



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

October 6, 2003

REVISED

TO: Each Regent

FROM: Judith A. Temby

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

RE: Agendas and supporting documents for meetings of the Board and Committees to be held at Reeve Memorial Union, UW-Oshkosh on October 9 and 10, 2003.

Thursday, October 9, 2003

7:30 a.m. - 8:30 a.m. - Breakfast, Crescent Room

8:30 a.m. - Tour of Newly Renovated Halsey Science Center

10:00 a.m. - 12:30 p.m. - Regent Study Groups

- Revenue Authority and Other Opportunities, Room 227a
- Achieving Operating Efficiencies, Room 307 (Theater)
- Re-Defining Educational Quality, Room 306
- The Research and Public Service Mission, Room 202
- Our Partnership with the State, Room 201

12:30 - 1:00 p.m. - Lunch

1:00 p.m. - Wisconsin population trends and workforce projections: Presentation for all participants in Charting a New Course for the UW System
Room 227 B/C (Ballroom)

2:00 p.m. - Committee meetings:
Education Committee
Room 227 B/C (Ballroom)

Business and Finance Committee
Room 307 (Theater)

Physical Planning and Funding Committee
Room 202

5:15 - 6:30 p.m. - Reception, Titan Underground

6:45 - 8:00 p.m. - Strolling Sampler of Cuisine and Entertainment
Reeve Memorial Union

Friday, October 10, 2003

7:45 - 8:45 a.m. - Breakfast meeting for Regents and Students
Blackhawk Commons, Room 110

Breakfast meeting for "Re-defining Educational Quality" Regent
Working Group with Students
Blackhawk Commons, Room 111

7:30 a.m. – Breakfast for other participants
Crescent Cafe

9:00 a.m. - Board of Regents
Room 227 (Ballroom)

Dedication of "Spark", Halsey Science Center Mall

12:00 noon - Picnic and Steel Drum Band

1:00 p.m. - Program and Dedication

2:00 p.m. - Marc Moulton, "Spark" Sculptor, Presentation,
Room 307 (Theater)

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

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Regent Gerard Randall will participate by telephone in the Research and Public Service Missions Working Group meeting, the presentation on Wisconsin Population Trends and Workforce Projections, the Physical Planning and Funding Committee meeting and the Board of Regents meeting. He will participate from Philadelphia, Pennsylvania at 215-627-7400.



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

October 8, 2003

REVISED

NOTICE OF MEETINGS

Reeve Memorial Union
UW-Oshkosh
Oshkosh, Wisconsin

Thursday, October 9, 2003

10:00 a.m. - 12:30 p.m. – Charting a New Course for the UW System - Working Groups

Revenue Authority and Other Opportunities
Room 227a

Achieving Operating Efficiencies
Room 307 (Theater)

Student Member Alan Halfen will participate by phone from
1 University Plazas, Platteville WI

Re-Defining Educational Quality
Room 306

The Research and Public Service Missions
Room 202

Student member Donald Defoe will participate by phone from
620 N 5th St., Superior, WI

Our Partnership with the State
Room 201

Agendas attached.

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I. Items for consideration in Regent committees

1. Education Committee - Thursday, October 9, 2003
2:00 p.m.
University of Wisconsin-Oshkosh
Reeve Memorial Union, Room 227 B/C

1:00 p.m. All Regents

- Wisconsin population trends and workforce projections: Presentation for all participants in Charting a New Course for the UW System.

2:00 p.m. Education Committee

- a. Approval of the minutes of the September 4, 2003 meeting of the Education Committee.
- b. Report of the Senior Vice President for Academic Affairs:
 - (1) Presentation by UW-Oshkosh: Student Learning in an Engaged Institution;
 - (2) Credit Transfer: Implications for Student Success.
[Resolution I.1.b.(2)]
- c. Revised Mission Statement, UW-Extension: Initial Reading.
- d. New Program Authorizations - Second Reading: M.S. in Physician Assistant Studies, UW-La Crosse.
[Resolution I.1.d.]
- e. Revised Faculty Personnel Rules, UW-Stevens Point.
[Resolution I.1.e.]
- f. Additional items that may be presented to the Education Committee with its approval.

**UNIVERSITY OF WISCONSIN
WISCONSIN TECHNICAL COLLEGE SYSTEM
CREDIT TRANSFER**

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 the likelihood that students who start their postsecondary education in the WTCS would go on to successfully complete a baccalaureate degree in the UW System.

REQUESTED ACTION

Approval of Resolution I.1.b.(2), in support of the four-part Credit Transfer Plan to enhance credit transfer opportunities between the University of Wisconsin System and the Wisconsin Technical College System.

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 six specific transfer initiatives which had been developed in tandem by the two Systems' administrative leaders. The UW System Administration has determined that two of these six initiatives require further planning before they can be brought

before the Board of Regents. The two initiatives involve College Parallel Programs, or the “Transfer of Students Graduating from WTCS Liberal Arts Programs,” and approving additional WTCS institutions to offer a liberal arts associate degree. These two initiatives will return to the Board in the near future.

The plan under consideration, then, has four 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: Across the Board Transfer of WTCS General Education Core Courses

Based upon a review by the faculties at each UW System institution, a list of WTCS common core general education courses will be established that will transfer and apply to all UW institutions. WTCS students in applied associate degree programs will be able to transfer 25 credits from these courses and apply them toward satisfaction of general education and/or other degree requirements at all UW institutions.

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 courses and 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 and apply toward 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.

Implementation Process

The process for implementing the transfer plan is designed to adhere to shared governance procedures for determining institutional curricula, and to include the appropriate constituent groups in the implementation of the plan. The Senior Vice President for Academic Affairs is assembling an academic advisory group comprised of faculty and academic administrators from each of the UW System institutions, which will work out an implementation process and will enable these four initiatives to 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).

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 four-part Credit Transfer Plan developed by the University of Wisconsin System in collaboration with the Wisconsin Technical College System. 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 following initiatives will be implemented by 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).

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**REVISED MISSION STATEMENT
UNIVERSITY OF WISCONSIN-EXTENSION
(INITIAL READING)**

EXECUTIVE SUMMARY

BACKGROUND

The University of Wisconsin-Extension requests approval for its newly revised Mission Statement. The proposed revision has been approved by all campus governance groups. UW-Extension's current Select Mission Statement (from 1988) and the revised Select Mission Statement are provided. The revised mission results from a process of extensive institution-wide discussions and a comprehensive reconsideration and updating of the purpose and goals of UW-Extension. The product is an entirely new document articulating Extension's mission.

Chapter 36.09(b), Wis. Stats., requires that "the Board, after public hearing at each institution, shall establish for each institution a mission statement delineating specific program responsibilities and types of degrees to be granted."

REQUESTED ACTION

No action is requested at this time. If the board agrees, a public hearing will be scheduled. Following that hearing, the proposed revision will be brought before the board for final approval.



University of Wisconsin-Extension
432 North Lake Street
Madison, WI 53706
608-262-3786
608-262-8404 (fax)
608-265-9317 (TTY)

September 22, 2003

To: Katharine Lyall, President, UW System
From: Kevin P. Reilly, Chancellor, UW-Extension
Subject: Proposed UW-Extension Select Mission

As you know, we have recently been engaged in a thorough review of the UW-Extension Select Mission, with a goal of updating our formal mission statement that was approved by the Board of Regents in 1988. Our goal is to create a more concise, enduring statement of purpose that clearly defines the benefits we offer to clients and stakeholders, as well as the unique contributions we make to the UW System.

As directed by Board of Regents policies, we are submitting this document for an initial reading by the Education Committee at the October 9-10 meeting in Oshkosh.

As the following timeline illustrates, this process of reviewing and updating UW-Extension's Select Mission has involved extensive conversations with many internal and external stakeholders. **Most recently, both the UW-Extension Faculty Senate and the Academic Staff Council voted to approve this draft statement and send it on to the UW Board of Regents for an initial reading.**

REVIEW TIMELINE	
<i>Stakeholder Group</i>	<i>Discussion/Meeting</i>
UW-Extension Deans and Directors	May 21
Chancellor's Executive Council	June 9
University Committee and Faculty Senate Initial Discussion	June 10
Systemwide Extension Council Initial Discussion	June 11
Academic Staff Council Initial Discussion	June 18
National Association of State Universities and Land Grant Colleges – Council on Extension, Continuing Education, and Public Service	June 19

Cooperative Extension Administrative Committee	June 26
Broadcasting & Media Innovations Management Team	July 11
Continuing Education Extension Committee	July 17
UW-Extension Diversity Council	July 21
UW-Extension Communications Team	July 24
SBDC Advisory Board	July 28
Outreach & E-Learning Management Team	August 5
Friends of WHA	September 2
UW-Extension Deans and Directors (Second Discussion)	September 3
Chancellor's Executive Council (Second Discussion)	September 8
University Committee and Faculty Senate (Second Discussion & Approval)	September 9
Wisconsin Associated County Extension Committees	September 15
Academic Staff Council (Second Discussion & Approval)	September 17
Wisconsin Public Radio Association	October 2
UW Board of Regents (Initial Reading)	October 9-10

Assuming that we receive a favorable reaction from the Education Committee, we will later schedule and host a public meeting to invite comments on the new mission statement. We would then submit the final version of our proposed Select Mission at a subsequent meeting for the Regents' approval.

Attached are copies of the proposed new mission statement and of our current UW-Extension Select Mission. Comparing the two, you will notice some important differences:

- The draft statement is significantly shorter, offering a 22-word opening statement that can stand alone as a universal summary of our mission that applies equally to all of our educational programs. In its entirety, the draft statement is *nearly 600 words shorter* than our current Select Mission. In all of our discussions with faculty, staff and other stakeholders, the desire for brevity was consistent.
- The structure of this draft statement allows it to be used in a flexible, almost “modular,” way. As noted above, the opening sentence can stand alone. Alternatively, it can be used in conjunction with the second paragraph to describe both our mission and our partnerships. Adding the third paragraph focuses on the benefits we offer to external clients. Using the entire 186-word statement provides a comprehensive description of the benefits we offer to external clients and to the UW System itself.
- The opening statement and other phrases make clear that we are accessible to “all Wisconsin people,” which is an important, distinctive feature of UW-Extension and

the role we play in helping the UW System fulfill its obligations to the state's taxpayers. In today's environment, where accountability is paramount, this is an important message to send.

