAY, WI 54311-7001 TV CORNER CABINET (INSTALLED IN RESCH CENTER LOCKER ROOMS)	GBY/ATHLTC/PROG DIRECTION/GENERAL
3	UW-GREEN BAY PHOENIX FUND GREEN BAY, WI 54311-7001 OAK LOCKERS (INSTALLED IN THE RESCH CENTER LOCKER ROOM)	GBY/ATHLTC/PROG DIRECTION/GENERAL

THE UNIVERSITY OF WISCONSIN SYSTEM
GIFTS IN KIND
FY 2002-2003
UW-LACROSSE

DONOR AND GIFT DESCRIPTION	UNIT/DIVISION/DEPT/SUB-DEPT
PENTAIR, INC. Atomic Absorption Spectrometer	Chemistry Dept./SAH
UW-L Foundation 208 pieces of art work	Art Dept./CLS
UW-L Foundation selected Chinese antiques	Library/Academic Affairs

THE UNIVERSITY OF WISCONSIN SYSTEM
GIFTS IN KIND
FY2002-2003
UW-OSHKOSH

DONOR AND GIFT DESCRIPTION	UNIT/DIVISION/DEPT/SUBDEPT
Christopher Carlson Toshiba laptop computer	Geology
Green Bay Packers Leather NFL football and 2 Green Bay Packer polo shirts	COBA fundraiser
Marlene B. Andrews Digital camera and leather carrying case	Scholarship raffle (Foundation)
Pioneer Resort and Marina Gift certificate for one night's lodging at Pioneer Inn	Scholarship raffle (Foundation)
Sammons Preston Athletic Training equipment	Athletic Training Department
Supple Restaurant Group Catered food for Jarrod Washburn event	Baseball Program
Collectors Gallery Ceramic art work for silent auction fundraiser	COBA fundraiser
Miller Clock Service & Sales Westminster chime clock for silent auction fundraiser	COBA fundraiser
Vitale's Italian Restaurant Catered food for Dan Gable event	Wresting Program
Richard Gabrielson Chill headbands	Women's Golf Program
Danny G. Cartwright Custom built computer for raffle at Classified Staff Day	Foundation
Vernice W. Haase Coffee gift basket for raffle at Classified Staff Day	Foundation
Elizabeth R. Heuer Four $25.00 Target gift certificates (Classified Staff Day)	Foundation
Rebecca R. Payne Two $25.00 Stein's gift certificates (Classified Staff Day)	Foundation

GIFTS IN KIND BY UDDS
AUGUST 2002 - JULY 2003

PARKSIDE

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
1	UWP BENEVOLENT FOUNDATION KENOSHA, WI WEIGHT EQUIPMENT	PKS
2	S.C. JOHNSON & SON RACINE, WI BIOSCIENCE LAB EQUIPMENT	PKS
3	JOHNSON WAX PROFESSIONAL RACINE, WI IBM ISERIES COMPUTER AND SOFTWARE	PKS
4	OKLAHOMA MEDICAL RESEARCH FOUNDATION OKLAHOMA CITY, OK 73104 INSTITUTION SCANNING MICROCALORIMETER	PKS
5	ABBOTT LABORATORIES ABBOTT PARK, IL FAX MACHINE	PKS/G E A/UNIV RELATIONS/UNIV RELAT

THE UNIVERSITY OF WISCONSIN SYSTEM
GIFTS IN KIND
FY 2002-2003
UW-PLATTEVILLE

DONOR AND GIFT DESCRIPTION	UNIT/DIVISION/DEPT/SUB-DEPT
SANDIA NATIONAL LABORATORIES ALBUQUERQUE NM 2 ARGON ION LASERS, A WAVEMETER AND A VACUUMSPATIAL FILTER	CHEMISTRY AND ENGINEERING PHYSICS
STATE OF WI - MILWAUKEE CRIME LAB MILWAUKEE WI CYGNUS "25" FTIR; USED CONDITION	CHEMISTRY AND ENGINEERING PHYSICS
SGI CHIPPEWA FALLS, WI 54729 SILICON GRAPHICS WORKSTATION, 19 INCH MONITOR, MOUSE, KEYBOARD, CABLES AND POWER CORD	INFORMATION & COMMUNICATIONS WEB DEVELOPMENT
JAMES W ROMLEIN WATERTOWN WI SYSTEMS RACK, MILLIOHMMETER, TEST LEAD SET, SPECTRUM ANALYZER, 500MHZ OSCILLOSCOPE, AMPLIFER, CLOSE FIELD PROBE 30K-1 GHZ, CLOSE FIELD PROBE 9K-30MHZ TRANSIENT LIMITER 9K-200MHZ, ANTI -STATIC MAT, NETWORK/SPECTRUM ANANLYZER WITH S- PARAMETER MEASUREMENT UNIT, REFECTION/TRANSMISSION TEST SET, MULTI METER, SIGNAL GENERATOR 2509K-1GHZ, UPS	ELECTRICAL ENGINEERING
US DEPT OF ENERGY BERKLEY, CA 94720 TWO AUTOMATED DNA SEQUENCERS ABI PRISM 377.2	CHEMISTRY
US DEPT OF ENERGY NEW LABORATORY HOOD FOR 303 OTTS - "FREE SHIPPING" INSTALLATION NEEDS 110V POWER & OVERHEAD HOOD/RENT ATTACHMENT THAT IS ALREADY THERE	CHEMISTRY
MARTIN ENGINEERING NEPONSET, IL 61362 ONE MODEL IM12-6050 INDUSTRIAL ELECTRIC VIBRATOR	INDUSTRIAL STUDIES
BERNICE COFFEE (ESTATE) KAWAI GRAND PIANO #1949847	FINE ARTS-MUSIC

THE UNIVERSITY OF WISCONSIN SYSTEM
GIFTS IN KIND
FY 2003
UW-RIVER FALLS

DONOR AND GIFT DESCRIPTION	UNIT/DIVISION/DEPT/SUB-DEPT
Agrilink Foods Waseca, MN Bactometer	Agriculture, Food & Envi. Sciences/ Animal & Food Science
Susan Powers Orono, MN Rio Thoroughbred Gelding	AG / Food & Envi. Sciences Laboratory Farms
Alison Plemmons LaCrosse, WI Sonny Boy Quarterhorse/Arab Gelding	AG / Food & Envi. Sciences Laboratory Farms
Teresa Roenigk Hudson, WI Hurricane Hattie Ohara Purebred Connemara Mare	AG / Food & Envi. Sciences Laboratory Farms
Teresa Roenigk Hudson, WI Celtic Minstrel (Kelly) Purebred Connemara Gelding	AG / Food & Envi. Sciences Laboratory Farms

THE UNIVERSITY OF WISCONSIN SYSTEM
GIFTS IN KIND
FY 2002-2003
UW-STEVENS POINT

DONOR AND GIFT DESCRIPTION	UNIT/DIVISION/DEPT/SUB-DEPT
DOW Agrosciences, LLC Indianapolis, IN Soil Moisture, Inc. Pressure Extractors and Associated Equipment	Water Resources/CNR
DOW Agrosciences, LLC Indianapolis, IN Soil Solution Extractor and Accessories	Water Resources/CNR
DOW Agrosciences, LLC Indianapolis, IN Li-Cor 1800 Portable Spectoradiometer (inc. accessories) and Li-Cor 1800-02 Optical Radiation Calibrator	Water Resources/CNR
Bernadelle Toser Stevens Point, WI Box of 100 Note Cards Depicting Old Main	Dean's Office, CPS
Rose Cobb Stevens Point, WI Quilt Wall Hanging, Table Runner, Packer Throw-crochet	Dean's Office, CPS
Glenna Bushman Pittsville, WI Oval hand Braided Rug from Nova Scotia	Dean's Office, CPS
Lloyd Lundgren Stevens Point, WI Coats and Hats donated to Costume Shop	Theatre & Dance, FAC
Susan Morrison Stevens Point, WI Oil/Canvas Piece "Origin" and Diptych Oil/Masonite Piece "Caballo"	Grant Support Services
Janice & Jean-Pierre Golay Madison, WI Various Fine Arts Prints	Carlsten Art Gallery, FAC
Anna M. Cienciala Lawrence, KS 714 Library Books on Russion & East European History and a few on other Countries	University Library
Robert Beeken Stevens Point, WI 149 B/F 5/4 Clear Oak Lumber	Physics & Astronomy, L&S
Robert Stowers Manitowish Waters, WI Black & White Sculpture/Photo Called UWSP About 2' X 18"	Grant Support Services
Claire Schuett Watertown, WI Cello, Cello bow, case and music sheets	Music, FAC
Margaret Kennedy Shorewood, WI Ping Pong Table, Balls, & Paddles	Residential Living
Jon Greendeer Stevens Point, WI Hewlett Packard 3200C Scanner	Campus Activities/Student Involvement

DONOR AND GIFT DESCRIPTION	UNIT/DIVISION/DEPT/SUB-DEPT
Portage County HHS Department Stevens Point, WI Vacuum pump, filter holders, filtering manifold, Ohaus portable toploading balance, Oreon ion analyzer, magneta stirrer, dry oven sterilizer, spectrometer	Water Resources, CNR
James F. Frechette Rhinelander, WI Osprey clan figure and Red tail hawk clan figure	Museum of Natural History
John O. Smith Stevens Point, WI UWSP Faculty Exhibition Visitors attempt to Draw 6 inch Diameter Circles Handbound Book. 1998 8" X 8"	Carlsten Art Gallery
Bernice Stasko Plover, WI Black Ash Basket	Museum of Natural History
WI Valley Imp. Co. Wausau, WI Chemicals	Soils Department, CNR
Gerald E. Chappell Plover, WI Two Publications	UWSP Foundation & University Advancement
James P. Schuh Plover, WI Sony Digital Audio Tape (DAT) Recorder Model #TCD-D7	Communication, FAC
Andy Schaffer Eagle River, WI Skull of Chacma Baboon from Africa in 1995	Philosophy, L&S
Jamie H. Thurber Wisconsin Rapids, WI One Portable Magellan 300 GPS	Philosophy, L&S
James Frechette Rhinelander, WI Raven Clan Figure	Museum of Natural History
Loras Smithback Stevens Point, WI Suits and Formal Dresses	Theatre & Dance, FAC
Guillermo Penafiel Stevens Point, WI Framed Black & White Silver Print Title "Arcanus Ritus Demens"	Carlsten Art Gallery
Stuart Morris Stevens Point, WI Book with Bolts/Sculpture Object	Carlsten Art Gallery
Annette Booher-Malcolm Marshfield, WI Extensive Gem/Mineral Collection - 2000+ Specimens	Geography & Geology, L&S
Dick Schedler Stevens Point, WI Omega Enlarger with Electronic Projection Head	Art & Design, FAC
Dick Schedler Stevens Point, WI Enlarger 8 x 10	Art & Design, FAC

THE UNIVERSITY OF WISCONSIN SYSTEM
GIFTS IN KIND
FY 2002-03
UW-STOUT

Donor	*Unit/Division/Department/Sub-Dept*
Spectrum Industries 1600 Johnson St., Chippewa Falls, WI 1 – director media podium 53 – chariot student desks	CTEM/Academic and Student Affairs
Northern Cap Mfg. Co, Inc 2633 Minnehaha Ave., Minneapolis, MN 7 boxes of cones of thread and 6 boxes of fabric headers, notions and old magazines	CTEM/Technology
J. J. Keller & Associates, Inc. 3003 W. Breezewood Lane, Neenah, WI Updated educational resource materials	CTEM/Risk Control Ctr. Industrial Mgt.
Lands' End 5A Lands' End Lane, Dodgeville, WI (4) boxes of fabric	CTEM/Academic and Student Affairs
JAPS Olson Company 7500 Excelsior Boulevard St., St. Louis Park, MN Printing of the GCM Update For the Spring 2002 issue	CTEM/Communications, Education & Training
Corporate Graphics PO Box 8800, North Mankato, MN Printing and distribution of the GCM Update	CTEM/Communications, Education & Training
The Montagne Company 1830 Stearman Ave., Hayward, CA Montagne Oven Range (.6 burner unit)	CHD/Hospitality and Tourism
Lisa M. Bassis 8960 Wonderland Avenue, Los Angeles, CA Vintage clothing and accessories	CTEM/Technology
Etrusion Dies Industries, LLC 911 Kurth Road, Chippewa Falls, WI 24" Ultraflex LH-40 die and 12" straight adapter for sheet extrusion	CTEM/Technology
Unisource-Minneapolis 9001 Wyoming Ave N, Brooklyn Park, MN Cover and text paper	CTEM/Communications, Education & Training
Menomonie Lanes 121 W Pine Avenue, Menomonie, WI (2) free bowling passes	ASLA/Administrative and Student Life Services
Ben Franklin Crafts Thunderbird Mall, Menomonie, WI (2) 25% off coupons	ASLS/Administrative and Student Life Services