- In the statement, we stake our claim to the Wisconsin Idea, and we go one step further—in updating how that philosophy is expressed. We incorporated the traditional expression of expanding the university's "boundaries," as well as language that reflects our contemporary vision of university-community engagement as a reciprocal relationship between our institution and the people we serve.
- The draft statement speaks broadly about UW-Extension in ways that apply to all of our divisions, units and programs. In all of our discussions, stakeholders expressed a strong desire to move beyond the administrative structure of our institution and focus on broader concepts and shared ideals. This will encourage our faculty and staff members to identify their individual work with a larger purpose, and help to avoid the kind of obsolescence that comes when a mission statement refers to specific division/program names and structures that inevitably change over time.
- The draft statement emphasizes the impacts that UW-Extension seeks to achieve for the state and for the UW System. Compared to a more traditional mission statement, this is a subtle but important difference, placing the "client" first, rather than the institution. This shifts the focus from "what we do" to "why it matters."

I look forward to discussing this topic with you, the Regents, and others. If you have any questions about this process, feel free to contact me or David Giroux, UW-Extension's Director of Public Information (608-262-9871, david.giroux@uwex.edu), at any time.

Thank you.

Proposed UW-Extension Select Mission (186 words)

DRAFT – Revised Sep. 18, 2003 – *DRAFT*

Through the University of Wisconsin-Extension, all Wisconsin people can access university resources and engage in lifelong learning, wherever they live and work.

Fundamental to this mission are UW-Extension's partnerships with the 26 UW campuses, the county and tribal governments, and other public and private organizations. Fulfilling the promise of the Wisconsin Idea, UW-Extension extends the boundaries of the university to the boundaries of the state and helps the university establish mutually beneficial connections with all its stakeholders.

For millions of Wisconsin individuals, families, businesses and communities, UW-Extension is the doorway to their public university, enabling them to:

- Achieve personal growth, professional success and organizational effectiveness through formal and informal learning;
- Address the changing needs of the state and society by applying relevant university research; and
- Gain greater access to educational, cultural and civic resources through the use of technologies.

In addition, UW-Extension supports the University of Wisconsin System mission by:

- Providing strong leadership for the university's statewide public service mission;
- Integrating a scholarly approach to outreach across many academic disciplines; and
- Addressing the specific educational needs of under-served, disadvantaged and non-traditional students.

DRAFT - # # # - DRAFT

Approved by the UW-Extension Faculty Senate on September 9, 2003

Approved by the UW-Extension Academic Staff Council on September 17, 2003

UW-Extension Select Mission (758 words)

Approved by the UW System Board of Regents – June 10, 1988

In addition to the UW System mission, the mission of the University of Wisconsin-Extension is to provide, jointly with the UW institutions and the Wisconsin counties, an extension program designed to ***apply University research, knowledge, and resources to meet the educational needs of Wisconsin people, wherever they live and work.*** This mission includes the programs of the three UWEX divisions, Cooperative Extension, General Extension, and Telecommunications, in:

- **Teaching:** To extend noncredit continuing education opportunities and campus-based degree credit, including programs to meet the relicensure and recertification needs of professionals, through a variety of delivery methods and media. These programs develop, organize, and impart knowledge and research applications needed by the general public and by such special groups as business, labor, agriculture, youth, families, government, and the professions.
- **Applied Research:** To identify research problems, conduct applied research, and demonstrate the results of research relevant to the specific needs of individuals, organizations, businesses and communities.
- **Public Broadcasting and Communications:** To provide informational, educational, cultural, and public affairs programming via public radio and television, and to improve and encourage effective use of existing and emerging communications technologies for public information, extension education, and communication among faculty, staff and clientele.
- **Statewide Program Leadership, Coordination, and Accountability:** To provide for access of all Wisconsin citizens to the research, knowledge, and resources of their University System through program leadership, budget administration and program/budget accountability for a coordinated statewide extension program delivered with and through the University of Wisconsin System institutions and county and area Extension offices.

UW-Extension also serves as the UW System and state land-grant representative for extension program relationships with state government, appropriate state and federal agencies, and private sector groups, and it joins with county and other local units of government in the administration of the Cooperative Extension program.

The more specific character and purposes of the University of Wisconsin-Extension are delineated by examples of its particular program goals and clientele. These include, but are not limited to, the following:

- a) To educate and help agricultural producers, related businesses, and consumers apply the knowledge gained from basic and applied research.
- b) To strengthen the economy of Wisconsin and the economic interests of working people through educational and counseling programs for business owners/managers and employees, entrepreneurs, labor and trade union leaders, local governments, and community groups.
- c) To improve the cost-effectiveness and quality of government services and community planning through educational programs and counseling assistance to government officials and leaders of both urban and rural communities.

- d) To provide continuing education for professionals, organized groups, and the public on new developments in technical and scientific research and its applications.
- e) To meet the educational needs of families and community leaders as they seek to improve the quality of life in the home and community and help youth realize their full potential and become responsible citizens.
- f) To provide a wide range of educational opportunities for individuals to develop leadership skills and improve their effectiveness in volunteer roles.
- g) To provide educational and public policy contributions to assure environmental quality and adequate conservation and efficient use of our natural resources.
- h) To enhance individual and group understanding of public policy issues and the implications of social, political, economic, and technological change.
- i) To contribute to the quality of elementary and secondary education through counseling, application of research findings, and educational programs for families, communities, and school professionals.
- j) To improve human health and nutrition and the availability and quality of health care and social services through educational assistance to professionals, paraprofessionals, institutions, families, and communities.
- k) To meet individual and community needs for intellectual development, cultural enrichment, and creative learning in the arts, sciences, and humanities.
- l) To create a better understanding of communication processes and the function of the mass media in society.
- m) To take a strong leadership role in serving the special needs of women, minority, disadvantaged, disabled, and non-traditional students.
- n) To investigate and inventory the state's rock, mineral, water, soil, biologic, and climatologic resources and coordinate topographic mapping as a base for economic development, resource and environmental management, construction and siting, resource and land use policy and education.
- o) To expect scholarly activity, including research, scholarship and creative endeavor, that supports its programs.

To cooperate with public and private agencies, associations, and professional groups in sponsoring, developing, and/or providing access to educational programs to meet the needs of Wisconsin citizens. This cooperation shall be achieved in ways consistent with the missions and roles of the UW System and other state and federal agencies.

Program Authorization (Implementation)
M.S. in Physician Assistant Studies
University of Wisconsin-La Crosse

EDUCATION COMMITTEE

Resolution I.1.d.:

That, upon recommendation of the Chancellor of the University of Wisconsin-La Crosse and the President of the University of Wisconsin System, the Chancellor be authorized to implement the M.S. in Physician Assistant Studies.

**NEW PROGRAM AUTHORIZATION
MASTER OF SCIENCE DEGREE IN PHYSICIAN ASSISTANT STUDIES
UW-LA CROSSE
(IMPLEMENTATION)**

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 Master of Science in Physician Assistant Studies (MS PAS) is presented to the Board of Regents for implementation. If approved, the program will be subject to a regent-mandated review to begin five years after its implementation. UW-La Crosse and System Administration will conduct that review jointly, and the results will be reported to the Board.

The proposed MS PAS program represents a transition from the existing Bachelor of Science in Physician Assistant Studies program (BS PAS) to a graduate-level program. The undergraduate program was implemented in 1995 in partnership with Gundersen Lutheran Medical Foundation in La Crosse, and the Mayo Clinic in Rochester, Minnesota, in response to the UW System Lateral Audit of 1993. Ninety percent of graduates from the existing program practice in Wisconsin, Minnesota and Iowa, with 55 percent in primary care specialties, and 40 percent in rural or underserved practice settings. All program graduates have passed the national certification exam and have consistently placed the program in the top 20 percent of programs nationally, and in the top ten percent three of the past five years.

Changing national professional standards compel the move to the graduate level. The Physician Assistant Program Accreditation Standards, promulgated by the Accreditation Review Commission on Education for Physician Assistants, reflect a graduate level of curricular intensity, and state that programs should acknowledge that academic rigor with an appropriate degree. The American Academy of Physician Assistants and the Association of Physician Assistants Programs both also recognize that PA educational programs should lead to a graduate degree. Currently 65 percent of PA programs across the country lead to a master's degree. Once all current BS PAS students have graduated the undergraduate program will be eliminated.

REQUESTED ACTION

Approval of Resolution I.1.d., authorizing implementation of the Master of Science in Physician Assistant Studies, UW-La Crosse.

DISCUSSION

Program Description

The program will be housed in the newly organized department of Health Professions along with the Physical Therapy, Occupational Therapy, and Radiation Therapy programs in the College of Science and Allied Health.

The MS PAS program will have prerequisites that include: (1) completion of a baccalaureate degree that includes at least ten specific courses in biology, chemistry, mathematics, and psychology; (2) a cumulative GPA of 3.0 or higher; and (3) previous healthcare experience. Currently, the majority of students entering the BS PAS program already hold a baccalaureate degree and have an average cumulative GPA of 3.56 and more than four years of healthcare experience. The MS PAS curriculum, designed to meet the current national accreditation standards, includes a total of 105 graduate credits. In the first year of the 24-month program there will be 55 credits including anatomy, biochemistry, pathophysiology and pharmacology, and clinical sciences such as cardiology, gynecology, psychiatry, pediatrics and surgery, along with ethics, healthcare law, and economics. The 50 credits of the second year include clinical rotations in major primary and secondary medical specialties, and seminars developing clinical research and reasoning skills. The program's tri-institutional partnership with Gundersen Lutheran and Mayo Clinic applies collective expertise to provide instruction at all three institutions' campuses, and clinical rotation experiences largely in Gundersen Lutheran and Mayo Clinic practice sites.

The program's tri-institutional leadership team will review the option of providing a five-year combination bachelor's/master's format.

Program Goals and Objectives

The mission of the UW-La Crosse/Gundersen Lutheran Medical Foundation/Mayo Foundation PA Program is to "educate highly competent and compassionate physician assistants who excel in meeting the healthcare needs of the regions served by the partner institutions." Consistent with national standards, the principal goal of the program is to educate students who will demonstrate the ability to identify, analyze, and manage clinical problems in order to provide effective, efficient, and humane patient care with physician supervision. The faculty and staff have identified the following program objectives:

Knowledge: The PA student will acquire and put into practice concepts and information required to understand and manage healthcare problems.

Skills: The PA student will acquire and use skills for patient interaction, clinical reasoning, interpreting and performing tests and procedures, and life-long learning in medicine.

Personal Qualities: The PA student will develop the personal qualities, such as communicating with patients and colleagues, required to be an effective physician assistant.

The program will objectively measure success using the following criteria:

- at least 90 percent of matriculated students will successfully complete and graduate from the program;
- at least 80 percent of graduates will pass the PA national certification examination when

- they first take the exam;
- at least 80 percent of graduates will be employed in Wisconsin, Minnesota, and Iowa;
- at least 80 percent of graduates will rate their preparation as good to excellent across the spectrum of clinical practice tasks; and
- at least 80 percent of graduates' supervising physicians will rate their PAs preparation as good to excellent across the spectrum of clinical practice tasks.

Relation to Institutional Mission

This program is consistent with UW-La Crosse Mission and Strategic Plan and with the University Cluster Core Mission. The MS PAS program supports the UW-La Crosse Select Mission, which includes offering select graduate programs “related to areas of emphasis and strength within the institution.” The program is part of the array of health professional programs that have become a UW-La Crosse hallmark in response to the 1993 UW System Lateral Audit. The program is also responsive to the commitment to participation in the La Crosse Medical Health Science Consortium and activities in the new Health Science Center building. The proposed program also supports the recently adopted UW-La Crosse Strategic Plan’s goal of promoting undergraduate and graduate programs that deliver a complete, well-rounded education. The healthcare industry is very important to the economy of western Wisconsin. The MS PAS program provides support to this industry by maximizing educational opportunities in the region and the state.

Diversity

Students are introduced to cultural diversity in patient care settings during instruction in patient communication, medical history, and physical examination. In the Behavioral Issues in Medicine course, students address a broad range of diversity issues.

Efforts to increase the diversity of students in the program are varied. Preliminary application data indicates a doubling in the number of minority applicants. Targeted graduate assistantships have been helpful in recruitment. Scholarship programs for undergraduates and outreach to K-12 students will increase the underrepresented applicant pool. Other strategies include working closely with other UW institutions, particularly UW-Milwaukee, to recruit qualified minority students completing undergraduate programs.

Need

The transition of the UW-La Crosse PA program to the graduate level will not increase the annual number of graduates. The graduates will continue to meet the need for PA's in the region. U.S. Bureau of Labor Statistics data projects a 42 percent growth in new PA positions in Wisconsin from 1998 to 2008. Additional PA positions are developing as the number of hours that physician residents are allowed to work is being reduced. One of the program's partner institutions filled 20 new PA positions in 2002, primarily in areas not anticipated by previous workforce estimates. In addition to these new positions, the projected Wisconsin net PA replacement rate (for those retiring or leaving the profession) for 1998-2008 is 27 percent.

For each of the past three years, there have been more than ten applicants for each opening in the undergraduate program. It is anticipated that the transition to the graduate level may increase the applicant pool, as discussions with *students in the existing program and* prospective applicants indicate a very strong preference for PA programs at the graduate level. The transition to the master's level has support from all members of the partnership. Administrators from both the Mayo and Gunderson Lutheran clinics, in indicating their support, pointed out the increased complexity of the field and the increased demands on graduates, which require rigorous graduate-level preparation.

Comparable Programs in Wisconsin and Surrounding States

There are currently two other PA Programs in Wisconsin, located at UW-Madison and at Marquette University in Milwaukee. There are also several PA Programs in states that surround Wisconsin. Many of these programs, as illustrated in the table below, lead to a Master's degree. Currently, Wisconsin residents seeking an MS PAS degree must enroll in private institutions or public institutions at which they pay out-of-state tuition.

Program	Location	Degree level
University of Wisconsin	Madison, WI	Undergraduate
Marquette University	Milwaukee, WI	Masters
Midwestern University	Downers Grove, IL	Masters
Finch University/Chicago Medical School	North Chicago, IL	Masters
Cook County Hospital/Malcom X Community College	Chicago, IL	Undergraduate
Southern Illinois University	Carbondale, IL	Undergraduate
Augsburg College	Minneapolis, MN	Masters
University of Iowa	Iowa City, IA	Masters
Des Moines University	Des Moines, IA	Masters

Collaboration

The proposed program represents a continued collaborative partnership of UW-La Crosse with the Gunderson Lutheran Medical Foundation in La Crosse and the Mayo Foundation in Rochester, Minnesota. The other PA program in the UW System is a division of the Department of Family Medicine in the School of Medicine at the UW-Madison. These two programs currently share a number of clinical sites. The program faculty have close working relationships and are exploring a number of opportunities for further curricular collaboration. Among the

areas of collaboration being explored is using distance education technology to share selected portions of courses to benefit both programs' curricula.

Use of Technology

The practice of medicine relies heavily on technology with most clinical sites using electronic medical records, digital radiographic images, and medical texts and the research literature largely accessed through web-based media. In the didactic and clinical instruction on the campuses of the program's partner institutions, students are taught to make substantial use of these technologies as they learn to care for patients. Most students have found the use of personal digital assistants (e.g. Palm Pilots) essential to providing immediate bedside access to pharmacologic, infectious disease, and other clinical databases. Administration of the program's end-of-rotation exams during the clinical year will be done electronically.

Academic and Career Advising

Each student is assigned a UW-La Crosse faculty member as an academic and career advisor. Students meet monthly with their advisors during the first two semesters. In addition, students have access to the UW-La Crosse Career Services Office and the human resource recruitment offices of Gundersen Lutheran Medical Center and the Mayo Clinic. During the clinical year, clinical rotations include sites where new positions or vacancies are anticipated.

Projected Enrollment (5 years)

Enrollment projections are based on the maximum capacity for clinical sites currently available with the program's partner institutions. The attrition rate in the eight-year history of the undergraduate PA program is less than one percent, so no student attrition is projected in this table.

Year	Implementation year: 2004-05	2 nd year 2005-06	3 rd year 2006-07	4 th year 2007-08	5 th year 2008-09
New students admitted	12	12	12	12	12
Continuing students	12 (BS PAS)	12	12	12	12
Total enrollment	24	24	24	24	24
Graduating students	12 (BS PAS)	12	12	12	12

Assessment and Program Evaluation

Student progress and achievement is evaluated through exams, skill evaluations, preceptor evaluations of clinical performance, and the program's summative exam. Following graduation, students take the National Commission on Certification of PA's (NCCPA) board exam, which is required for licensure. The NCCPA provides the program data comparing each graduating class with national norms. Using surveys, the program assesses the satisfaction of both graduates and their supervising physicians with the preparation the program has provided for clinical practice.

The program faculty uses a continuous self-study process to comprehensively review all measures of student performance and graduate/employer satisfaction. When necessary, program changes are made to address identified weaknesses and to maintain a curriculum consistent with current standards for practice. Every three years the program also undergoes regular external review as required to maintain accreditation by the Accreditation Review Commission on Education for the Physician Assistant.

Evaluation from External Reviewers

Two experienced PA educators reviewed the MS PAS proposal in March 2003. One reviewer from a state university in the Midwest stated, “The rigor and quality of the current undergraduate physician assistant program offered by UW-La Crosse - Gundersen - Mayo is commensurate with professional graduate education. The proposed master’s curriculum represents a more focused application and extension of these skills, with a degree award that is more appropriate for the role and level of responsibility of a graduate physician assistant.” The proposal “provides a firm and persuasive argument for approval of the transition of the UW-La Crosse PA Program to award the master’s degree. I believe that this proposal reflects an informed and progressive outlook on the part of the faculty with regard to PA education and trends in PA education,” concluded a reviewer from a large, private university.

Resource Needs

The program budget is attached. Since the proposed MS PAS program is a transition of the current BS PAS program, the budget for the current program will be entirely reallocated to the MS PAS. With the increased rate for graduate tuition, the 20 percent tuition differential charged to PA Program students, and the Clinical Experience Fee, an additional \$25,000 in program revenue will be generated annually. No additional revenues are required to make the transition.

RECOMMENDATION

The University of Wisconsin System recommends approval of Resolution I.1.d., authorizing the implementation of the Master of Science in Physician Assistant Studies, UW-La Crosse.

RELATED REGENT POLICIES

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

MS MS PAS Budget

Budget Category	Comments	Year 1 (FY05)		Year 2 (FY06)		Year 3 (FY07)	
Personnel	Assumes a 2% annual salary increase	FTE	Cost	FTE	Cost	FTE	Cost
Faculty/Academic Staff	Program director, 1.0 FTE, 12 mo Clinical Education Coordinator, 1.0 FTE, 12 mo Lecturer, 0.5 FTE, 12 mo Lecturer, 0.5 FTE, 12 mo	3	235,000	3	239,700	3	244,494
Graduate Assistants		0	0	0	0	0	0
Classified Staff, LTE & student help	24% of 3.45 FTE of Health Professions Classified Support Staff, plus student help	0.83	30,000	0.83	30,600	0.83	31,212
Subtotal		3.83	265,000	3.83	270,300	3.83	275,706
Non-personnel Costs		Cost		Cost		Cost	
Supplies and Expenses	PA Program, was 363,070, now 363,140 PA Program Application Fees, was 363,073, now 363,142 Health Professions, Office Supplies, was 363,000, now 363,100, ~16% of total		15,230 5,600 900		15,230 5,600 900		15,230 5,600 900
Capital Equipment							
Library Resources							
Computing Resources							
Other: Capitation	Sharing tuition revenue with the PA Program's partner institutions recognizing their program contribution, based on student FTE enrolled in both BS and MS programs. Smaller amount in FY05 because the BS PAS students completing their curriculum are only enrolled for part of the year.		40,500		60,800		60,800
Other:							
Subtotal			62,230		82,530		82,530
Total Costs for Program			327,230		352,830		358,236
Resources		Resources		Resources		Resources	
Reallocation	Reallocation from current BS PAS Program. With fewer total student FTEs in FY05, less revenue is available for reallocation in FY05.		305,568		322,192		327,481
Gifts & Grants							
Other:	Tuition Differential: Increase in revenue from the 20% differential on graduate tuition compared to undergraduate (assumes all resident students and a 2% annual tuition increase) Special course fee: Clinical Experience Fee (variation due to student FTE) Supplemental Application Fees, \$40/applicant x 140 applicants		2,862 13,200 5,600		5,838 19,200 5,600		5,955 19,200 5,600
Total Resources			327,230		352,830		358,236
	Number of students enrolled in MS PAS (Fall)	12		24		24	
	Number of students enrolled in BS PAS (Fall)	12					
	Number graduating with the MS PAS (Spring)			12		12	
	Number graduating with the BS PAS (Fall)	12					

Amendment to
Faculty Personnel Policies and Procedures
University of Wisconsin-Stevens Point

EDUCATION COMMITTEE

Resolution I.1.e.:

That, upon recommendation of the Chancellor of the University of Wisconsin-Stevens Point and the President of the University of Wisconsin System, the Board of Regents approves the amendment to the UW-Stevens Point Faculty Personnel Policies and Procedures.