Mr. Movies Thunderbird Mall, Menomonie, WI (10) free rentals	ASLS/Administrative and Student Life Services
Penco Artists' Supply Warehouse 105 Main Street, Menomonie, WI 6 disks, a disk case, laser printer	ASLS/Administrative and Student Life Services
Ted's Pizza Palace 306 E Main, Menomonie, WI $15 gift certificate	ASLS/Administrative and Student Life Services
Appearances At Alma's 1321 South Broadway, Menomonie, WI 4 gift bags	ASLS/Administrative and Student Life Services
Acoustic Café 102 W Main, Menomonie, WI (3) $5 gift certificates	ASLS/Administrative and Student Life Services
Cost Cutters Family Hair Care 2421 Hwy 25 North, Menomonie, WI 33.8 oz bottle of shampoo	ASLS/Administrative and Student Life Services
Bagels.com 1331 Wilcox, Menomonie, WI (2) $5 gift certificate	ASLS/Administrative and Student Life Services
Hair By Design 715 S Broadway, Menomonie, WI 2 free tan sessions	ASLS/Administrative and Student Life Services
Pizza Hut 1415 N Broadway, Menomonie, WI (3) 1-top medium pizzas	ASLS/Administrative and Student Life Services
A & J Amish Oak Furniture 1120 North Broadway, Menomonie, WI Fold up basket	ASLS/Administrative and Student Life Services
That Mexican Place 710 2nd Avenue, Menomonie, WI (2) free dessert coupons	ASLS/Administrative and Student Life Services
Taco Johns 1214 North Broadway, Menomonie, WI (2) $4 gift certificates	ASLS/Administrative and Student Life Services
Quiznos 2521 Hills Ct, Menomonie, WI (4) $5 gift certificates	ASLS/Administrative and Student Life Services
Perkins Family Restaurant and Bakery 1720 N Broadway, Menomonie, WI (3) $10 gift certificates	ASLS/Administrative and Student Life Services
Menomonie Golf & Country Club 802 Heller Road, Menomonie, WI (2) free gift certificates	ASLS/Administrative and Student Life Services

Culvers of Menomonie 1330 Stout Road, Menomonie, WI (25) free dip cones	ASLS/Administrative and Student Life Services
Erbert & Gerbert's Subs and Clubs 705 S Broadway, Menomonie, WI (1) $5 gift certificate	ASLS/Administrative and Student Life Services
Subway 319 S Broadway, Menomonie, WI (1) $5 gift certificate	ASLSA/Administrative and Student Life Services
Eau Claire Orchard 6470 Balsam Road, Eau Claire, WI 10 bushels of apples	CHD/Physical Education and Athletics
Joan BoppelCAS/Art and Design 615 Pine Street Madison, WI Oil painting by Todd Boppel, titled Nemerov, 1998 framed	CAS/Art and Design
ASI Datamyte Inc. 14960 Minnetonka Industrial Road, Minnetonka, MN 55345 Datamyte quantum starter kit for Statistical process control (SPC) training	CTEM/Industrial Management
Rich and Walter Vernon 702 North Court, Menomonie, WI Aphex systems aural exciter plus time donated by Rich Vernon for installation of equipment	ASLS/University Centers
Mr. Dee's 117 Lake Street Libertyville, IL Ross Vertical/Form/Fill/Seal Packaging System (includes compressor, all transportation costs, millright charges for crating and palletizing, and donor with send help to re-assemble in UW-Stout Packaging Lab	CTEM/Technology-Packaging
Imation Corporation 1 Imation Place, Oakdale, MN Various equipment that will expand and enhance production capabilities of video production unit	SSOL/Learning Technologies
John Lui 8733 648th Avenue, Elk Mound, WI Two computers: one laptop and one desktop	CHD/Stout Vocational Rehabilitation Inst
Rotometrics 800 Howerton, Eureka, MO Die cutting roll for Allied Gear Flexo press	CTEM/Academic and Student Affairs
Mrs. Joan Boppel 3913 Hanover Street, Madison, WI Oil on canvas painting, titled, Asscension, 1998	CAS/Art and Design

Davisco Foods International 11000 West 78th Street, Suite 210, Eden Prairie, MN 132 lbs each of 4 different types of whey protein, 528 lbs total	CHD/Food and Nutrition
Progressive Components 235 Industrial Drive, Wauconda, IL Mold components	CTEM/Technology
R-Con 5605 Freitag Drive, Menomonie, WI, USD10 KB Ultrasonic scope, Transducer, wedge, cable	CTEM/Technology
Banta Catalog Group 7401 Kilmer Lane, Maple Grove, MN Large light table	CTEM/Communications, Education & Training
Esther Olson & Weston 957 Severson Road, Belleville, WI 53508 Clothing	CTEM\Technology
American & Efird, Inc. PO Box 507, Mount Holly, NC Eight-four spools of thread	CTEM/Technolgy
SEFAR America, Inc 12105 12th Street South, Burnsville, MN Screen printing fabric	CTEM/Communications, Education and Training
Dale Bennett 466 Arrowhead Drive, Lino Lakes, MN Compac 15 inch monitor	CAS/Chemistry
Thomson/West 610 Opperman Drive, Eagan, MN 990 Lone Oak Road, Suite 106, Eagan, MN Stacked incubator	CTEM/Communications, Education and Training
Doug Dale 2808 St. Andrew Court, Onalaska, WI Bridgeport milling machine, 10 inch Sheldon Lathe and 4 foot bed sheet Meal shear	CTEM/Technology
Walmart Distribution Center Menomonie, WI 220/480 volt, 3 phase, 1 hp electric	CTEM/Technology
Bureau of Engraving, Inc. 3400 Technology Drive, Minneapolis, MN 86 rolls of label stock for GCM flexo press	CTEM/Communications, Education & Training
Country Kitchen 1605 North Broadway, Menomonie, WI (4) free coupons for a dinner	ASLS/University Recreation

THE UNIVERSITY OF WISCONSIN SYSTEM
GIFTS IN KIND
FY 2002-2003
UW-WHITWATER

DONOR AND GIFT DESCRIPTION	UNIT/DIVISION/DEPT/SUB-DEPT
UW-Whitewater Foundation, Inc. Whitewater, WI Baseball Concession Building	University of Wisconsin-Whitewater
Fern Young Whitewater, WI African art pieces (donated in 1997, not previously reported)	University of Wisconsin-Whitewater Irvin L. Young Auditorium
Richard Lombard Whitewater, WI 114 White Pine Trees	Facilities Planning & Management
Michael Thiede Madison, WI Darkroom Equipment	College of Arts & Communication Art Department - Photography
Ian Lessing Madison, WI Photographic Equipment, enlarger	College of Arts & Communication Art Department - Photography
Gravity Works LLC Madison, WI Photographic Print Washer	College of Arts & Communications Art Department - Photography
Estate of Janet Anderson Unknown 1,000 Art History slides, 100 Art Books, 20 Works of Art	College of Arts & Communications Art Department, Crossman Gallery
Marvin & Janet Fishman Milwaukee, WI 2 Works of Art	College of Arts & Communications Art Department, Crossman Gallery
David M. Missner Chicago, IL Art	College of Arts & Communications Art Department, Crossman Gallery
Betty Schoonover Whitewater, WI Art	College of Arts & Communications Art Department, Crossman Gallery
The Swiss Colony Monroe, WI Plate	College of Education Occupational & Environmental Safety & Health

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
	APPS, JERRY MADISON, WI AUTOGRAPHED COPY OF "BARNS OF WISCONSIN" PLUS DRIVING TOUR OF DANE COUNTY'S BEST BARNS	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
2	CAMEO DAY SPA MADISON, WI DAY AT CAMEO DAY SPA	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
3	CANDINAS CHOCOLATIER VERONA, WI THREE GIFT CERTIFICATES FOR 18-PIECE BOX OF CHOCOLATES	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
4	FERACA, JEAN MADISON, WI AUTOGRAPHED COPY OF HER BOOK "RENDERED INTO PARADI SE"	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
5	HARRIS, MAX MADISON, WI AUTOGRAPHED COPY OF "AZTECS, MOORS & CHRISTIANS"	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
6	HENKES, KEVIN MADISON, WI AUTOGRAPHED COPIES OF "SUN & SPOON" AND "CHRYSANTH EMUM"	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
7	LIGHT AND SHADOW MADISON, WI FOUR PACK OF CD'S OF CLASSICAL KEYBOARD MUSIC BY TREVOR STEPHENSON	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
8	MARIGOLD KITCHEN MADISON, WI BRUNCH FOR FOUR PEOPLE AT MARIGOLD KITCHEN	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
9	MITCHARD, JACQUELYN MADISON, WI AUTOGRAPHED COPY OF "TWELVE TIMES BLESSED"	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
10	NUNZINO PIZZA CHICAGO, IL TOUR OF CHICAGO BOARD OF TRADE	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
11	OZGA, ABERDEEN AND TIM RIVERSIDE, IL TOUR OF FRANK LLOYD WRIGHT HOME IN CHICAGO SUBURB SOMETIME BETWEEN OCT '03 AND OCT '04 PLUS "DOWN TO EARTH" BOOK BY MAYA MORAN	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
12	QUIVEY'S GROVE MADISON, WI DINNER FOR TWO AT QUIVEY'S GROVE STONE HOUSE	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
13	ROUND BARN SPRING GREEN, WI TWO-NIGHT STAY FOR TWO PEOPLE AT THE ROUND BARN	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
14	ROUND BARN SPRING GREEN, WI LUNCH FOR FIVE AT THE ROUND BARN	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
15	THE CHOCOLATE CAPER OREGON, WI CANDYMAKING DEMO AT CHOCOLATE CAPER IN OREGON	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
16	VOS (KATHLEEN) AND SNYDER (SCOTT MADISON, WI 1996 FORD VAN WINDSTAR	EXT/COOP E/4H-YOUTH DVLPMNT/4H-YTH D
17	WISC-TV3 MADISON, WI BEHIND-THE-SCENES LOOK AT THE NEWS WITH WISC-TV3 A NCHOR CARLEEN WILD	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
18	WISCONSIN CHAMBER ORCHESTRA MADISON, WI WHC-2 TICKETS TO ANY 03-04 MASTERWORKS CONCERT, PLUS DINNER FOR TWO AT THE MADISON CLUB BEFORE THE SHOW	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON
19	WISCONSIN UNION THEATRE MADISON, WI TWO TICKETS TO A PERFORMANCE IN THE 2003-2004 SEASON AT THE WISCONSIN UNION THEATRE	EXT/GEA SV/WI HUM COUNCIL/WI HUM CON

THE UNIVERSITY OF WISCONSIN SYSTEM
GIFTS IN KIND BY UDDS
AUGUST 2002 - JULY 2003

CENTERS

	DONOR AND GIFT DESCRIPTION	UNIT/DIV/DEPT/SUB-DEPT
1	MULTIPLE DONORS 272 BOOKS, 261 PERIODICALS, 17 VIDEOCASSETTES 148 AUDIOCASSETTES, 137 TAPESCRIPTS,4LP RECORDINGS 1 FRAMED ART WORK, 1 NY DAILY NEWS SUBCRIPTION	UWC/UW-WAK/LIBRARY/LIB ACQU

UNIVERSITY OF WISCONSIN SYSTEM
GIFTS, GRANTS AND CONTRACTS AWARDED
QUARTERLY REPORT & PRIOR-YEAR COMPARISON
FISCAL YEAR 2003-2004 - First Quarter

FISCAL YEAR 2003-2004	Extension	Instruction	Libraries	Misc	Phy Plt	Research	Student Aid	Total
Total	**18,729,624**	**34,550,495**	**1,276,309**	**36,213,825**	**13,253,705**	**230,594,783**	**59,365,801**	**393,984,541**
Federal	**10,096,298**	**27,341,247**	**105,344**	**8,296,924**	**32,400**	**163,587,036**	**54,241,914**	**263,701,163**
Nonfederal	**8,633,326**	**7,209,248**	**1,170,965**	**27,916,901**	**13,221,305**	**67,007,747**	**5,123,887**	**130,283,378**
FISCAL YEAR 2002-2003								
Total	**25,529,568**	**27,208,366**	**1,576,439**	**54,669,565**	**2,675,147**	**180,957,973**	**65,418,568**	**358,035,626**
Federal	**9,150,100**	**19,321,686**	**195,000**	**6,578,812**	**0**	**152,653,114**	**60,539,614**	**248,438,326**
Nonfederal	**16,379,469**	**7,886,680**	**1,381,439**	**48,090,753**	**2,675,147**	**28,304,859**	**4,878,953**	**109,597,300**
INCREASE(DECREASE)								
Total	**(6,799,945)**	**7,342,129**	**(300,130)**	**(18,455,739)**	**10,578,558**	**49,636,810**	**(6,052,767)**	**35,948,916**
Federal	**946,199**	**8,019,561**	**(89,656)**	**1,718,112**	**32,400**	**10,933,922**	**(6,297,700)**	**15,262,838**
Nonfederal	**(7,746,143)**	**(677,433)**	**(210,474)**	**(20,173,851)**	**10,546,158**	**38,702,887**	**244,934**	**20,686,078**

UNIVERSITY OF WISCONSIN SYSTEM
GIFTS, GRANTS AND CONTRACTS AWARDED - BY INSTITUTION
QUARTERLY REPORT & PRIOR-YEAR COMPARISON
FISCAL YEAR 2003-2004 - First Quarter

	Extension	Instruction	Libraries	Misc	Phy Plt	Research	Student Aid	Total
FISCAL YEAR 2003-2004								
Madison	4,146,440	19,529,772	1,257,952	26,371,312	13,220,900	217,973,110	15,490,662	297,990,148
Milwaukee	519,025	5,996,720	13,000	1,297,355	0	5,799,386	8,586,404	22,211,889
Eau Claire	127,350	1,501,053	0	0	0	661,519	4,547,821	6,837,743
Green Bay	0	662,250	0	163,534	0	2,229,381	5,585	3,060,750
La Crosse	478,892	532,049	5,357	1,070,817	0	1,602,871	4,915,931	8,605,917
Oshkosh	1,302,056	3,363,364	0	0	0	966,153	3,491,269	9,122,842
Parkside	69,210	572,135	0	67,661	0	12,905	3,827,928	4,549,839
Platteville	6,099	111,930	0	81,322	0	11,688	2,637,725	2,848,764
River Falls	305,063	144,741	0	756,656	0	156,060	2,513,027	3,875,547
Stevens Point	2,602,817	238,728	0	794,168	0	532,098	2,556,354	6,724,165
Stout	1,557,493	38,081	0	986,684	32,400	70,877	2,850,811	5,536,345
Superior	6,618	0	0	725,241	0	424,173	0	1,156,032
Whitewater	0	40,278	0	2,616,407	405	104,563	3,322,829	6,084,482
Colleges	0	615,476	0	77,787	0	0	4,619,455	5,312,718
Extension	7,608,561	0	0	433,248	0	0	0	8,041,809
System-Wide	0	1,203,918	0	771,633	0	50,000	0	2,025,551
Totals	**18,729,624**	**34,550,495**	**1,276,309**	**36,213,825**	**13,253,705**	**230,594,783**	**59,365,801**	**393,984,541**
Madison	3,184,969	12,742,424	0	2,109,529	0	152,942,395	11,865,108	182,844,425
Milwaukee	105,280	5,912,220	0	299,789	0	4,919,915	8,501,106	19,738,310
Eau Claire	127,350	1,460,489	0	0	0	627,044	4,547,821	6,762,704
Green Bay	0	646,355	0	0	0	2,194,248	5,585	2,846,188
La Crosse	238,796	529,909	5,357	788,119	0	1,300,109	4,914,531	7,776,821
Oshkosh	1,288,311	3,363,364	0	0	0	508,653	3,491,269	8,651,597
Parkside	68,960	534,780	0	0	0	12,465	3,763,725	4,379,930
Platteville	296,706	0	99,987	0	0	0	2,637,725	3,034,418
River Falls	290,341	99,117	0	330,143	0	138,560	2,496,720	3,354,881
Stevens Point	1,684,695	209,509	0	760,618	0	349,108	2,556,354	5,560,284
Stout	1,455,007	28,031	0	858,689	32,400	63,627	2,850,811	5,288,565
Superior	0	0	0	725,241	0	387,603	0	1,112,844
Whitewater	0	0	0	2,424,796	0	93,310	3,318,559	5,836,665
Colleges	0	611,131	0	0	0	0	3,292,600	3,903,731
Extension	1,355,883	0	0	0	0	0	0	1,355,883
System-Wide	0	1,203,918	0	0	0	50,000	0	1,253,918
Federal Totals	**10,096,298**	**27,341,247**	**105,344**	**8,296,924**	**32,400**	**163,587,036**	**54,241,914**	**263,701,163**
Madison	961,471	6,787,348	1,257,952	24,261,783	13,220,900	65,030,715	3,625,554	115,145,723
Milwaukee	413,745	84,500	13,000	997,566	0	879,471	85,298	2,473,579
Eau Claire	0	40,564	0	0	0	34,475	0	75,039
Green Bay	0	15,895	0	163,534	0	35,133	0	214,562
La Crosse	240,096	2,140	0	282,698	0	302,762	1,400	829,096
Oshkosh	13,745	0	0	0	0	457,500	0	471,245
Parkside	250	37,355	0	67,661	0	440	64,203	169,909
Platteville	(290,607)	111,930	(99,987)	81,322	0	11,688	0	(185,654)
River Falls	14,722	45,624	0	426,513	0	17,500	16,307	520,666
Stevens Point	918,122	29,219	0	33,550	0	182,990	0	1,163,881
Stout	102,486	10,050	0	127,995	0	7,250	0	247,780
Superior	6,618	0	0	0	0	36,570	0	43,188
Whitewater	0	40,278	0	191,611	405	11,253	4,270	247,817
Colleges	0	4,345	0	77,787	0	0	1,326,855	1,408,987
Extension	6,252,678	0	0	433,248	0	0	0	6,685,926
System-Wide	0	0	0	771,633	0	0	0	771,633
Nonfederal Totals	**8,633,326**	**7,209,248**	**1,170,965**	**27,916,901**	**13,221,305**	**67,007,747**	**5,123,887**	**130,283,378**

UNIVERSITY OF WISCONSIN SYSTEM
GIFTS, GRANTS AND CONTRACTS AWARDED - BY INSTITUTION
QUARTERLY REPORT & PRIOR-YEAR COMPARISON
FISCAL YEAR 2003-2004 - First Quarter

	Extension	Instruction	Libraries	Misc	Phy Plt	Research	Student Aid	Total
FISCAL YEAR 2002-2003								
Madison	4,383,730	14,185,455	1,576,439	46,817,928	2,662,042	171,029,269	15,406,955	256,061,818
Milwaukee	273,878	5,502,884	0	1,287,503	0	5,192,996	8,440,608	20,697,870
Eau Claire	92,710	986,252	0	0	0	552,790	4,279,018	5,910,770
Green Bay	0	789,922	0	57,750	0	162,827	2,072,977	3,083,476
La Crosse	1,458,320	179,055	0	1,234,387	4,000	1,878,274	4,863,554	9,617,590
Oshkosh	3,945,418	4,294,896	0	0	0	514,784	2,965,593	11,720,691
Parkside	1,275	42,752	0	17,430	0	11,507	3,567,444	3,640,408
Platteville	332,119	7,424	0	49,443	0	0	2,149,334	2,538,320
River Falls	148,978	158,841	0	1,014,834	0	51,000	2,315,192	3,688,845
Stevens Point	1,303,509	174,430	0	323,090	5,000	618,283	4,352,754	6,777,066
Stout	1,667,896	74,180	0	824,644	0	831,500	6,343,542	9,741,762
Superior	0	0	0	726,021	0	109,543	1,395,536	2,231,100
Whitewater	0	57,786	0	1,672,230	4,105	5,200	3,167,861	4,907,182
Colleges	5,594	9,045	0	43,475	0	0	4,098,200	4,156,314
Extension	11,916,141	0	0	595,829	0	0	0	12,511,970
System-Wide	0	745,444	0	5,000	0	0	0	750,444
Totals	**25,529,568**	**27,208,366**	**1,576,439**	**54,669,565**	**2,675,147**	**180,957,973**	**65,418,568**	**358,035,626**
Madison	2,443,984	7,149,235	195,000	1,421,792	0	145,296,966	11,836,930	168,343,907
Milwaukee	77,300	5,277,524	0	45,000	0	4,243,336	8,372,070	18,015,230
Eau Claire	60,605	986,252	0	0	0	528,722	4,279,018	5,854,597
Green Bay	0	789,722	0	0	0	7,027	2,072,352	2,869,101
La Crosse	1,121,917	179,055	0	1,157,493	0	1,407,285	4,863,554	8,729,304
Oshkosh	2,642,131	4,013,496	0	0	0	164,610	2,965,593	9,785,830
Parkside	0	0	0	0	0	0	3,545,104	3,545,104
Platteville	300,489	0	0	0	0	0	2,149,334	2,449,823
River Falls	88,118	99,973	0	727,259	0	0	2,294,800	3,210,150
Stevens Point	0	10,395	0	263,695	0	118,525	4,352,754	4,745,369
Stout	1,186,275	70,590	0	731,236	0	830,000	6,343,542	9,161,643
Superior	0	0	0	726,021	0	56,643	1,395,536	2,178,200
Whitewater	0	0	0	1,504,566	0	0	3,156,028	4,660,594
Colleges	0	0	0	1,750	0	0	2,913,000	2,914,750
Extension	1,229,281	0	0	0	0	0	0	1,229,281
System-Wide	0	745,444	0	0	0	0	0	745,444
Federal Totals	**9,150,100**	**19,321,686**	**195,000**	**6,578,812**	**0**	**152,653,114**	**60,539,614**	**248,438,326**
Madison	1,939,746	7,036,220	1,381,439	45,396,136	2,662,042	25,732,303	3,570,025	87,717,911
Milwaukee	196,578	225,360	0	1,242,503	0	949,660	68,538	2,682,640
Eau Claire	32,105	0	0	0	0	24,068	0	56,173
Green Bay	0	200	0	57,750	0	155,800	625	214,375
La Crosse	336,403	0	0	76,894	4,000	470,989	0	888,286
Oshkosh	1,303,288	281,400	0	0	0	350,174	0	1,934,862
Parkside	1,275	42,752	0	17,430	0	11,507	22,340	95,304
Platteville	31,630	7,424	0	49,443	0	0	0	88,497
River Falls	60,860	58,868	0	287,575	0	51,000	20,392	478,695
Stevens Point	1,303,509	164,035	0	59,395	5,000	499,758	0	2,031,697
Stout	481,621	3,590	0	93,408	0	1,500	0	580,119
Superior	0	0	0	0	0	52,900	0	52,900
Whitewater	0	57,786	0	167,664	4,105	5,200	11,833	246,588
Colleges	5,594	9,045	0	41,725	0	0	1,185,200	1,241,564
Extension	10,686,860	0	0	595,829	0	0	0	11,282,689
System-Wide	0	0	0	5,000	0	0	0	5,000
Nonfederal Totals	**16,379,469**	**7,886,680**	**1,381,439**	**48,090,753**	**2,675,147**	**28,304,859**	**4,878,953**	**109,597,300**

UNIVERSITY OF WISCONSIN SYSTEM
GIFTS, GRANTS AND CONTRACTS AWARDED - BY INSTITUTION
QUARTERLY REPORT & PRIOR-YEAR COMPARISON
FISCAL YEAR 2003-2004 - First Quarter