FACULTY PERSONNEL POLICIES AND PROCEDURES UNIVERSITY OF WISCONSIN-STEVENSON POINT

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 revision to the UW-Stevens Point Faculty Personnel Policies and Procedures has been approved by the appropriate faculty governance bodies and is recommended by Interim Chancellor Virginia Helm. These revisions have also been reviewed by the UW System Office of the General Counsel and the Office of Academic Affairs.

The revision is to UWSP 3.06, Renewal of Appointments and Granting of Tenure (Chapter 4A, Section 2, UWSP 3.06), and concerns the manner in which renewal of probationary faculty appointments are conducted. The change will make the UW-Stevens Point faculty policies consistent with the Open Meeting Law, s.19.81, et seq., Wis.Stats.

REQUESTED ACTION

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

DISCUSSION AND RECOMMENDATIONS

UW System Administration recommends approval of these revisions.

UWSP 3.06 RENEWAL OF APPOINTMENTS AND GRANTING OF TENURE.

(1) (a) *General.* Except as otherwise provided for in 3.08m, appointments either probationary or to tenure may be made only upon the affirmative recommendation of the appropriate academic department, or the functional equivalent, and the chancellor, or the chancellor's designee as specified in writing by the chancellor. When specified by the Board, such institutional recommendations shall be transmitted to the Board for action via the president of the System with the president's recommendation. Tenure appointments may be granted to any ranked faculty member who holds or will hold a half-time appointment or more.

(b) *Criteria.* Decisions relating to renewal of probationary appointments or recommending of tenure shall require an evaluation of the following activities: teaching, scholarship, and service. Each department, or its functional equivalent shall develop written criteria for these evaluations which shall specify the relative importance of these activities in the evaluation process. The written criteria shall provide that any faculty member who has been in probationary status for more than seven consecutive years shall be evaluated at the completion of seven years, excluding time granted because of one or more of the reasons set forth in 3.04 (2) or (3). The university shall not expect additional activities during the excluded time. Activities conducted during the excluded time may be considered only at the request of the faculty member. Unless there are cogent extenuating circumstances, to be determined by the department, the dean, the vice chancellor, and the chancellor, tenure shall be awarded only to those who have acquired the appropriate terminal degree in their discipline, or to those who have met alternative criteria clearly specified in departmental regulations.

(c) *Procedures.* Each department, with the approval of the chancellor, and in consultation with appropriate students, shall establish rules governing the procedures for renewal of probationary appointments and for recommending tenure. These rules shall provide for:

1. written notice of the departmental review to the faculty member at least 20 days prior to the date of the review;
2. an opportunity to present information on the faculty member's behalf.

The probationary faculty member shall be notified in writing within 20 days after each decision at each reviewing level. In the event that a decision is made which results in nonrenewal, the procedures specified in 3.08 shall be followed.

(d) *Open Meetings.* All decisions relating to the granting of tenure shall be made in conformity with the requirements of the Wisconsin Open Meetings Law (ss19.81-19.98, Wis. Stats.).

(e) *Recommendations.* Department recommendations on renewal of probationary appointments and on tenure should emanate from the widest possible base of

information which shall include advisory information from appropriate students. Normally department committees making recommendations on renewal of probationary appointments and on tenure shall include at least all tenured members of the department. These recommendations shall not be made by the department chairperson alone, but the department chairperson may make a separate recommendation.

DRAFT Changes 11/19/02

UWSP 3.06 RENEWAL OF APPOINTMENTS AND GRANTING OF TENURE.

Chapter 4A, Section 2, Chapter UWSP 3, p. 57-58

(1) (a) *General.* Except as otherwise provided for in 3.08m, appointments either probationary or to tenure may be made only upon the affirmative recommendation of the appropriate academic department, or the functional equivalent, and the chancellor, or the chancellor's designee as specified in writing by the chancellor. When specified by the Board, such institutional recommendations shall be transmitted to the Board for action via the president of the System with the president's recommendation. Tenure appointments may be granted to any ranked faculty member who holds or will hold a half-time appointment or more.

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2. an opportunity to present information on the faculty member's behalf.

The probationary faculty member shall be notified in writing within 20 days after each decision at each reviewing level. In the event that a decision is made which results in nonrenewal, the procedures specified in 3.08 shall be followed.

(d) *Open Meetings.* All decisions relating to the granting of tenure shall be made in conformity with the requirements of the Wisconsin Open Meetings Law. (~~Chapter 19.81 ff, Wis. Stats.~~). ~~In addition, decisions relating to renewal of probationary appointments shall be in accordance with the same procedural guarantees as provided in the statutes for tenure decisions.~~

REVISED

I.2. Business and Finance Committee

Thursday, October 9, 2003
UW-Oshkosh
Reeve Memorial Union Room 307
(Theater)

1:00 p.m. All Regents

- Wisconsin population trends and workforce projections: Presentation for all participants in Charting a New Course for the UW System

2:00 p.m. Business and Finance Committee

- a. Approval of minutes of September 4, 2003 meeting of the Business and Finance Committee
- b. Faculty and Academic Staff Pay Plan Recommendations
[Resolution I.2.b.]
- c. Operations Review and Audit – A Best Practice Review of Policies and Procedures for Addressing Copyright Infringement Issues
- d. Return to Wisconsin Pilot – First Reading
- e. UW-Oshkosh Presentation: Community Collaboration: A Market Profile of the University of Wisconsin-Oshkosh
- f. Trust Funds
 - (1) Report on 2003 Proxy Voting
 - (2) Discretionary Trust Funds
 - (3) Vilas Trust
- g. Committee Business
 - (1) Exclusive Pouring Rights Contract
[Resolution I.2.g.(1)]
 - (2) Report on Non-traditional Students and Enrollments
[Resolution I.2.g.(2)]
 - (3) Report on GPR Positions Created
[Resolution I.2.g.(3)]
 - (4) Agreement with Triad Management Services, Inc.
[Resolution I.2.g.(4)]
- h. Report of the Vice President
- i. Additional items which may be presented to the Committee with its approval
- j. Closed session to consider trust fund matters as permitted by s.19.85(1)(e), *Wis. Stats.*

BUSINESS AND FINANCE COMMITTEE

Resolution:

That upon the recommendation of the UW System President, and pursuant to s. 230.12(3)(e) Wis. Stats., the Board of Regents directs the UW System President to notify the Governor and the Legislature that the UW System has identified a need for a four percent salary increase each year of the 2003-05 biennium for faculty, academic staff and university senior executives in order to obtain competitive market salaries by the end of the biennium. The Board directs the UW System President to transmit to the Director of the Office of State Employment Relations, currently available information on unclassified salaries for UW System peer institutions and related economic indices, and request that the Director recommend to the Joint Committee on Employment Relations a salary increase up to four percent each year to the full extent of funds available in the compensation reserve.

Further, the Board directs the UW System President to ask the Director of the Office of State Employment Relations to present the Board's pay plan recommendations to the Joint Committee on Employment Relations in sufficient time to allow faculty and academic staff to make their health insurance provider selections at least one week before expiration of the annual dual choice enrollment period.

Further, the Board of Regents directs the UW System President to recommend to the Director of the Office of State Employment Relations that:

Full-time UW System faculty, academic staff and university senior executives be asked to contribute to state group health insurance at the same levels that will be applied to all other state employees beginning with January 1, 2004 coverage;

Non-represented graduate assistants be asked to contribute to state group health insurance at the same levels that will be applied to represented graduate assistants;

Part-time UW System faculty, academic staff and university senior executives with at least a 50 percent appointment contract be asked to contribute to state group health insurance at the same levels that will be applied to full-time appointments beginning with January 1, 2004 coverage;

The UW System be authorized to increase the academic staff salary ranges by the full amount of the pay plan each year; and,

The salary ranges for university senior executive salary groups one (Vice Chancellors at non-doctoral institutions) and two (Vice Presidents) be adjusted to reflect the Board of Regents executive salary policy.

Further, the Board of Regents suspends its pay plan distribution guidelines for 2003-05 if the authorized amount for an unclassified pay plan is less than two percent in any year, and directs that in such instance the pay plan percentage be distributed across-the-board to all those who have at least a solid performance rating, with any unused funds distributed by the Chancellor in consultation with the governance bodies to address salary compression.

Further, the Board of Regents suspends the cash payment option for unused vacation earned by unclassified staff with 25 years of service under Regent Policy 98-6 until such time as funds are made available in the state budget, and amends Regent Policy 94-6 to allow unclassified staff with 25 years of service to place up to ten days of vacation in the annual leave reserve account.

2003-05 UNCLASSIFIED PAY PLAN RECOMMENDATIONS

EXECUTIVE SUMMARY

BACKGROUND

Historically, the Board of Regents has considered unclassified pay plan recommendations in concert with state biennial budget planning that begins in December in even-numbered years. At its June 2003 meeting, the Board was informed that due to the state's fiscal problems and proposed budget cuts, there was no clear picture of how tuition and/or scarce state resources might be placed in reserve to fund the 2003-05 biennial compensation plan for senior executives, faculty or academic staff. During that same time the legislature was completing its work on the state biennial budget and significant changes regarding health insurance premium rates and employee premium contributions were being considered as part of the state compensation planning. Given these uncertainties, the Board adopted resolution 8701 delaying a formal pay plan recommendation until this (October) meeting and asking that in the interim, faculty and staff be represented in discussions pertaining to state group health insurance.