INCREASE (DECREASE)	Extension	Instruction	Libraries	Misc	Phy Plt	Research	Student Aid	Total
Madison	(237,290)	5,344,317	(318,487)	(20,446,616)	10,558,858	46,943,841	83,707	41,928,330
Milwaukee	245,147	493,836	13,000	9,852	0	606,389	145,795	1,514,019
Eau Claire	34,640	514,801	0	0	0	108,729	268,803	926,973
Green Bay	0	(127,672)	0	105,784	0	2,066,554	(2,067,392)	(22,726)
La Crosse	(979,428)	352,994	5,357	(163,570)	(4,000)	(275,403)	52,377	(1,011,673)
Oshkosh	(2,643,362)	(931,532)	0	0	0	451,369	525,676	(2,597,849)
Parkside	67,935	529,383	0	50,231	0	1,398	260,484	909,431
Platteville	(326,020)	104,506	0	31,879	0	11,688	488,391	310,444
River Falls	156,085	(14,100)	0	(258,178)	0	105,060	197,835	186,702
Stevens Point	1,299,308	64,298	0	471,078	(5,000)	(86,185)	(1,796,400)	(52,901)
Stout	(110,404)	(36,099)	0	162,040	32,400	(760,623)	(3,492,731)	(4,205,416)
Superior	6,618	0	0	(780)	0	314,630	(1,395,536)	(1,075,068)
Whitewater	0	(17,509)	0	944,178	(3,700)	99,363	154,968	1,177,300
Colleges	(5,594)	606,431	0	34,312	0	0	521,255	1,156,404
Extension	(4,307,580)	0	0	(162,581)	0	0	0	(4,470,161)
System-Wide	0	458,474	0	766,633	0	50,000	0	1,275,107
Totals	**(6,799,945)**	**7,342,129**	**(300,130)**	**(18,455,739)**	**10,578,558**	**49,636,810**	**(6,052,767)**	**35,948,916**
Madison	740,985	5,593,189	(195,000)	687,737	0	7,645,429	28,178	14,500,518
Milwaukee	27,980	634,696	0	254,789	0	676,579	129,036	1,723,080
Eau Claire	66,745	474,237	0	0	0	98,322	268,803	908,107
Green Bay	0	(143,367)	0	0	0	2,187,221	(2,066,767)	(22,913)
La Crosse	(883,121)	350,854	5,357	(369,374)	0	(107,176)	50,977	(952,483)
Oshkosh	(1,353,820)	(650,132)	0	0	0	344,043	525,676	(1,134,233)
Parkside	68,960	534,780	0	0	0	12,465	218,621	834,826
Platteville	(3,783)	0	99,987	0	0	0	488,391	584,595
River Falls	202,223	(856)	0	(397,116)	0	138,560	201,920	144,731
Stevens Point	1,684,695	199,114	0	496,923	0	230,583	(1,796,400)	814,915
Stout	268,732	(42,559)	0	127,453	32,400	(766,373)	(3,492,731)	(3,873,078)
Superior	0	0	0	(780)	0	330,960	(1,395,536)	(1,065,356)
Whitewater	0	0	0	920,230	0	93,310	162,531	1,176,071
Colleges	0	611,131	0	(1,750)	0	0	379,600	988,981
Extension	126,602	0	0	0	0	0	0	126,602
System-Wide	0	458,474	0	0	0	50,000	0	508,474
Federal Totals	**946,199**	**8,019,561**	**(89,656)**	**1,718,112**	**32,400**	**10,933,922**	**(6,297,700)**	**15,262,838**
Madison	(978,275)	(248,872)	(123,487)	(21,134,353)	10,558,858	39,298,412	55,529	27,427,812
Milwaukee	217,167	(140,860)	13,000	(244,937)	0	(70,190)	16,759	(209,061)
Eau Claire	(32,105)	40,564	0	0	0	10,407	0	18,866
Green Bay	0	15,695	0	105,784	0	(120,667)	(625)	187
La Crosse	(96,307)	2,140	0	205,804	(4,000)	(168,227)	1,400	(59,190)
Oshkosh	(1,289,543)	(281,400)	0	0	0	107,326	0	(1,463,617)
Parkside	(1,025)	(5,397)	0	50,231	0	(11,067)	41,863	74,605
Platteville	(322,237)	104,506	(99,987)	31,879	0	11,688	0	(274,151)
River Falls	(46,138)	(13,244)	0	138,938	0	(33,500)	(4,085)	41,971
Stevens Point	(385,387)	(134,816)	0	(25,845)	(5,000)	(316,768)	0	(867,816)
Stout	(379,136)	6,460	0	34,587	0	5,750	0	(332,339)
Superior	6,618	0	0	0	0	(16,330)	0	(9,712)
Whitewater	0	(17,509)	0	23,948	(3,700)	6,053	(7,563)	1,230
Colleges	(5,594)	(4,700)	0	36,062	0	0	141,655	167,423
Extension	(4,434,182)	0	0	(162,581)	0	0	0	(4,596,763)
System-Wide	0	0	0	766,633	0	0	0	766,633
Nonfederal Totals	**(7,746,143)**	**(677,433)**	**(210,474)**	**(20,173,851)**	**10,546,158**	**38,702,887**	**244,934**	**20,686,078**

Sick Leave Reports for Unclassified Staff

EXECUTIVE SUMMARY

BACKGROUND

The State legislature established a cap, effective August 1, 1987, on the amount of unused sick leave that can be converted annually by faculty and academic staff to pay for group health insurance upon retirement. Faculty and academic staff earn 12 days of sick leave per year. However, the annual conversion of sick leave credits is capped at 8.5 days for those with annual (52-week) appointments and 6.4 days for those with academic year (39-week) appointments. The sick leave cap does not apply to classified staff. The cap can be waived for an institution if it meets certain conditions. The purpose of this report is to meet one of the conditions.

REQUESTED ACTION

For information only.

DISCUSSION AND RECOMMENDATIONS

The sick leave conversion cap established in 1987 can be waived by the Secretary of the Department of Administration pursuant to s. 40.05 (4) (bp) (2) & (3), Wis. Stats., if three conditions are met, as follows:

1. The institution's sick leave accounting system for faculty and academic staff is comparable to the system used by the Department of Administration for state employees in the classified service;

2. For teaching faculty and academic staff, the administrative procedures for crediting and use of earned sick leave is on a standard comparable to a scheduled 40-hour work week; and

3. The institution regularly (annually) reports on its sick leave accounting system to the Board of Regents of the University of Wisconsin System as required by s. 40.05 (4) (bp) (3)(c), Wis. Stats.

For meeting the first condition, the Department of Administration has provided four criteria, as follows: 1) the leave reporting system must be compatible with a systemwide reporting system; 2) it must provide for faculty and academic staff to report, at least monthly, sick leave used; 3) the institution must provide monthly leave status reports to faculty and academic staff, and; 4) leave records must be centralized in one office.

All institutions are required to meet the second condition by Unclassified Personnel Guideline (UPG) #10 which addresses sick leave use and colleague coverage. Institutional compliance with UPG #10 has been accepted by the Department of Administration as meeting this condition.

The third condition for waiver of the cap on sick leave conversion specifies that the institutions must regularly report to the Board of Regents on the operation of their sick leave accounting systems. The Secretary of the Department of Administration has directed that the institutions must report annually to the Board of Regents on their sick leave use and sick leave accounting system. This report meets this condition. Attachment A is a detailed report of the sick leave use for faculty and teaching academic staff by institution. Attachment B is a report of sick leave use by non-teaching academic staff by institution. Both reports are for the period of July 1, 2002 to June 30, 2003.

All institutions have received a retroactive waiver of the cap on accumulation of sick leave for conversion.

In Attachments A and B the columns headed "Days Earned" and "Days Used" were generated by the leave accounting system. The number of employees represents a head count as opposed to a Full Time Equivalent (FTE). Hence, the number of employees shown on this report should not be used for purposes other than for which it was derived, namely, to determine an average of sick leave used per employee.

Faculty & Teaching Academic Staff			Non-Teaching Academic Staff	
Fiscal Year	**% of S.L. Days Used**	**Avg. S.L. Days Used**	**% of S.L. Days Used**	**Avg. S.L. Days Used**
2002	**9.4%**	**1.1**	**29.6%**	**3.3**
2003	**10.0%**	**1.1**	**32.6%**	**3.3**

RELATED REGENT POLICY

Regent Policy 73-10

Attachment A

FACULTY AND TEACHING ACADEMIC STAFF

SICK LEAVE STATISTICS

FISCAL YEAR 2002-2003

INSTITUTION	NUMBER OF EMPLOYEES	DAYS EARNED	DAYS USED	% OF DAYS USED	AVE. DAYS USED
Madison	3,755	42,174.4	3,875.4	9.2%	1.0
Milwaukee	1,171	13,026.9	1,186.8	9.1%	1.0
Eau Claire	516	5,987.0	482.9	8.1%	0.9
Green Bay	211	2,397.3	359.1	15.0%	1.7
La Crosse	429	5,009.6	529.0	10.6%	1.2
Oshkosh	511	5,782.6	470.6	8.1%	0.9
Parkside	211	2,324.0	227.7	9.8%	1.1
Platteville	271	3,243.7	371.1	11.4%	1.4
River Falls	281	3,185.4	324.6	10.2%	1.2
Stevens Point	426	5,009.1	308.4	6.2%	0.7
Stout	354	4,104.9	376.5	9.2%	1.1
Superior	127	1,450.4	165.1	11.4%	1.3
Whitewater	453	5,428.9	543.6	10.0%	1.2
Colleges	540	4,899.6	398.4	8.1%	0.7
Extension	442	4,778.3	1,286.9	26.9%	2.9
System Admin.	N/A	N/A	N/A	N/A	N/A
Total	9,698	108,802.1	10,906.1	10.0%	1.1

N/A - Not Applicable

Attachment B

NONTEACHING ACADEMIC STAFF - ALL APPPOINTMENTS

SICK LEAVE STATISTICS

FISCAL YEAR 2002-2003

INSTITUTION	NUMBER OF EMPLOYEES	DAYS EARNED	DAYS USED	% OF DAYS USED	AVE. DAYS USED
Madison	6,091	66,281.5	19,931.3	30.1%	3.3
Milwaukee	1,094	11,748.3	4,513.1	38.4%	4.1
Eau Claire	306	2,296.1	506.7	22.1%	1.7
Green Bay	238	2,414.1	685.3	28.4%	2.9
La Crosse	298	2,633.2	861.9	32.7%	2.9
Oshkosh	453	3,446.2	1,560.7	45.3%	3.4
Parkside	162	1,702.8	622.4	36.6%	3.8
Platteville	189	1,499.2	595.1	39.7%	3.1
River Falls	161	1,612.7	474.2	29.4%	2.9
Stevens Point	290	2,500.4	874.6	35.0%	3.0
Stout	285	2,500.9	829.9	33.2%	2.9
Superior	123	996.3	303.0	30.4%	2.5
Whitewater	272	2,439.1	893.6	36.6%	3.3
Colleges	367	2,943.9	942.4	32.0%	2.6
Extension	592	6,372.0	2,654.8	41.7%	4.5
System Admin.	104	1,122.5	451.0	40.2%	4.3
Total	11,025	112,509.2	36,700.0	32.6%	3.3

2002-03 UNIVERSITY OF WISCONSIN SYSTEM NON-COMMERCIAL BROADCAST STATIONS' REPORT

EXECUTIVE SUMMARY

BACKGROUND

The Board of Regents of the University of Wisconsin System is the licensee of fourteen non-commercial educational broadcast stations located throughout the state of Wisconsin.

As the licensee, the Board of Regents is accountable to the Federal Communications Commission (FCC) for compliance with all statutory and regulatory requirements.

The purpose of the Broadcast Stations' Report is to provide the Regents with information essential to fulfill its responsibilities of maintaining the licenses in good standing.

UW System oversight of the stations is provided by the Office of the Senior Vice President for Administration, and by Regent and System presence on the Wisconsin Educational Communications Board of Directors. Regent Eileen Connolly-Keesler serves as the UW Board of Regents representative and Senior Vice President for Administration David W. Olien serves as the designated representative of the UW System President.

REQUESTED ACTION

This item is for information only.

DISCUSSION AND RECOMMENDATIONS

This report summarizes the programming, funding, and staffing levels of all 13 radio and television broadcast stations licensed by the Federal Communications Commission to the Board of Regents. Wisconsin Public Radio (WPR) and Wisconsin Public Television (WPT) are run by UW-Extension in coordination with the Educational Communications Board. There are ten stations that operate as "student" radio stations; of these, six are affiliated with WPR. The stations range in funding levels from $10 million per year for WHA-TV in Madison to $15,000 per year for WUEC-FM at UW-Eau Claire.