During the summer, representatives of the UW System Fringe Benefits Advisory Committee and System Administration representatives engaged in numerous discussions with the Department of Employment Relations (now known as the Office of State Employment Relations) and the Department of Employee Trust Funds. The work to place health insurance plans into "tiers" has been completed by the Group Insurance Board and the Governor, in signing the biennial budget act (2003 Wisconsin Act 33) noted that it "introduces the principle that all state employees will pay for a share of their health insurance costs and should pay more to join more costly, less effective, health care plans." The precise amount of the health care costs to be borne by state employees and UW System unclassified staff is not yet known as collective bargaining with state employee unions is ongoing. However, it is necessary for an unclassified pay plan recommendation to be advanced at this time to give faculty and academic staff an opportunity to know the cost of their health insurance plan choices before the health insurance open enrollment period ends on October 24, 2003.

REQUESTED ACTION

Approval of Resolution I.2.b.

The resolution directs the UW System President to transmit to the Director of the State Office of Employment Relations the Board of Regents recommendations regarding unclassified compensation and employee benefits that require action by the Joint Committee on Employment Relations and adopts other compensation plan principles that fall under the authority of the Board of Regents.

DISCUSSION AND RECOMMENDATIONS

The systemwide Compensation Advisory Committee composed of faculty and academic staff representatives of each institution met with the UW System President on August 29, 2003 to review salary data from established peer groups and national reports on faculty salaries. The committee also examined projections of several economic indicators obtained from the U.S. Bureau of Labor Statistics, Wisconsin Economic Outlook, and the Wisconsin Department of Revenue. In addition, the committee reviewed the results of a survey of peer institutions with respect to anticipated pay plans for faculty and staff at UW System peer institutions.

Pay plan needed to reach the competitive market by 2005

An overall assessment of salary data and economic indicators suggest university faculty entered the 2003-05 biennium four percent behind their peers. Moreover, it seems likely that faculty at UW peer institutions will receive at least two percent pay increases this year and next year. Therefore, a very conservative need assessment suggests four percent annual salary increases are needed if UW faculties are to attain peer market medians by the end of the current biennium. Academic staff salaries have lagged even farther behind the competitive market, but the compensation committee prefers that one pay plan, based on faculty need, be advanced for both faculty and academic staff.

Last biennium, the approved pay plan generation for faculty and academic staff was 3.2 percent in 2001-02 and 4.2 percent divided into two phases in 2002-03. All but one percent of that pay plan was funded by tuition. That funding source is not available for the 2003-05 biennium because tuition dollars have been allocated to offset part of the \$250,000,000 base budget cut to the UW System. Therefore, no tuition dollars are available for senior executive, faculty or academic staff salary increases. Moreover, the Office of State Employment Relations (OSER) has indicated that there are no funds in the compensation reserve for general wage increases for state employees in 2003-04 but funds are in reserve for a one percent general wage increase in 2004-05. By law, after receiving pay plan recommendations from the Board, the OSER Director is required to submit to the legislature's Joint Committee on Employment Relations (JCOER) a proposal for adjusting compensation for senior executives, faculty and academic staff. In addition, the compensation plan proposal submitted by the OSER Director to JCOER is to contain adjustments to employee benefits, salary ranges for Vice Presidents and Vice Chancellors at non-doctoral institutions, and authority to adjust academic staff salary ranges.

Employee contributions to state group health insurance premiums

Unless the approved compensation plan contains specified amounts for health insurance premium contributions to be paid by senior executives, faculty and academic staff, the state will pay \$339.42 per month toward single coverage plans and \$833.58 per month toward family coverage plans beginning with January 1, 2004 health insurance coverage. The balance of the total premiums would be charged to the employees. For single coverage, the monthly contribution paid by employees would range from \$35 to \$333 depending on the health plan selected. For family coverage, the monthly contribution paid by employees would range from \$88 to \$789 depending on the health plan selected. Those employee premium contributions would be higher than rates approved by JCOER for non-represented state classified employees - \$25 to \$100 per month for single coverage and \$62.50 to \$250 per month for family coverage. It is not yet certain that premium contributions from state classified employees will remain at

JCOER approved levels because represented state classified employees have not completed negotiations. Until the collective bargaining agreements are approved by the legislature, the Board cannot recommend specific premium contribution levels that would mirror other state classified employee rates.

Non-represented graduate assistants would also fall under the higher health insurance contribution rates if the compensation plan does not provide an alternative premium contribution structure. Previously, graduate assistants were eligible for an employer contribution toward premium of 80 percent of the standard plan or 100 percent of the least costly alternate plan, whichever is less. However, new statutory provisions change that premium structure. It is not known what the represented graduate assistants will contribute to health insurance premiums because 2003-05 collective bargaining agreements have not been achieved.

Another matter of concern to faculty and academic staff is the health insurance premium contribution rates to be paid by part-time employees with less than 75 percent appointments. Historically, the state has paid the full employer share of total health insurance premiums for all employees with at least a 50 percent appointment. Act 33 requires that unless the compensation plan approved by JCOER contains a different amount, employees “who are appointed to work less than 1,566 hours per year” will be required to pay 50 percent of the employer contribution. The specification of “1,566 hours” in the statute does not reflect the academic year contracts under which most of the university faculty and instructional academic staff perform their work. In the university, part-time appointments are stated in “percent of appointment” terms, not in work hours. A recommendation from the Board is needed to remedy this problem. In signing the budget bill the Governor partially vetoed the new statutory provision and stated his opposition to this change in the statute. He further noted his request of “the Department of Administration secretary to recover from agency budgets the respective amounts that would have been lapsed under the terms of these provisions before partial veto.” In effect, the Governor has mandated that the state agencies return to the former minimum of a 50 percent appointment for the state to pay a full share of the health insurance premium and the funds to pay for that benefit will be taken from state agency budgets. Restoration of this benefit constitutes a mandated base budget cut to the UW System projected to cost \$4.9 million per year (all funds).

Adjust academic staff salary ranges to match the pay plan

Yet another matter that needs to be contained in the unclassified compensation plan is the authority to adjust academic staff salary ranges. Since the academic staff title and salary range structure was established in 1986, the Board has recommended that the salary ranges be increased by at least the full amount of any pay plan.

Adjust two senior executive salary ranges to fit the rest of executive ranges for 2003-05

Finally, the unclassified pay plan proposal submitted by the OSER Director to JCOER “shall include the salary ranges and adjustments to the salary ranges for the university senior executive salary groups (for Vice Presidents and non-doctoral institution Vice Chancellors and Provosts).” [Section. 230.12(3)(e) Wis. Stats.] The salary ranges for these two senior executive salary groups were last adjusted in fiscal year 2001-02. Although peer market data are available to create senior executive salary ranges for 2003-04 as required by Regent Policy 94-4, peer market data used to establish 2004-05 senior executive salary ranges will not be available until spring 2004. The Regents salary policy for Vice Presidents and Vice Chancellor/Provosts requires salary ranges as does the unclassified pay plan approved by JCOER, creating two

overlapping salary ranges for these two categories of senior executives. That problem and the difficulty in predicting a salary range for 2004-05 can be solved by the Board recommending that JCOER adopt the Regents senior executive salary range structure (whatever the Board finally decides) for these two senior executive groups.

Two pay plan items do not require action by JCOER, instead they are within the authority of the Board. The pay plan distribution guideline should be revisited and the Board's "annual leave reserve account" policy should be re-examined in light of Act 33.

Distribution guidelines

The 2003-05 general compensation distribution plan and guidelines were adopted by the Board in December 2002 as Resolution 8639. Those guidelines were used by the UW System President to direct the chancellors to begin faculty and academic staff performance evaluations, the results of which can be converted to compensation awards consistent with Board of Regents criteria for pay plan increases. Those guidelines were needed by the faculty and academic staff governance bodies so that they and the chancellors could develop merit pay distribution plans for the institution. The institution performance evaluation and pay plan distribution plans allow performance results to be converted to compensation adjustments irrespective of the specific amount of the pay plan. The guidelines provide that "not less than one-third of total compensation plan shall be distributed on the basis of merit/market and not less than one-third of the total compensation plan shall be distributed on the basis of solid performance." Those guidelines apply to both years of the 2003-05 biennium as performance evaluations for merit are conducted each year by faculty and academic staff. Given that an approved pay plan (if any) available to senior executives, faculty and academic staff is likely to be very small, the Board could waive its prior guidelines for 2003-05 and provide that if the unclassified pay plan is less than two percent in any year of the 2003-05 biennium, that pay plan percentage will be distributed across-the-board to all those who have at least a solid performance rating. Any unused funds may be used to address salary compression.

Unused vacation

The final item for Board consideration concerns Regent Policy 98-6 which allows unclassified staff who have completed 25 years of service the option of receiving up to 40 hours of unused vacation as a cash payment each year. Act 33 removed the funding for this benefit (as well as a similar benefit for state classified employees) so that if the Board continues this policy, institutions would have to reallocate \$573,000 each year to cover the cost, on top of the \$100 million in net cuts and the estimated \$4.9 million budget lapse required to fund part-time employee health insurance. Alternatively, the Board could suspend this benefit until such time as funds are made available in the state budget, but instead, allow unclassified staff with 25 years of service to place an additional five days of vacation each year into the annual leave reserve account.

RELATED REGENT POLICIES

Regent Policies 94-4, 94-6 and 98-6
Regent Resolutions 8639 and 8701

ECONOMIC INDICES FOR 2003-2005 BIENNIAL PAY PLAN RECOMMENDATIONS

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>
<u>Projections from Wisconsin Economic Outlook, June 2003:</u>					
Nominal Gross Domestic Product (GDP)	10,446.3	10,873.7	11,530.3	12,136.0	12,761.4
Percent Change	3.6%	4.1%	6.0%	5.3%	5.2%
Real GDP	9,439.9	9,657.8	10,060.7	10,390.0	10,723.8
Percent Change	2.4%	2.3%	4.2%	3.3%	3.2%
Personal Income (Annual)	8,929.1	9,250.6	9,698.8	10,176.5	10,699.5
Percent Change	2.8%	3.6%	4.8%	4.9%	5.1%
Corporate Profits Before Tax	787.4	818.5	944.3	997.2	1064.6
Percent Change	7.6%	3.9%	15.4%	5.6%	6.8%
<u>Per Higher Education Price Index-FY 2001 Actuals, Research Assoc. of Washington:</u>					
HEPI (Fiscal Year Basis)	216.4	221.9			
Percent Change	4.8%	2.5%			
<u>Provided by Bureau of Labor Statistics:</u>					
US Employment Cost Index for Higher Educ. (State & Local Governments- Public Colleges & Univ.) 1st Quarter	160	167	BLS does not do projections		
Percent Change from 2002 1st Quart	4.1%	4.4%			
<u>Provided by Gene Schubert at Dept of Revenue, 6/30/2003:</u>					
Consumer Price Index for All Urban Consumers (CPI-U):					
CPI-U (Annual Basis)	1.799	1.841	1.87	1.904	1.942
Percent Change	1.6%	2.3%	1.6%	1.8%	2.0%
CPI-U (Fiscal Year Basis)	1.782	1.822	1.854	1.887	1.922
Percent Change	1.8%	2.2%	1.8%	1.8%	1.9%
WI Personal Income (Fiscal)	160.159	165.498	172.640	181.635	190.622
Percent Change	2.8%	3.3%	4.3%	5.2%	4.9%
WI Personal Income Per Capita (Fiscal)	25.602	26.642	27.894	29.192	30.279
Percent Change	4.6%	4.1%	4.7%	4.7%	3.7%
WI Disposable Personal Income (Fiscal)	138.713	145.238	153.002	161.097	168.104
Percent Change	5.2%	4.7%	5.3%	5.3%	4.3%
Personal Consumption Exp.	7,128.1	7,461.7	7,798.6	8,224.4	8,624.0
Percent Change	4.0%	4.7%	4.5%	5.5%	4.9%
Growth in State GPR Tax Revenue					
DOR Estimate	10,020.2	10,223.5	10741.5	11343.7	
Percent Change	-0.4%	2.0%	5.1%	5.6%	
Fiscal Bureau Estimate 1/23/2003	10,020.2	10,223.5	10,741.5	11,343.7	
Percent Change	-0.4%	2.0%	5.1%	5.6%	

July 31, 2003

MEMORANDUM

**ADJUSTED FOR COST OF LIVING
USING ECONOMIC RESEARCH INSTITUTE INDEX**

TO: Katharine Lyall
Deborah Durcan
George Brooks
Frank Goldberg
Freda Harris

FROM: Erin Koch

RE: Percentage Behind Peers Using Actual 2002-2003 Salary Data

The attached schedules show the calculation of the distance that the UW institutions are behind their peers after all 2002-03 salary adjustments. The Systemwide percentage increased from 2.53% in 2001-02 to 4.01% in 2002-03.

It should be noted that the standard methodology established back in 1984 was again used to calculate these percentages. This methodology only considers UW institutions that are below their peers and does not take into account the UW institutions that have averages above their peers. If UW institutions with averages above their peers were included, the UW system would be 3.45% behind its peers (see far right column below).

	<u>2001-02</u>		<u>2002-03</u>		<u>2002-03</u> Actual With Inst. Over & Under Medians <u>Included</u>
	<u>Unadjusted</u>	<u>Adjusted</u>	<u>Unadjusted</u>	<u>Adjusted</u>	
Madison	3.48%	0.22%	3.54%	3.00%	2.39%
Milwaukee	5.12%	2.34%	2.76%	6.91%	6.91%
Comprehensives	6.67%	5.78%	5.59%	4.49%	3.92%
Colleges	3.48%	0.22%	3.54%	3.00%	2.39%
Extension	3.36%	0.21%	3.37%	2.86%	1.53%
Totals	4.85%	2.53%	4.19%	4.01%	3.45%

**UW-Madison Compared to the Peer Group Median Salary Averages
Average Faculty Salary by Rank
2002-2003**

institutions	ERI COLI	Professor		Associate Professor		Assistant Professor	
		Adj. Salary	Rank	Adj. Salary	Rank	Adj. Salary	Rank
University of California - Berkeley	139.4	\$163,500	1	\$104,000	1	\$93,800	1
University of California - Los Angeles	138.7	\$163,500	1	\$103,500	2	\$88,500	2
University of Michigan - Ann Arbor	116.6	\$133,900	3	\$92,000	3	\$76,100	3
University of Minnesota - Twin Cities	112.8	\$114,300	4	\$80,000	4	\$69,800	5
University of Washington - Seattle	121.0	\$110,400	5	\$79,600	5	\$72,800	4
Ohio State University	109.8	\$107,800	6	\$72,800	8	\$64,900	7
University of Texas - Austin	104.3	\$107,300	7	\$68,900	10	\$64,100	8
Michigan State University	112.4	\$106,800	8	\$78,600	7	\$64,100	8
University of Wisconsin - Madison	107.5	\$103,600	9	\$79,200	6	\$66,700	6
University of Illinois - Urbana	101.6	\$103,000	10	\$70,500	9	\$62,000	10
Purdue University	100.4	\$93,500	11	\$64,800	11	\$57,300	11
Indiana University - Bloomington	94.2	\$91,200	12	\$62,400	12	\$55,400	12
Peer Group Median (Excluding UW - Madison)		107,800		78,600		64,900	
UW Madison's Average Minus Median		(4,200)		600		1,800	
Percentage Increase to Reach Median		4.05%		none		none	

**UW-Milwaukee Compared to the Peer Group Median Salary Averages
Average Faculty Salary by Rank
2002-2003**

Institutions	ERI COLI	Professor		Associate Professor		Assistant Professor	
		Adj. Salary	Rank	Adj. Salary	Rank	Adj. Salary	Rank
Rutgers University - Newark	120.7	\$134,500	1	\$96,600	1	\$79,300	2
Georgia State University	118.3	\$132,000	2	\$81,400	5	\$67,700	4
Temple University	123.9	\$124,400	3	\$91,800	7	\$66,000	7
University of Illinois - Chicago	122.4	\$119,600	4	\$84,500	8	\$71,800	5
SUNY at Buffalo	105.7	\$109,100	5	\$77,200	7	\$61,300	9
Wayne State University	119.7	\$108,300	6	\$83,000	4	\$67,300	6
University of Texas - Dallas	107.7	\$107,500	7	\$78,900	6	\$80,300	1
University of New Orleans	130.1	\$95,400	8	\$68,300	10	\$67,700	4
University of Missouri - Kansas City	107.3	\$93,000	9	\$67,200	11	\$53,300	10
Cleveland State University	110.0	\$91,300	10	\$69,400	9	\$52,600	13
UW - Milwaukee	108.9	\$91,000	11	\$71,100	8	\$62,000	8
University of Toledo	104.5	\$89,000	12	\$63,800	14	\$52,800	12
University of Cincinnati	104.9	\$88,900	13	\$65,900	12	\$52,900	11
University of Louisville	105.3	\$87,000	14	\$65,900	12	\$52,200	14
University of Akron	100.9	\$83,000	15	\$61,400	15	\$50,600	15
Peer Group Median (Excluding UW - Milwaukee)		101,500		73,300		63,700	
UW Milwaukee's Average Minus Median		(10,500)		(2,200)		(1,700)	
Percentage Increase to Reach Median		11.54%		3.09%		2.74%	

**UW-Cluster Compared to the Peer Group Median Salary Averages
Average Faculty Salary by Rank
2002-2003**

institutions	ERI COLI	Professor		Associate Professor		Assistant Professor	
		Adj. Salary	Rank	Adj. Salary	Rank	Adj. Salary	Rank
Oakland University	119.6	\$97,800	1	\$76,500	1	\$65,300	2
University of Michigan - Dearborn	118.5	\$91,800	2	\$76,100	2	\$67,700	1
Chicago State University	123.2	\$88,200	3	\$72,800	3	\$63,800	3
Western Michigan University	103.6	\$87,600	4	\$66,700	4	\$52,700	7
Wright State University	102.2	\$84,600	5	\$61,700	9	\$50,400	12
University of Akron	100.9	\$83,000	6	\$61,400	10	\$50,600	11
Eastern Michigan University	111.7	\$82,200	7	\$65,100	6	\$56,700	4
University of Minnesota - Duluth	98.9	\$80,600	8	\$65,200	5	\$51,400	9
Michigan Technological University	97.0	\$78,300	9	\$59,800	11	\$53,400	6
Grand Valley State University	98.8	\$76,400	10	\$59,800	11	\$48,700	13
University of Michigan - Flint	104.9	\$75,900	11	\$63,000	8	\$52,700	7
St. Cloud State University	110.3	\$74,100	12	\$63,300	7	\$54,900	5
Central Michigan University	101.6	\$73,900	13	\$58,600	15	\$47,800	18
University of Northern Iowa	96.1	\$73,700	14	\$57,600	18	\$47,800	18
Indiana University at South Bend	100.3	\$73,600	15	\$55,000	24	\$46,800	21
Youngstown State University	98.2	\$72,600	16	\$56,800	19	\$46,400	24
Northeastern Illinois University	101.1	\$72,300	17	\$57,600	17	\$47,400	20
University of Illinois - Springfield	96.1	\$71,600	18	\$55,700	21	\$44,300	29
Minnesota State University - Moorhead	104.5	\$70,900	19	\$58,000	16	\$50,800	10
Southern Illinois University - Edwardsville	93.9	\$70,800	20	\$56,600	20	\$43,900	31
Northern Michigan University	98.3	\$69,700	21	\$54,800	26	\$44,100	30
University of Southern Indiana	101.8	\$68,800	22	\$55,000	24	\$46,600	22
Purdue University - Calumet	98.0	\$68,700	23	\$53,800	28	\$45,500	27
Minnesota State University - Mankato	98.6	\$68,000	24	\$59,700	13	\$48,200	15
UW - Comprehensives	100.8	\$67,800	25	\$55,300	22	\$48,200	15
Western Illinois University	92.6	\$67,500	26	\$51,900	32	\$43,200	33
Winona State University	98.6	\$67,500	26	\$53,800	28	\$46,200	25
Indiana University - Southeast	95.2	\$65,600	28	\$54,400	27	\$46,500	14
Indiana Purdue University - Fort Wayne	100.0	\$65,500	29	\$53,700	30	\$46,600	22
Indiana University - Northwest	98.6	\$65,200	30	\$58,900	14	\$45,300	28
Eastern Illinois University	92.6	\$64,600	31	\$53,400	31	\$43,800	32
Bemidji State University	97.5	\$64,500	32	\$51,700	33	\$45,800	26
Ferris State University	98.5	\$62,700	33	\$55,300	22	\$48,000	17
Peer Group Median (Excluding UW - Comprehensives)		72,500		57,900		47,900	
UW Comprehensives' Average Minus Median		(4,700)		(2,600)		300	
Percentage Increase to Reach Median		6.93%		4.70%		none	

* Note: Saginaw Valley College is no longer included in the Comprehensives' peer group since they no longer report salary information to AAUP. The last year they did so was in 1999-2000.