RELATED REGENT POLICY

None.

2002-03 UNIVERSITY OF WISCONSIN SYSTEM NON-COMMERCIAL BROADCAST STATIONS' REPORT

"The broadcast facilities and resources of the University . . . shall be so utilized as to advance the educational purposes of the University and serve to the fullest extent the interests and needs of the people of the state."

University of Wisconsin Board of Regents, January 1960

The Board of Regents of the University of Wisconsin System holds the licenses for 13 radio broadcast stations (12 FM and one AM) and one television station that has both analog and digital signals. All licenses are for non-commercial educational broadcast service. The President of the UW System delegates authority and responsibility for operational administration of these stations to chancellors of institutions at which the stations are located. The UW Colleges and UW-Parkside are the only institutions that do not have broadcast stations. UW-Extension operates WHA-AM, WHA-TV and WHA-DT, Madison; WHID-FM, Green Bay; and WVSS-FM, Menomonie.

In some cases, institutional administration and supervision of individual stations are delegated to an academic department, with a departmental faculty member designated as general manager or director. In other cases, station directors are qualified academic staff or classified appointees, reporting to a department head, dean, or vice chancellor.

UW System broadcast stations are integrally associated with their home institutions and the communities they serve. Programming decisions are determined in light of audience and institutional needs, in keeping with the community service and outreach missions of the institution. Another important function of several of the stations is to provide academic opportunities to UW students enrolled in courses of study associated with the field of mass communications.

UW System Television and Radio Stations

Call letters	Location	Frequency	Watts of Power	Hours on Air: Mon.-Fri./Sat.-Sun.
WUEC-FM	Eau Claire	89.7 MHz	5,200	24/24
WHID-FM	Green Bay	88.1	17,000	24/24
WLSU-FM	La Crosse	88.9	8,300	24/24
WHA-AM	Madison	970 KHz	4,330	24/24
WHA-TV/WHA-DT	Madison	512-518 MHz	870	24/24-18
WSUM-FM	Madison	91.7	5,500	24/24
WVSS-FM	Menomonie	90.7	590	24/24
WUWM-FM	Milwaukee	89.7	15,000	24/24
WRST-FM	Oshkosh	90.3	960	24/24
WSUP-FM	Platteville	90.5	1,000	20/17
WRFW-FM	River Falls	88.7	3,000	24/24
WWSP-FM	Stevens Point	89.9	11,500	20/21
KUWS-FM	Superior	91.3	8,300	24/24
WSUW-FM	Whitewater	91.7	1,300	20/20-20

WISCONSIN PUBLIC BROADCASTING

In the mid-1980's, to achieve statewide services and management economies, the Wisconsin Educational Communications Board (ECB) and UW-Extension (UWEX) developed a partnership, called "Wisconsin Public Broadcasting." The partnership oversees the operations of Wisconsin Public Television and Wisconsin Public Radio. It is maintained through an affiliation agreement outlining structural principles, functions, staff allocations, television and radio stations (including Board of Regents-licensed stations), and financial commitments.

Wisconsin Public Television. Wisconsin Public Television provides statewide public television service (except in the Milwaukee area[*]) via six TV stations (one of which is Board of Regents licensee WHA-TV), six translators, and three affiliate stations. In addition, more than 185 statewide cable systems carry Wisconsin Public Television signals. Wisconsin Public Television reaches more than 600,000 television households each week; its diverse programming serves the general public, life-long learners, PK-12 school children and teachers and university and college teachers.

WHA-TV is managed by UW-Extension and is located in Vilas Hall on the UW-Madison campus. The station has been on the air since 1954, and now operates 24 hours a day Monday through Saturday and 18 hours on Sunday. In 2002-03, WHA-TV employed 109 full-time and 50 part-time staff.

Wisconsin Public Radio (WPR). Wisconsin Public Radio combines the licenses, staff, and budgets for radio into a statewide joint service. In 2001-02, WPR served approximately 434,900 listeners each week and provides dual service throughout Wisconsin and adjoining states on two networks, the "NPR News and Classical Music Network" (223,800 listeners) and the "Wisconsin Ideas Network" (211,100 listeners).

The NPR News and Classical Music Network combines National Public Radio news, originating in Washington, D.C., and locally hosted and produced classical music. Eight stations are affiliated with this network, including Board of Regents-licensed stations WUEC (Eau Claire), and WLSU (La Crosse), and WVSS (Menomonee).

The Wisconsin Ideas Network is a talk network produced primarily in Wisconsin from studios in Madison and Milwaukee. It is comprised of 12 stations, including Board of Regents-licensed stations WHA-AM (Extension in Madison), WHID (Green Bay), WRST (Oshkosh), and KUWS (Superior).

UW SYSTEM BROADCAST STATIONS

UW System operates 13 radio stations and provides non-commercial educational broadcast program services to their listeners. Several stations provide student training and educational laboratory experiences in support of academic programs, and institutional outreach that acquaints the public with programs and activities of the university.

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[*] The 11 counties of the greater Milwaukee area of southeastern Wisconsin are served by WMVS (Channel 10) and WMTV (Channel 36), which are licensed to the Milwaukee Area Technical College. Both stations are affiliates of the Wisconsin Public Television network.

UW System radio stations can be classified in two categories: three "CPB-qualified" and ten "university" stations.

CPB-qualified stations meet or exceed criteria set forth by the Corporation for Public Broadcasting (CPB), a non-profit corporation that receives funds from the U.S. Congress to support public radio and television broadcasting throughout the nation. The criteria include requiring a minimum level of full-time professional staff, operating budgets, broadcast hours, and production facilities. Such stations are generally referred to as "public" radio and television stations. The radio stations are also members of National Public Radio, a non-profit corporation that produces and distributes programs to member stations and affiliates. WHA-TV is a member of PBS, the Public Broadcasting System.

These stations derive a portion of their annual operating budgets from Community Service Grants administered by the Corporation for Public Broadcasting. These direct grants to the stations are distributed according to each station's demonstrated ability to raise funds from the community and from other non-federal sources. The funds are used for production, equipment, and facilities expenses, and to pay for interconnection services. Previously, the CPB would allocate a separate National Program Production Acquisition Grant (NPPAG) to CPB-qualified radio stations. Currently, the NPPAG is rolled into the Community Service Grant and then allocated.

Station	Community Service Grant (CSG)
WHA-AM, Madison	$423,705
WLSU (FM), La Crosse	94,351
WUWM (FM), Milwaukee	170,854
WHA-TV, Madison	1,052,521

The ten *University* stations do not meet CPB criteria as full-time, professionally staffed stations. They have smaller operating budgets, less extensive production facilities, and few, if any, full-time professional employees. The primary budget support for the stations is from institutional allocations and segregated student fees, and operation is primarily by students. These stations are:

WUEC-FM, Eau Claire
WRFW-FM, River Falls
WVSS-FM, Menomonie
WWSP-FM, Stevens Point
WRST-FM, Oshkosh
KUWS-FM, Superior
WSUP-FM, Platteville
WSUW-FM, Whitewater
WHID-FM, Green Bay
WSUM-FM, Madison

SIGNIFICANT TELEVISION AND RADIO ACTIVITIES IN 2002-03

- In May 2002, WLSU-FM completed a move of the transmitter and related equipment from a site on Granddad's Bluff, Wisconsin, to a new site outside of La Crescent, Minnesota. The new site is owned and maintained by the Wisconsin Education Communications Board (ECB). WLSU-FM began broadcasting from the ECB site on May 22, 2003.

- Wisconsin Public Radio locally produces and nationally distributes *Michael Feldman's Whad'Ya Know?*, *Zorba Paster On Your Health*, *To The Best Of Our Knowledge*, and *Calling All Pets*.

- The total number of listeners to WUWM increased dramatically in the last year. The weekly cumulative audience for 2002 was 83,800 persons. This compares to 69,000 listeners in 2001.

- WUWM producers won 35 awards for its news and informational programming in national, regional, and local competitions.

- WUWM raised nearly $1.8 million from the community to support its broadcast service.

- A state appeals court ruled in favor of the University of Wisconsin in an ongoing dispute with town of Montrose resident over construction of a 403-foot tower for WSUM-FM, the student radio station. WSUM broadcasts throughout Dane County on 91.7 FM.

- Under a letter of agreement signed June 10, 2002, Wisconsin Public Radio is managing WUEC. Dean Kallenbach, the regional manager of Wisconsin Public Radio, is charged with overseeing the station at present. While the current agreement expired September 15, 2002, UW-Eau Claire administration has requested and Wisconsin Public Radio has agreed to extend the agreement until UW-Eau Claire administration develops a process that will determine WUEC's long-term oversight.

- WRFW received a Public Telecommunications Facilities Program (FTFP) grant. All the new equipment -- transmitter, antenna, transmission line, and studio-transmitter link -- have been received and installed. WRFW would like to thank WPR and the University of Wisconsin System for helping make the upgrade possible.

- Byron Knight, Director of Broadcasting and Media Innovations (Extension) and Malcolm Brett, Director of Public Television, will present the Portal Wisconsin website to a gathering of Museum Directors, Librarians, public broadcasters, and foundation directors. Portal Wisconsin was chosen as one of two public broadcasting innovations to be presented at the conference. The goal of the conference is to collaborate on best practices for emerging digital technologies that enhance the

services that museums, libraries, educators, and public broadcasters provide to their communities. In addition, the conference will address collaborative organizing and financing strategies that enable museums, libraries, educators, and public broadcasters to implement this vision more fully and to meet federal, state, and community expectations.

- In 2004, WSUW (Whitewater) plans to automate the programming to enable the broadcast schedule to increase from 20 hours per day during the academic year to 24 hours a day, 365 days a year. WSUW also plans on becoming an affiliate of the World Radio Network for overnight and recess period programming.

- Hmong language radio programming returned to the Chippewa Valley on August 4, 2003, with the debut of Xovtoojcua Xa-Suab Hmoob (Radio Hmong) on a sub-carrier signal of 89.7 WUEC. The program airs Monday through Saturday 4-6 p.m., and is hosted by volunteers Kao Xiong and Teresa Moua Her from the UW-Eau Claire studios of WUEC. It will provide its audience with music, international and local news, community events, obituaries and funeral announcements. Plans for future programming are also in progress, including talk shows and folktales for children. More than 165 special sub-carrier radios, purchased by the Eau Claire Area Hmong Mutual Assistance Association through a grant from the Eau Claire Area Foundation, have been distributed to Hmong-speaking families in the region so they may hear the radio program.

PROGRAMMING, BUDGET, AND STAFFING

In October 1982, the Federal Communications Commission (FCC) listed and defined the following seven program categories, including program formats and emphasis:

1. *Instructional:* designed to be a part of the credit-related educational offerings of the institution. K-12 in-school courses, in-service training for teachers, and college credit courses are examples of instructional programs.
2. *General Educational:* educational programs for which no formal credit is given.
3. *Performing Arts:* offerings in which the performing aspect predominates, such as drama or concert, opera, or dance.
4. *News:* includes reports dealing with current local, national, and international events. This includes weather and stock market reports and commentary, analysis, or sports news when it is an integral part of a news program.
5. *Public Affairs:* includes those programs dealing with local, state, regional, national, or international issues or problems; including but not limited to talks, commentaries, discussions, speeches, political programs, documentaries, panels, roundtables, vignettes, and extended coverage (live or recorded) of public events or proceedings such as local council meetings, Congressional hearings, and the like.
6. *Light Entertainment:* includes programs consisting of popular music or other light entertainment.
7. *Other:* includes all programs not falling within the definitions above. Most sports programs should be reported as "Other."