INSTITUTION

UW- Madison Peer Group

Indiana University

Michigan State University

Ohio State University

Purdue University

University of California- Berkeley

University of California- Los Angeles

University of Illinois

University of Michigan

University of Minnesota

University of Texas at Austin

University of Washington

2003-04 Faculty Pay
Plan

2% with up to 1%
additional on the basis of
achievement and
retention

2% plus an additional
0.5% to maintain
competitive position and
another 0.5% for market
adjustments

Unknown at this time but
a projection of 2% - 3%

Merit Pool of 2%, maybe
supplemented by an
extra 0.5% through
reallocations. Faculty
subject to market
pressures. Anticipate
slightly over 4%

None

None

estimate of 2.5%

Anticipate 1.5% to 2%
program

0%

None

2% based on merit or 0
(not a pooled allocation)

2003-04 Staff Pay
Plan

2%

2% plus an additional
0.5% to maintain
competitive position
and another 0.5% for
market adjustments

Unknown at this time
but a projection of 2%
- 3%

2% merit pool, option
to fund 0.5% through
reallocation. Final
result about 2.3%

None

None

estimate of 2.5%

Anticipate 1.5% to 2%
program with staff paid
under \$25,000
awarded and
additional \$100/year

0%

None

2% based on Merit

2004-05 Faculty Pay
Plan

Unknown

Unknown

Unknown

Unknown

Not Known

Not Known

Unknown

Unknown

Unknown

Unknown

Unknown

2004-05 Staff Pay
Plan

Unknown

Unknown

Unknown

Unknown

Not Known

Not Known

Unknown

Unknown

Unknown

Unknown

Unknown

INSTITUTION	2003-04 <u>Faculty</u> Pay Plan	2003-04 <u>Staff</u> Pay Plan	2004-05 <u>Faculty</u> Pay Plan	2004-05 <u>Staff</u> Pay Plan
UW- Milwaukee Peer Group				
Cleveland State University	Unknown	Unknown	Unknown	Unknown
Rutgers University- Newark	Unknown	Unknown	Unknown	Unknown
State University of New York- Buffalo	Unknown	Unknown	Unknown	Unknown
Temple University	2.75%	3%	Unknown	3%
University of Akron	Unknown	Unknown	Unknown	Unknown
University of Cincinnati	2.50%	2.5% merit	Unknown	Unknown
University of Illinois- Chicago	2.50%	2.50%	Unknown	Unknown
University of Missouri- Kansas City	Minimum of 2%	Minimum of 2%	Unknown	Unknown
	Contract extension 1.8%			
	across the board, 1%	2% projected, not yet final.		
University of Toledo			Unknown	Unknown

INSTITUTION
Comprehensive Peer Group

	2003-04 <u>Faculty</u> Pay Plan	2003-04 <u>Staff</u> Pay Plan	2004-05 <u>Faculty</u> Pay Plan	2004-05 <u>Staff</u> Pay Plan
		Unknown due to budgetary situation, currently layoff/bumping situations going on. 6 levels of P & A staff. Levels 1-3 across the board increases, levels 4-6 adjustments based on pay for performance evaluations.		
Central Michigan University	Professor 2% plus \$1600, Associate Prof. 2% plus \$1270, Asst. Prof 2% plus \$1095, Instructor 2% plus \$845 5% Across the board **Lecturers are treated differently than Faculty, but they will also get a 5% increase		Professor 2% plus \$1670, Associate Prof. 2% plus \$1325, Asst. Prof 2% plus \$1140, Instructor 2% plus \$875	Unknown
Eastern Michigan University	2% merit pool	Unknown	Unknown **Lecturers are also Unknown	Unknown
Grand Valley State University	Unknown	2% merit pool	Unknown	Unknown
Minnesota State University, Mankato	Unknown	Unknown	Unknown	Unknown
Minnesota State University, Moorhead	Unknown	Unknown	Unknown	Unknown
	Are pay plans are complex and do not reduce well to simple statements	Are pay plans are complex and do not reduce well to simple statements	Are pay plans are complex and do not reduce well to simple statements	Are pay plans are complex and do not reduce well to simple statements
Northeastern Illinois University	Unknown	Unknown	Unknown	Unknown
Northern Michigan University	Unknown	Unknown	Unknown	Unknown
Oakland University	2%	2%	Unknown	Unknown
Southern Illinois University Edwardsville	Unknown	Unknown	Unknown	Unknown
St. Cloud State University	Unknown	0%	Unknown	Unknown
University of Minnesota Duluth	approx. 3.5%	approx. 3.5%	approx. 3.75%	approx. 3.75%
University of Northern Iowa	No formal structured pay plans	No formal structured pay plans	No formal structured pay plans	No formal structured pay plans
University of Southern Indiana	Unknown	Unknown	Unknown	Unknown
Western Illinois University	Unknown	Unknown	Unknown	Unknown
Western Michigan University	Unknown	Unknown	Unknown	Unknown
Winona State University	Unknown	Unknown	Unknown	Unknown
	1.5% across the board (ATB), 1.5% Merit, 0.6% Market adjustment	1.8% (ATB), 1.8% merit	1.5% across the board (ATB), 1.5% Merit, 0.6% Market adjustment	
Wright State University	3.5%	3%	3.5%	Unknown
Youngstown State University				3%

ESTABLISHMENT OF ANNUAL LEAVE RESERVE ACCOUNTS FOR UNCLASSIFIED STAFF EARNING VACATION

History: Res. 6698 adopted 6/94, amended by 98-5 adopted 11/6/98.

That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents authorize the establishment of Annual Leave Reserve Accounts for unclassified staff earning vacation. Beginning with the eleventh year of employment, unclassified staff earning vacation would be eligible annually to place up to five days of vacation in the account.

PAID ANNUAL LEAVE OPTIONS FOR UNCLASSIFIED STAFF

History: Res. 7802 adopted 11/6/98.

That, upon the recommendation of the President of the University of Wisconsin System, Regent Policy 94-6 regarding annual leave reserve accounts for unclassified staff is amended to delete "to a maximum of twenty-two days"; in addition to the annual leave reserve option available to unclassified staff after 10 years of service, up to 40 hours of annual leave per year at the employee's base salary rate is available as a cash payment option to those unclassified staff who have completed 25 years of service; and, university senior executives covered by s. 20.923(4g) Wis. Stats., who were employed on or before June 17, 1998 shall be allowed a non-revocable election to have annual leave and personal holiday benefits restored to the levels available previously to all university senior executives.

SCHEDULE A

UNIVERSITY SENIOR EXECUTIVE SALARY RANGES for 2003-04

Senior Executive Group	Title	Salary Range Minimum	Salary Range Midpoint	Salary Range Maximum
9	President of the UW System	\$280,249	\$311,387	\$342,526
8	Chancellor, UW-Madison	\$279,282	\$310,314	\$341,345
7	Chancellor, UW-Milwaukee	\$230,081	\$255,645	\$281,210
6	Vice Chancellor, UW-Madison	\$214,474	\$238,304	\$262,135
5	Senior Vice Presidents	\$198,422	\$220,469	\$242,516
4	Vice Chancellor, UW-Milwaukee	\$179,419	\$199,354	\$219,289
3	Chancellors	\$165,681	\$184,090	\$202,499
2	Vice Presidents	\$145,769	\$161,966	\$178,162
1	Vice Chancellors	\$122,345	\$135,939	\$149,533

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 for 2003-04 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.

**OFFICE OF OPERATIONS REVIEW AND AUDIT
A Best Practices Review: Policies and Procedures
For Addressing Copyright Infringement Issues**

BACKGROUND

The University of Wisconsin System Office of Operations Review and Audit, under the auspices and supervision of the Office of General Counsel, reviewed University of Wisconsin System institutions' policies and procedures related to copyright. The full report described: (1) federal copyright requirements; (2) UW System institutions' and other higher educational institutions' policies and procedures; and (3) actions UW System institutions have taken to address copyright infringement issues.

Copyright infringement issues have arisen in recent years as copyrighted materials have been distributed using campus computer networks. Since the report was issued, the music industry has begun to subpoena colleges and universities to obtain the names of students alleged to be involved in illegal file sharing and has sued some students directly. Also, federal legislation has been introduced with the goal of curtailing piracy.

REQUESTED ACTION

For information only.

DISCUSSION AND RECOMMENDATIONS

The purpose of the review was to identify effective practices upon which the UW System could build to address copyright infringement issues. The review focused on organizational structures for conducting copyright responsibilities, copyright policy development, enforcement activities, and efforts to provide education about copyright infringement.

UW Organizational Structure and Policies

The review found that significant copyright expertise exists within the UW System. Some UW institutions have formalized structures to carry out copyright functions. Two approaches have shown the potential for effectiveness: (1) to assign copyright functions to an individual campus copyright officer and (2) to establish a group of individuals representing various campus units to coordinate copyright activities.

Copyright policies exist at the System and institutional level. UW System institutions have adopted policies to address specific copyright issues. Also, some institutions have developed procedures to implement the Digital Millennium Copyright Act and to guide functions dealing with certain copyrighted materials, such as course packs; audio, video, and multimedia materials, and electronic reserves.

Copyright Enforcement and Education

All UW System institutions have received reports of actual or alleged incidents of copyright infringement. However, no UW institution has been sued for alleged copyright infringement activity. UW staff indicated, and documentation confirmed, that legitimate incidents have been fully investigated and have been satisfactorily addressed in a timely manner. In addition, UW System institutions have adopted some practices to reduce the incidence of copyright infringement.

Copyright education targeting faculty, staff, and students has intensified within the last few years. UW System Administration and all UW System institutions have provided copyright education to faculty, staff, and students.

RELATED REGENT POLICIES

None.

**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, commonly known as legacy students, who reside out of state. A “Legacy Scholars Program,” if properly designed, could have the following benefits.

- Provide a modest increase in funding per student 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 “Legacy Tuition” proposals 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 legacy enrollments would be above, and not in replacement of, resident students. The pilot proposal outlined below is in response to that directive.

REQUESTED ACTION

First reading, no action is required at this meeting. A resolution will be brought forward in November.

DISCUSSION

As the UW System looks for ways to maintain access for resident students and attract 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.