Percentage of Program Hours Per Week, 2002-03

Station & Location	Instruc -tional	General Education	Public Affairs	Perform- ance Arts	Light Enter- tainment	News	Other
WUEC, Eau Claire	0%	0%	15%	60%	5%	18%	0%
WHA-TV, Extension	15	25	18	11	8	19	4
WHA-AM, Extension	0	8.2	52.4	4.1	13.4	18.1	3.8
WHID, Green Bay	0	8.2	52.4	4.1	13.4	18.1	3.8
WLSU, La Crosse	0	0	3.9	23.2	49.4	23.5	0
WSUM, Madison	0	0	6	1.5	90	1	0
WUWM, Milwaukee	0	0	0	0	18	82	0
WRST, Oshkosh	0	0	33.9	7.1	54.8	4.2	0
WSUP, Platteville	0	1.6	5.2	5.2	70.8	7.4	9.8
WRFW, River Falls	0	3	24	0	58	15	0
WWSP, Stevens Point	0	0	4	1	91.5	2	1.5
WVSS, Menomonie	0	1	15	60	5	18	0
KUWS, Superior	0	0	77	0	14.8	8.2	0
WSUW, Whitewater	0	0	3.5	0	95	1.5	0

Annual Operating Budgets, 2002-03

Station & Location	GPR/Fees		Seg Fees	Gifts, Grants & Contracts	Total
	Salaries	Other			
WUEC, Eau Claire	--	--	--	$15,000	$15,000
WHA-TV, Extension	$3,238,627	$485,000	–	6,554,221	10,277,858
WHA-AM, Extension	1,067,757	5,304	–	5,434,203	6,507,264
WHID, Green Bay	-	–	–	120,187	120,187
WLSU, La Crosse*	67,133	20,000	–	216,991	304,124
WSUM, Madison	--	–	220,161	19,120	239,281
WUWM, Milwaukee	215,219	21,125	–	1,983,080	2,219,424
WRST, Oshkosh	64,317	–	28,845	1,380	94,542
WSUP, Platteville**	9,502	–	24,080	680	34,262
WRFW, River Falls	7,000	8,120	16,500	5,420	37,040
WWSP, Stevens Point	--	--	42,000	20,000	62,000
WVSS, Menomonie***	–	–	–	–	–
KUWS, Superior	63,097	4,761	–	11,555	190,087
WSUW, Whitewater	25,000	–	16,200	4,000	45,200

* The WLSU salary figure is for the two employees paid through UW-La Crosse. Salaries for the remaining three positions are in the WHA-AM budget. Corporation for Public Broadcasting grants, underwriting, and other program revenue is also included in the WHA-AM budget.

** *WSUP* salaries do not include chief operator position, a 30 percent appointment not included in the station budget.

*** *WVSS* budget items included in WHA-AM budget.

GPR/Fees include (a) "Salaries" for academic staff, classified personnel, and faculty members; and (b) "Other," which include expenditures from institutional budget for student and LTE wages, supplies and equipment, capital etc.

Segregated Fees indicate allocations from student fee income; may also be expended for student wages, supplies and equipment, capital, etc.

Gifts, Grants & Contracts include private donations from individuals and citizen support groups; underwriting contributions; program revenue from production contracts; and Community Service Grants from the Corporation for Public Broadcasting.

Staffing Levels

	Full-Time Employees	Paid Part-Time Employees	Unpaid Student Staff	Percentage of Faculty Person's Time
WUEC, Eau Claire	-	-	9	0%
WHA-TV, Extension	109	50	1	0
WHA-AM, Extension	57	34	0	0
WHID, Green Bay*	-	-	-	-
WLSU, La Crosse*	-	-	-	-
WSUM, Madison	1	12	150	10
WUWM, Milwaukee	21	1	2	0
WRST, Oshkosh	0	4	38	0
WSUP, Platteville	0	1	116	25
WRFW, River Falls	0	8	53	25
WWSP, Stevens Point	0	11	70	25
WVSS, Menomonie*	-	-	-	-
KUWS, Superior*	-	-	-	-
WSUW, Whitewater	.5	0	63	50

*The full-time staff count for WHID, WLSU, WVSS and KUWS, which are managed by UW-Extension, is included in WHA-AM's total.

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

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM
NOTICE OF PUBLIC FORUM ON TRUST FUND INVESTMENTS

Room B1B, The Lowell Center
610 Langdon Street
Madison, Wisconsin
Thursday, November 6, 2003
3:30 - 5:00 p.m.

Students and other members of the public are encouraged to attend and participate in this annual public forum on trust fund investments.

Please register your name and the issue you will be addressing in advance (by Oct. 31) by contacting Judith Temby at (608) 262-2324 or e-mailing: board@uwsa.edu

Speakers are asked to limit oral remarks to two minutes. Written testimony is invited and encouraged.

A list of current investment holdings is available on the web at www.uwsa.edu/tfunds/ or by contacting the Trust Funds Office at 780 Regent Street, Madison, WI 53715.

I.3. Physical Planning and Funding Committee

Thursday, November 6, 2003
Lowell Center, 610 Langdon Street

1:00 p.m. All Regents

- UW System and Wisconsin Technical College System Credit Transfer

2:00 p.m. Physical Planning and Funding Committee, Lower Lounge

a. Approval of Minutes of October 9, 2003 Meeting

b. Report of the Assistant Vice President
   - Building Commission Actions

c. UW-Madison: Camp Randall and Kohl Center Scoreboards Replacement
$6,400,400 of Program Revenue Supported Borrowing
[Resolution I.3.c.]

d. UW-Madison: Camp Randall Stadium Seating Risers and Restroom Maintenance
$6,930,200 ($2,772,100 of Program Revenue Supported Borrowing, and $4,158,100 General Fund Supported Borrowing - Facility Repair and Renovation
[Resolution I.3.d.]

e. UW-Madison: Camp Randall Sports Center Maintenance
$1,819,800 ($727,900 Program Revenue Supported Borrowing, and $1,091,900 General Fund Supported Borrowing - Facility Repair and Renovation
[Resolution I.3.e.]

f. UW-Madison: Utility Master Plan
$750,000 ($500,000 Building Trust Funds–Planning, and $250,000 Institutional Non-GPR funds)
[Resolution I.3.f.]

g. UW-Madison: Campus Master Plan Update
$600,000 ($250,000 Building Trust Funds Planning, $250,000 Non-GPR Institutional funds, and $100,000 Institutional Transportation Services funds)
[Resolution I.3.g.]

h. UW-River Falls: Dairy Science Teaching Center (Design Report)
$7,213,000 ($6,713,000 General Fund Supported Borrowing, and $500,000 Gift Funds)
[Resolution I.3.h.]

x. Additional items which may be presented to the Committee with its approval

Authority to Construct a Camp Randall and Kohl Center Scoreboards Replacement Project, 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 construct a Camp Randall and Kohl Center Scoreboards Replacement project at an estimated total project budget of $6,400,400 of Program Revenue Supported Borrowing. This project will be combined with the previously approved Camp Randall Stadium Expansion/Renovation project.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for
Board of Regents Action
November 2003

1. Institution: The University of Wisconsin–Madison

2. Request: Requests authority to construct a Camp Randall and Kohl Center Scoreboards Replacement project at an estimated total project budget of $6,400,400 of Program Revenue Supported Borrowing. This project will be combined with the previously approved Camp Randall Stadium Expansion/Renovation project.

3. Description and Scope of Project: Work related to the replacement of scoreboards, support facilities, and infrastructure at Camp Randall and the Kohl Center will:

    - Replace the existing scoreboard with a 23- by 44-foot large screen super-wide LED video display on the north end of Camp Randall Stadium. Two supplemental boards will also be installed; one on the face of the new office complex in the southeast corner of the stadium and one in section A for those patrons who sit under the upper deck overhang and cannot see the main boards. Surrounding each of these boards will be fixed or rotating sponsor panels. Locker room clocks, delay of game clocks, scoreboard controllers, and video controllers will also be installed.

    - Replace the existing scoreboard at the Kohl Center with a center hung scoreboard consisting of four 9- by 16-foot large screen LED video displays, four full color matrices used for scoring, eight backlit sponsor panels, and a brushed aluminum identification accent ring. A full 360-degree ring beam display will also be affixed to the existing facade of the second deck of the seating bowl. Locker room clocks, game time/shot clocks, professional series hockey goal lights, scoreboard controllers, and video controllers will also be installed.

    - Create a front-end video production facility. The video production facility at the Kohl Center will provide all necessary equipment to run a live event program and offer some level of editing capability from the production of event highlights and sponsorship promotions. Three cameras for event usage at both the Kohl Center and Camp Randall will also be provided.

    - Install a fiber optic backbone to connect the new video production facility's control room to Camp Randall. This will be used to transmit video feeds to and from Camp Randall for live camera feeds, intercom, live data feeds, display confidence camera, and return video for the display. The dedicated fiber optic backbone will be routed from the Athletic Operations building at Camp Randall to Monroe Street, east along Monroe Street to Randall Street, then east along Dayton Street to the Kohl Center's

main distribution frame. A pathway survey conducted by Arnold & O'Sheridan in conjunction with DoIt has verified the cost-effectiveness of this most direct route via existing signal manholes consisting of four inch conduits. Specifically, the fiber optic cable will consist of 48 strands of single mode fiber and 12 strands of multimode. Single mode fiber is essential for the transmission of video, CATV, scoreboard, and any other large bandwidth signal services not yet defined. Multimode fiber is required for the transmission of data and Metasys signal used primarily for environmental and lighting control.

4. Justification of the Request: Camp Randall is the only stadium in the Big Ten Conference and one of the few Division I-A stadiums in the country that does not have a video replay board. The existing Camp Randall scoreboard was installed in the summer of 1992. Although the scoreboard still keeps appropriate score, down, distance, and time, its electronics systems are old and obsolete. Some replacement parts for this system no longer exist. System failure during an intercollegiate game could result in delay or forfeiture of a contest. The Kohl Center scoreboard was originally installed in the UW Field House prior to the 1992 season. It was moved to the Kohl Center upon its opening in 1998. This board is also outdated and has shut down several times during contests. Although video replay boards are not quite as popular in basketball/hockey venues, the trend in the industry is to move to video boards when current scoreboards are replaced and that will be done here.

   It is advantageous to purchase scoreboards concurrently for a variety of reasons. First and foremost, both existing scoreboards are entering their second decade of usage and are becoming old and obsolete. From a cost standpoint, purchasing both boards will save the Athletic Department money, in particular because only one control room will need to be built as opposed to two if they were purchased separately. In addition, potential scoreboard contractors have indicated that the total cost to replace the scoreboards will be less if they were purchased together rather than as separate purchases.

   In addition to fan enhancement and a more interactive environment, the signage on the scoreboard and ring façade will create an opportunity for additional advertising revenue for the department on an annual basis. In fact, the current contract with Badger Sports Properties requires upgrading to video scoreboards in both facilities by the 2004 season. Failure to do that will result in contracted payments from Badger Sports properties to be reduced accordingly for the loss in potential revenue.

   The program revenue bonding for this project will be paid from athletic department generated revenues, including increased scoreboard revenues from Badger Sports Properties.

5. Budget:

	%	Cost
Scoreboard Equip. & Install.		$5,333,700
A/E Design Fees	8%	$426,700
DSF Mgmt. Fees	4%	$213,300
CM Fee	2%	$106,700
Contingency	6%	$320,000
Total Est. Project Cost:		$6,400,400

6. Previous Action:

October 2003 — This work was submitted as part of a larger request to be combined with the Camp Randall major project currently under construction. The Board of Regents took no action and asked that the projects be individually identified to ease understanding.

Authority to Construct a Camp Randall Stadium Seating Risers and Restroom Maintenance Project, 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 construct a Camp Randall Stadium Seating Risers and Restroom Maintenance Project at an estimated total project cost of $6,930,200 ($2,772,100 of Program Revenue Supported Borrowing, and $4,158,100 General Fund Supported Borrowing-Facility Repair and Renovation. This project will be combined with the previously approved Camp Randall Stadium Expansion/Renovation project.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for
Board of Regents Action
November 2003

1. Institution: The University of Wisconsin–Madison

2. Request: Requests authority to construct a Camp Randall Stadium Seating Risers and Restroom Maintenance Project at an estimated total project cost of $6,930,200 ($2,772,100 of Program Revenue Supported Borrowing, and $4,158,100 General Fund Supported Borrowing-Facility Repair and Renovation. This project will be combined with the previously approved Camp Randall Stadium Expansion/Renovation project.

3. Description and Scope of Project: This project will conduct various maintenance repairs in Camp Randall Stadium. Work in Camp Randall will:

   - Repair the topside and underside of the cast-in-place concrete seating risers located in the east and north seating sections of the stadium. Project work will remove and replace the deteriorated concrete on the topside of the risers, repair the slab cracks and control joints, remove and replace expansion joints and covers, remove and replace flashing, and recoat the elastomeric membrane (waterproofing). Work on the underside will remove and replace the corrugated metal panel sub-roof as required to replace deteriorated concrete on the slab, joists, and beams.

   - Remodel all of the restrooms on the east side first concourse, west side lower concourse, and north side of the Field House including new fixtures, flooring replacement, and door repairs. Domestic water heaters will be replaced to conform to the requirements of the restrooms and concession stands.

4. Justification of the Request: The Camp Randall Expansion and Renovation project will provide a comprehensive renovation to the nearly 85-year-old Camp Randall Stadium in order to improve and expand restroom capacity; upgrade basic infrastructure such as electrical, HVAC, and plumbing; increase accessibility with elevators and seating for disabled customers; expand suites and club seating; consolidate offices for coaches and staff; expand concession services; expand concourses and entry ways; rebuild the south end zone seats; improve landscaping, fencing and lighting; remodel the press box; and provide a new sound system and field lighting. The Camp Randall Stadium project was approved for construction in two phases and is currently under construction.

   It was hoped that the maintenance items in this request would be included as part of the first phase. However, costs associated with the renovation project were greater than anticipated and project funds were inadequate to undertake all of the previously identified maintenance items.

   Repairs to the concrete seating risers are required to increase the longevity of the existing seating structure. The worn and/or damaged waterproofing elements such as expansion joints,

caulks, and membranes have aided in the deterioration of concrete especially under freeze/thaw conditions prevalent during the inclement weather season in Wisconsin. Additionally, the existing damaged waterproofing elements have allowed moisture to penetrate through to the reinforcing steel, causing the steel to corrode in conjunction with the concrete deterioration. Therefore, it is very important that repairs to the waterproofing elements are conducted to protect and preserve the concrete and improve the structural integrity of Camp Randall Stadium.

Plumbing problems caused by aging systems result in a loss of water pressure and an inability to flush toilets and urinals after use. The domestic water heater located on the east side of the Stadium is operating well beyond its useful life. Moreover, it is not properly sized to meet the current demand for the restrooms and concessions. In order to comply with restroom gender equity requirements, some areas will be converted to female restrooms to improve parity.

The program revenue bonding for this project will be paid from athletic department generated revenues, including increased scoreboard revenues from Badger Sports Properties and increased ticket prices anticipated over the life of the bonds.

5. Budget:

	%	Cost
Construction		$5,758,000
A/E Design Fees	8%	$460,600
DSF Mgmt. Fees	4%	$244,200
CM Fee	2%	$121,900
Contingency	6%	$345,500
Total Est. Project Cost:		$6,930,200

6. Previous Action:

June 11, 1999	Received a report that a study had been initiated by legislative activity related to the possibility of increasing the seating capacity and improvement of mechanical facilities, restrooms, and plumbing in UW-Madison's Camp Randall Stadium. The report noted that the State Building Commission released $100,000 for the study that will include a market analysis as to the ability of any such renovations to be self-supported.
November 10, 2000 Resolution 8241	Granted authority to seek enumeration for construction of a Camp Randall Stadium Renovation and Expansion Project, as part of the 2001-03 Capital Budget, at an estimated project cost of $99,700,000 ($72,700,000 Program Revenue Supported Borrowing, $17,000,000 Gift Funds and $10,000,000 General Fund Supported Borrowing – All Agency appropriations for Repair and Renovation). The project was subsequently enumerated at $99,800,000 ($72,800,000 Program Revenue Supported Borrowing, $17,000,000 Gift Funds, and $10,000,000 General Fund Supported Borrowing).

November 10, 2000 Resolution 8242	Clarification of the expectations of the Board of Regents regarding implementation of a major renovation project at UW-Madison Camp Randall Stadium proposed for enumeration as part of the 2001-03 Capital Budget, with additional approval from the Board of Regents, prior to construction, as follows: Summer/Fall 2001: Following legislative approval of the 2001-03 Capital Budget, Regent approval will be requested for construction of the first stage of work, primarily focused on infrastructure and utility work estimated at approximately $14.6 million. Winter/Spring 2002: Regent approval will be requested for the balance of work, to include a financing plan with, at a minimum: a commitment of at least $17 million in gift funding; and assurances that sufficient revenues are available from multi-year leases of suites and club seats, from the Badger Fund, and from other receipts to amortize the program revenue bonding and pay ongoing operating costs.
September 7, 2001 Resolution 8426	Approved the Design Report and authorized construction of the Utility Upgrade phase of the Camp Randall Stadium Expansion and Renovation project at an estimated total project cost of $11,200,000 ($7,275,000 General Fund Supported Borrowing, $3,625,000 Program Revenue Supported Borrowing from the 2001-03 Major Project, and $300,000 General Fund Supported Borrowing from the Randall Street Substation Upgrade project).
December 6, 2002 Resolution 8626	Approved the Design Report and authority to construct the Camp Randall Stadium Renovation and Expansion project at an estimated cost of $72,500,000 ($63,775,000 Program Revenue Supported Borrowing, $6,000,000 Gift Funds, and $2,725,000 General Fund Supported Borrowing for a total project cost of $83,700,000 ($67,400,000 Program Revenue Supported Borrowing, $6,000,000 Gift Funds, and $10,300,000 General Fund Supported Borrowing).
February 20, 2002	*The State Building Commission approved the construction of an Electrical/Signal Distribution Upgrade project at Randall and Dayton Streets at a project cost of $250,000 (General Fund Supported Borrowing-Utility Repair and Renovation funds) as a part of the Camp Randall Stadium Renovation and Expansion Project, which increased the amount of General Fund Supported Borrowing from $10,300,000 to $10,550,000.*
October 2003	This work was submitted as part of a larger request to be combined with the Camp Randall major project currently under construction. The Board of Regents took no action and asked that the projects be individually identified to ease understanding.

Authority to Construct a Camp Randall Sports Center Maintenance Project, 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 construct a Camp Randall Sports Center Maintenance Project at an estimated total project budget of $1,819,800 ($727,900 Program Revenue Supported Borrowing, and $1,091,900 General Fund Supported Borrowing - Facility Repair and Renovation. This project will be combined with the previously approved Camp Randall Stadium Expansion/Renovation project.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for
Board of Regents Action
November 2003

1. Institution: The University of Wisconsin–Madison

2. Request: Requests authority to construct a Camp Randall Sports Center Maintenance Project at an estimated total project budget of $1,819,800 ($727,900 Program Revenue Supported Borrowing, and $1,091,900 General Fund Supported Borrowing-Facility Repair and Renovation. This project will be combined with the previously approved Camp Randall Stadium Expansion/Renovation project.

3. Description and Scope of Project: This project will conduct various maintenance repairs in the Camp Randall Sports Center (Shell). Work in the Shell will replace the existing concrete floor, hockey boards, and associated coolant distribution system piping for the 200- by 85-foot hockey rink. New chillers will be located in the basement of the new Athletic Office Building at Camp Randall Stadium. The existing chillers and associated piping within the Shell Building will be removed and the vacated space reprogrammed for a future electrical room.

4. Justification of the Request: The current Sports Center ice rink was constructed in 1974. The rink and its associated mechanical systems have been showing signs of deterioration for several years. The plastic piping within the floor has developed leaks during each of the past ten years. The UW Physical Plant technicians have removed portions of the concrete floor to access and replace U-bends at the edge of the rink on several occasions. Some leaks within the system remain and attempts to locate them have, thus far, been unsuccessful. Currently, sixty to ninety gallons of brine must be added to the system each year to compensate for the leaks. In addition to its use by the Women's Hockey Team, the rink has a longstanding history of other uses. Operated by the Division of Recreational Sports, the rink is used for intramural leagues, club teams, the Department of Kinesiology, and for open skating. The ice rink chillers will be relocated to the new Camp Randall Athletic Office Building because the new chillers are larger than the old system and would not fit in the existing space in the Sports Center. After examining several options, it was determined that locating the new chiller to the basement of the new athletic building during construction was more practical from a location standpoint and more economically feasible.

   The program revenue bonding for this project will be paid from athletic department generated revenues.

5. Budget:

	%	Cost
Construction:		$1,512,000
A/E Design Fees	8%	$121,000
DSF Mgmt. Fees	4%	$64,100
CM Fee	2%	$32,000
Contingency	6%	$90,700
Total Est. Project Cost:		$1,819,800

6. Previous Action:

October 2003 — This work was submitted as part of a larger request to be combined with the Camp Randall major project currently under construction. The Board of Regents took no action and asked that the projects be individually identified to ease understanding.

Authority to Prepare a Utility Master Plan,
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 hire a consultant to prepare a Utility Master Plan at an estimated cost of $750,000 ($500,000 Building Trust Funds–Planning and $250,000 Institutional Non-GPR funds).

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for
Board of Regents Action
November 2003

1. Institution: The University of Wisconsin-Madison

2. Request: Requests authority to hire a consultant to prepare a Utility Master Plan at an estimated cost of $750,000 ($500,000 Building Trust Funds–Planning and $250,000 Institutional Non-GPR funds).

3. Project Description and Scope: The proposed UW-Madison utility master plan will provide a comprehensive analysis of existing utility systems and envisioned improvements to provide a framework for utility infrastructure development through the year 2030.

   The following principles should guide the planning effort:

   - Consolidation of all utilities including steam, chilled water, compressed air, electric, signal, domestic water, sanitary and storm sewer into single utility corridors in major east-west and north-south street right of ways. East-west corridors would include Observatory Drive, Linden Drive, University Avenue, and Dayton Street. North-south corridors would include University Bay Drive, Walnut Street, Henry Mall, Charter Street, Park Street, and Lake Street.

   - Division of the campus utility system into zones and subzones bounded by utility corridors. Any proposed distribution system will be developed based on a utility corridor grid.

   - Development of a system that will accommodate general, not specific loads, in the zones and subzones. A mixed development of buildings with various load profiles should be assumed in each zone.

   Using the above principles, the consultant will develop efficient and cost-effective campus utility corridors, based on the identified zones and subzones, and then compare the new grid based system to the utility infrastructure currently existing on campus. Overlay of the current utility infrastructure on the new grid based map will assist in identifying areas where facility construction is not feasible due to major utility interference. The campus will provide a baseline analysis of existing utilities, their location, capacity, and condition. The next step will involve the preparation of an estimate to determine the funding needed to bring the utilities in each zone to the proposed capacity and to locate the utilities within the proposed utility corridors. Finally, the consultant will develop technical standards and utility design guidelines to be followed in the implementation of all utility projects. This will streamline the utility project approval process with UW System and the state.

The ultimate goal of the master plan will be to ensure both flexibility and redundancy in the development of an efficient utility system. The system will be designed to allow selective isolation of utility systems serving individual buildings or utilities serving larger campus areas in order to facilitate utility repair or construction projects with minimal impact to campus operations. It will also develop a distribution system that incorporates the most flexible option of providing utility services.

The University has submitted a separate request to update its 1996 Campus Master Plan. This master plan update would evaluate all campus buildings for their long-term viability and would classify each facility as preserve/maintain, renovate/remodel, or remove to provide a future development site or green space. In instances where the recommendation is to keep or reuse an existing facility, the building will be categorized for a specific use or purpose. It is intended that the utility master plan occur in tandem with the campus master plan update.

4. Justification of the Request: Campus utilities are essential in supporting the instructional and research missions of UW-Madison. Buildings are served by a variety of utilities, including: electric power, signal/telecommunications, natural gas, steam for heating and other purposes, chilled water for air conditioning, compressed air for laboratory and building control use, domestic water, sanitary and storm sewer systems, and a fire alarm reporting system. These utilities are critical to the operation of the campus and have a replacement value in the hundreds of millions of dollars. Improvement of these systems is a constant process requiring a substantial ongoing investment.

   Utility requests in recent years have focused on needed campus utility upgrades to maintain support of current functions, and supply heating and cooling requirements for facilities in construction or design. There has been limited overall systematic development of distribution systems based on current and projected development. Undertaking a comprehensive master plan will provide a framework from which both enumerated and all agency funded utility requests can be developed. The master plan will establish this framework to assist the University in prioritizing projects within the context of available funding and identified needs.

5. Previous Action: None.

Authority to Prepare a Campus Master Plan Update, 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 hire a consultant to prepare a Campus Master Plan Update at an estimated cost of $600,000 ($250,000 Building Trust Funds Planning, $250,000 Non-GPR Institutional funds, and $100,000 Institutional Transportation Services funds).

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for
Board of Regents Action
November 2003

1. Institution: The University of Wisconsin-Madison

2. Request: Requests authority to hire a consultant to prepare a Campus Master Plan Update at an estimated cost of $600,000 ($250,000 Building Trust Funds Planning, $250,000 Non-GPR Institutional funds, and $100,000 Institutional Transportation Services funds).

3. Project Description and Scope: The UW-Madison master plan update will provide a comprehensive analysis of existing physical conditions and the identification of future improvements to provide a continuing framework for physical campus development over the next ten years. This participatory planning process will incorporate input from the campus community and the surrounding Madison community. The plan will be coordinated with campus strategic academic planning, physical development planning, and current efforts to develop a campuswide utilities master plan.

   The plan update will include developing campuswide site planning and design guidelines based for major functional areas of the campus. The update will also review campus transportation facilities and provide both a comprehensive Campus Transportation Plan and a Transportation Demand Management Plan.

   The physical boundaries of the campus are unlikely to expand significantly; therefore the planning must focus on adaptive reuse of existing facilities and the creation of new facilities within existing campus boundaries. All campus buildings will be evaluated for their long-term viability and classified as either, preserve/maintain, renovate/remodel or remove to provide future development sites or green space. In instances where the recommendation is to keep or reuse an existing facility, the building will be categorized for a specific use and purpose. UW-Madison's six-year capital building plan identifies planned projects and provides recommended priorities for implementation. Identification of potential sites for additional future development opportunities will be identified.

4. Justification of the Request: A continued clear vision is needed to provide direction and guidance for future capital investments in the physical plant of the UW-Madison campus. The proposed master plan update will serve as a continuing framework to help resolve building space issues through adaptive reuse of existing facilities or through new construction. The master plan update will provide direction for future building sites and/or building additions, recognize historic considerations, preserve open space, mitigate environmental impacts, address transportation/circulation/parking issues, plan for utilities, and provide critical linkages between University programs.

The present campus master plan was authorized by the State Building Commission in September 1994 and is nearly a decade old. That plan involved a comprehensive analysis of the campus exterior conditions and envisioned improvements. The existing plan has served the campus well, providing direction on proposed campus development including the Waisman Center addition, the School of Pharmacy building, the Health Sciences Learning Center, the Engineering Centers Building, the Chemistry Building addition, the southeast Recreational Facility addition, the Kohl Center, various parking facilities, and other projects currently in planning and design, including the Microbial Sciences building, the Veterinary School additions, and the Interdisciplinary Research Complex on the west campus. The master plan now needs to be updated to reflect these changes and to incorporate current issues so that it may provide guidance on future capital improvements.

5. Previous Action: None.

Approval of the Design Report and Authority to Construct a Dairy Science Teaching Center Project, UW-River Falls

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-River Falls Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority be granted to construct a Dairy Science Teaching Center project at an estimated total project cost of $7,213,000 ($6,713,000 General Fund Supported Borrowing and $500,000 Gift Funds). Of this total, the amount of $3,431,000 ($2,931,000 General Fund Supported Borrowing and $500,000 Gift Funds) was previously authorized.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for
Board of Regents Action
November 2003

1. Institution: The University of Wisconsin-River Falls

2. Request: Request approval of the Design Report and authority to construct a Dairy Science Teaching Center project at an estimated total project cost of $7,213,000 ($6,713,000 General Fund Supported Borrowing and $500,000 Gift Funds). Of this total, the amount of $3,431,000 ($2,931,000 General Fund Supported Borrowing and $500,000 Gift Funds) was previously authorized.

3. Description and Scope of Project: This project will construct dairy farm facilities at the Mann Valley Farm for the UW-River Falls College of Agriculture, Food and Environmental Sciences. The new facilities, totaling 68,000 GSF, will accommodate a 96 cow milking herd and 192 young replacement stock necessary to support instruction and research. The project will provide facilities to house dairy cattle throughout all stages of life and will support instruction in state-of-the-art dairy industry practices and technology. Construction will also provide facilities to handle animal waste using the highest available environmental standards. Construction will include:

   - site excavation, service drives, parking, site lighting, and fencing
   - mature cow housing
   - special needs barn
   - milking center with contemporary milking equipment
   - calf barn
   - heifer shed
   - feed bunkers, bagged feed area, feed mixing building, and hay storage
   - classroom/laboratory building
   - manure management system and compost pad

4. Justification of the Request: Detailed justification for this project was provided in documentation included in the 1997-1999, 1999-2001, and 2003-2005 Capital Budget materials. In summary, this project will construct new state-of-the-art dairy farm facilities to support the undergraduate dairy science program at UW-River Falls, one of the largest programs in the country.

   The current dairy farm is located near the main campus within the city limits in an area experiencing rapid urban growth, and is no longer compatible with adjacent land uses. The proposed project will relocate the dairy operations to the Mann Valley Farm which is located in a rural area two miles northwest of the city of River Falls. Additional land was obtained through a trade with the River Falls School District in 1999. The expanded site

allows for construction of a farm facility adequate to support dairy operations and developing instructional and research needs.

The existing facilities are in very poor condition. The outdated buildings are deteriorated, unable to support instruction in current and developing dairy industry practices, and are too small to accommodate an optimal herd size.

The scope of this project has been revised several times in response to new programmatic requirements and budget considerations. During programming it became apparent that the initial budget, enumerated in 1999-2001, was inadequate to construct a complete replacement farm so the project was revised to be funded and built in two phases: a Phase I project funded in the 1999-2001 biennium, and a Phase II project funded in the 2003-2005 biennium. Consistent throughout the design process was the desire to have a complete farm with feed, housing, milking, and manure management facilities for a milking herd of 96 cows, the minimum herd size necessary. The first phase of construction was authorized by the Board of Regents in October of 2001 and the State Building Commission in November of 2001. Bids received in December of 2002 resulted in a budget that was thirty-eight percent over the construction estimate. Since the project scope could not be adjusted to produce a useable facility within the available Phase I budget, the project was delayed until-Phase II funding became available as part of the 2003-2005 Capital Budget. Both Phases have been combined into a single project of reduced scope that can be constructed within the total amount of funding available for both phases. Scope reductions include deferring construction of an arena and equipment shed, simplifying the design of the heifer shed, reducing the manure handling system to match demand, and reconfiguring the site and building layout to produce a more compact design with less required site work. The reduced scope, while not ideal, will still result in a facility adequate for a full dairy operation. Planning has been done so that portions of work omitted as part of scope reductions may be constructed at a future date.

5. Budget:

	%	Cost
Construction		$5,742,000
A/E Fees	13.8%	$570,000
DSF Mgmt. Fee	4%	$230,000
Contingency	5%	$432,000
Movable Equipment		$239,000
Percent for Art	0%	0
Total Project Cost		$7,213,000

6. Previous Action:

August 8, 1996 Resolution 7256	Recommended that the Dairy Science Teaching Center project be submitted to the Department of Administration and the State Building Commission as part of the University's 1997-1999 Capital Budget request, at an estimated total project cost of $2,862,000 GFSB.

August 20, 1998 Resolution 7740	Recommended that Dairy Science Teaching Center be submitted to the Department of Administration and the State Building Commission as part of the University's 1999-2001 Capital Budget request, at an estimated total project cost of $2,862,000 GFSB.
October 5, 2001 Resolution 8455	Approved the Design Report and authorized construction of the Diary Science Teaching Center – Phase I project for an estimated total project cost of $3,431,000 ($2,931,000 GSFB and $500,000 Gift Funds).
August 22, 2002 Resolution 8582	Recommended that the Dairy Science Teaching Center – Phase II project be submitted to the Department of Administration and the State Building Commission as part of the University's 2003-2005 Capital Budget request at an estimated total project cost of $3,782,000 GSFB.

R E V I S E D

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM
November 7, 2003
9:00 a.m.
1820 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin

II.

1. Calling of the roll

2. Approval of the minutes of the September 2nd, September 5th, and October 10th meetings

3. Report of the President of the Board
   a. Report on the October 24th meeting of the Higher Educational Aids Board
   b. Report on the November 5th meeting of the Hospital Authority Board
   c. Resolution on Economic Summit
      [Resolution II.3.c.]
   d. Additional items that the President of the Board may report or present to the Board

4. Report of the President of the System

5. Update on Charting a New Course for the UW System

6. Report of the Education Committee

7. Report of the Physical Planning and Funding Committee

8. Report of the Business and Finance Committee

9. Additional resolutions

10. Communications, petitions, memorials

11. Unfinished or additional business

12. Recess into closed session to consider a student request for review of a UW-Milwaukee decision, as permitted by s.19.85(1)(f), *Wis. Stats.*, and to confer with legal counsel concerning pending and potential litigation, as permitted by s.19.85(1)(g), *Wis. Stats.*

    The closed session may be moved up for consideration during any recess called during the regular meeting agenda. The regular meeting will be reconvened in open session following completion of the closed session.

Regent Danae Davis will participate in the meeting by telephone from 3939 W. Highland Blvd., Milwaukee at 414/931-3456

Board of Regents of
The University of Wisconsin System

Meeting Schedule 2003-04

2003	2004
January 9 and 10 (Cancelled, circumstances permitting)	January 8 and 9 (cancelled, circumstances permitting)
February 6 and 7	February 5 and 6
March 6 and 7	March 4 and 5
April 10 and 11	April 1 and 2
May 8 and 9 (UW-Stevens Point)	May 6 and 7
June 5 and 6 (UW-Milwaukee) (Annual meeting)	June 10 and 11(UW-Milwaukee) (Annual meeting)
July 10 and 11	July 8 and 9 (cancelled, circumstances permitting)
August 21 and 22 (Cancelled, circumstances permitting)	August 19 and 20
September 4 and 5	September 9 and 10
October 9 and 10 (UW-Oshkosh)	October 7 and 8 (UW-Superior)
November 6 and 7	November 4 and 5
December 4 and 5	December 9 and 10

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

President - Toby E. Marcovich
Vice President - David G. Walsh

STANDING COMMITTEES

Executive Committee
Toby E. Marcovich (Chair)
David G. Walsh (Vice Chair)
Mark J. Bradley
Elizabeth Burmaster
Guy A. Gottschalk
Gregory L. Gracz
Jose A. Olivieri

Business and Finance Committee
Mark J. Bradley (Chair)
Eileen Connolly-Keesler (Vice Chair)
Guy A. Gottschalk
Peggy Rosenzweig

Education Committee
Jose A. Olivieri (Chair)
Elizabeth Burmaster (Vice Chair)
Roger E. Axtell
Danae D. Davis
Frederic E. Mohs
Charles Pruitt
Beth Richlen

Physical Planning and Funding Committee
Gregory L. Gracz (Chair)
Jesus Salas (Vice Chair)
Nino Amato
Gerard A. Randall, Jr

Personnel Matters Review Committee
Gerard A. Randall, Jr. (Chair)
Roger E. Axtell
Mark J. Bradley
Jose A. Olivieri

Committee on Student Discipline and Other Student Appeals
Charles Pruitt (Chair)
Frederic E. Mohs
Nino Amato
Beth Richlen

OTHER COMMITTEES

Liaison to Association of Governing Boards
Guy A. Gottschalk

Hospital Authority Board - Regent Members
Nino Amato
Roger E. Axtell (ex officio)
Frederic E. Mohs
Peggy Rosenzweig

Wisconsin Technical College System Board
Peggy Rosenzweig, Regent Member

Wisconsin Educational Communications Board
Eileen Connolly-Keesler, Regent Member

Higher Educational Aids Board
Gregory L. Gracz, Regent Member

Research Park Board
Frederic E. Mohs, Regent Member

Teaching Excellence Awards
Danae D. Davis (Chair)
Charles Pruitt
Beth Richlen
Jesus Salas

Public and Community Health Oversight and Advisory Committee
Patrick Boyle, Regent Liaison

Special Regent Committee for UW-Milwaukee Chancellor Search
Jose A. Olivieri, Chair
Elizabeth Burmaster
Danae D. Davis
Charles Pruitt
Beth Richlen

Special Regent Committee for UW-Stevens Point Chancellor Search
Roger E. Axtell, Chair
Mark J. Bradley
Gregory L. Gracz
Peggy Rosenzweig
Jesus Salas

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