UW System Administration proposes launching a pilot program at three institutions (UW-Eau Claire, UW-Oshkosh, and UW-La Crosse) 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% 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

<u>Undergraduate</u>	<u>Support Per Student</u>	<u>Resident Tuition</u>	<u>Non-resident Tuition</u>	<u>Legacy Tuition</u>
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. Legacy 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 non-resident legacy tuition plan. 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.

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 these three 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.

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. Over this same period, the three proposed pilot institutions have also seen their non-resident enrollments drop significantly. UW-Eau Claire dropped 43 FTE (20%),

UW-La Crosse dropped 50 FTE (16%), and UW-Oshkosh dropped 33 FTE (15%). These lost enrollments are believed to result, at least in part, from the significant increases in non-resident tuition rates in recent years.

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.

RELATED REGENT POLICIES

Regent Policy Document 88-11	Academic Fee Structure
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Regent Policy Document 92-8	Tuition Policy Principles
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UW SYSTEM TRUST FUNDS REPORT ON 2003 PROXY VOTING SEASON

EXECUTIVE SUMMARY

BACKGROUND

The UW System Trust Funds actively participates in issues involving discrimination, the environment and social injury via proxy voting of shareholder proposals as addressed in Regent Policies 74-3, 78-1, 78-2, and 97-1. The 2003 proxy season was very similar to the 2002 season, ending with 296 social proposals filed and 117 that came to votes. The UW Trust Funds submitted voting instructions for 136 proposals (compared with 139, 50, and 38 proposals for the past three years) of which 84 came to votes.

REQUESTED ACTION

This item is for informational purposes only.

DISCUSSION

The leading categories of shareholder proposals for 2003 were the environment, with over 50 proposals, and global labor standards, with 27 proposals. Concerns over healthcare and drug development, equal employment opportunity (particularly the push for sexual orientation anti-bias policies), and tobacco inspired numerous proxy resolutions this year. Religious investors were the sponsors of the largest share (almost 40 percent) of the social issue-oriented proposals. Public pension funds filed about a fifth of the proposals, followed closely by investment firms that specialize in socially responsible investments. The UW Trust Funds' proxy submissions for 2003 involved primarily these issues: poison pill reporting (32), global labor standards (13), and disclosure/review of executive compensation (12).

The 2003 proxy season stands out for the number of shareholder proposals on social issues that have received relatively high support levels. This year, 22 of the 117 social issue proposals where preliminary or final results are available have attained support of 15 percent or more, compared with 23 of the 162 proposals that came to votes in 2002. Moreover, a number of issue categories won unprecedented levels (roughly 20% or more) of support (see page six of attached report). In the 30-year history of social issues shareholder activism, only proposals asking companies to increase efforts to recruit women and members of racial minorities to their boards have ever had average support levels topping 20 percent. This year, preliminary vote results suggest that board diversity proposals are gaining even more support, on average, than ever before, yet are being bested by proposals asking companies to pledge not to discriminate against employees on the basis of their sexual orientation. Investors also gave high levels of support to requests for companies to report on climate change risk and to a number of other proposals dealing with environmental reporting and management.

The trend towards higher vote levels is not evident across the board. Investors remained relatively unmoved by proposals this year asking companies to examine their defense contracting policies, charitable contributions, involvement in U.S. party politics, or development or use of genetically modified organisms. Proposals in these four categories averaged support of less than six percent.

In the area of corporate governance, a record number of shareholder proposals on governance issues received majority votes in 2003. In addition, majority votes are cropping up year after year at the same companies. Several types of governance proposals are repeatedly receiving more than 50 percent support at the same companies. In 2003, the major governance issues involved poison pills, board independence, and use of auditors.

The SEC staff has allowed the omission of 46 proposals on various technical or substantive grounds under the shareholder proposal rule; it allowed only 32 omissions of social issue proposals in 2002. The 2003 season has also produced numerous withdrawal agreements: 89 social issue proposals were withdrawn, compared with 98 for 2002 (a proposal withdrawal almost always indicates that an agreement was reached between the proponent and the company, usually involving some concession by the company).

RELATED REGENT POLICIES

Regent Policy 92-4: Procedures and Guidelines for Voting Proxies.

Regent Policy 74-3(a): Investments and the Environment

Regent Policy 78-1: Investment of Trust Funds

Regent Policy 78-2: Interpretation of Policy 78-1 Relating to Divestiture

Regent Policy 97-1: Investment and Social Responsibility

UW SYSTEM TRUST FUNDS REPORT ON 2003 PROXY VOTING SEASON

Introduction

This report summarizes the results of the shareholder proposals for the 2003 proxy season through the month of August. The UW System Trust Funds actively participates in voting on issues involving discrimination, environment, and social injury as addressed in Regent Policies 74-3 (a), 78-1, 78-2, and 97-1. The UW Trust Funds subscribe to the Investor Responsibility Research Center (IRRC) for proxy research and voting data.

Summary of UW Trust Funds Proxy Voting and Related Policies

Regent Policy 92-4: Procedures and Guidelines for Voting Proxies

Routine proxies will be voted by the respective external portfolio managers in accordance with each manager's proxy voting guidelines.

Routine issues include:

- Election of directors, unless the nominee has been found guilty in a criminal action.
- Election of auditors.
- Elimination of preemptive rights.
- Adding or amending indemnification provisions in charters or by-laws.
- Authorization to issue common stock under option and incentive plans, and other corporate purposes.
- Outside director compensation (cash plus stock plans).

Nonroutine issues will be reviewed with the Business and Finance Committee to develop a position on how the proposals should be voted.

Non-routine issues include:

- Issues dealing with discrimination as defined in Ch 36.29 Wis. Stats. and Regent Policies 78-1 and 78-2.
- Issues dealing with the environment as defined in Regent Policy 74-3(a).
- Issues relating to substantial social injury as defined in Regent Policy 97-1.
- Stockholder proposals opposed by management and not supported by the portfolio managers.
- Amendments to corporate charter or by-laws which might affect shareholder rights.
- Acquisitions and mergers.

Regent Policy 74-3(a): Investments and the Environment

- Recognition of UW's, the state's, and federal governments' commitments to environmental protection.
- Expectation that companies invested in will evidence similar commitment.
- Persons/groups with evidence of a company not meeting these expectations can detail their concern and evidence to the Business and Finance Committee.
- Committee may then afford company opportunity to respond before deciding on any action.

Regent Policy 78-1: Investment of Trust Funds

- In accordance with state statutes, investments in any entity that practices or condones discrimination on the basis of race, religion, color, creed, or sex shall be divested.

Regent Policy 78-2: Interpretation of Policy 78-1 Relating to Divestiture

- In effect, any entity that employs persons in nations, which by their laws discriminate as described in 78-1, shall be divested.

Regent Policy 97-1: Investment and Social Responsibility

- Primary fiduciary responsibility is to maximize financial return.
- Acknowledgement of importance of public concerns about corporate policies/practices that discriminate or cause "substantial social injury" and these concerns will be taken into account.
- To enhance Board awareness of social concerns, a proxy review service will be subscribed to so as to highlight relevant shareholder proposals and key issues.
- The Business and Finance Committee will hold an annual forum to solicit public input.
- For donors who place a high priority on socially responsible investing, use of special investment vehicles will be explored.

2003 Proxy Season Summary

The 2003 proxy season stands out for the number of shareholder proposals on social issues that have received relatively high support levels. This year, 22 of the 117 social issue proposals where preliminary or final results are available, have attained support of 15 percent or more, compared with 23 of the 162 proposals that came to votes in 2002.

Moreover, a number of issue categories won unprecedented levels of support (see page six). In the 30-year history of social issues shareholder activism, only proposals asking companies to increase efforts to recruit women and members of racial minorities to their boards have ever had average support levels topping 20 percent. This year, however, preliminary vote results suggest that board diversity proposals are gaining more support, on average, than ever before, yet are being bested by proposals asking companies to pledge not to discriminate against employees on the basis of their sexual orientation. Investors also gave high levels of support to requests for companies to report on climate change risk and to a number of other proposals dealing with environmental reporting and management.

The trend towards higher vote levels is not evident across the board.. Investors remained relatively unmoved by proposals, this year, asking companies to examine their defense contracting policies, charitable contributions, involvement in U.S. party politics, or development or use of genetically modified organisms. Proposals in these four categories averaged support of less than six percent.

Although, somewhat more proposals have been filed on social issues so far this year than last, it has not resulted in an increase in proposals coming to votes. Much of the increase in the filings reflected new (or newly expanded) campaigns that ran aground when the Securities and Exchange Commission staff agreed with the targeted companies that they

could exclude the proposals on ordinary business grounds under the regulation known as the “shareholder proposal rule.” The SEC staff has allowed the omission of 46 proposals on various technical or substantive grounds under the shareholder proposal rule; it allowed only 32 omissions of social issue proposals in 2002. The 2003 season has also produced numerous withdrawal agreements: 89 social issue proposals were withdrawn, compared with 98 for 2002. Withdrawal activity was particularly prominent in the health arena, where 18 proposals were withdrawn, and in the environmental category, which accounted for another 18 withdrawal agreements.

In the area of corporate governance, a record number of shareholder proposals on governance issues received majority votes in 2003. In addition, majority votes are cropping up year after year at the same companies. Several types of governance proposals are repeatedly receiving more than 50 percent support at the same companies. Overall, IRRC is tracking a total of 774 governance proposals in 2003, compared with 528 in 2002 and 502 in 2001. Of the latest total, 441 (57 percent of those submitted) have gone to a shareholder vote, while 17 percent were omitted, 11 percent were withdrawn, and 10 percent did not appear in proxy statements for various reasons. Last year, almost 33 percent of the proposals, or 292, came to a shareholder vote, 21 percent were omitted, 17 percent were withdrawn, and seven percent did not appear in proxy statements for various reasons.

The number of governance proposals receiving majority votes is growing dramatically, more than doubling over the past three years. This year, more than 150 governance proposals, almost one-third of all of the governance proposals going to a vote, have received majority votes. In 2002, a total of 99 proposals, or slightly more than one-third of those voted on, received more than 50 percent of the votes cast, and in 2001, just 66 governance proposals, or about one-quarter of those that came to a vote, garnered those levels of support. Of the 150 proposals receiving majority votes in 2003, more than one-third asked companies to either redeem their poison pills or allow a shareholder vote before adopting any future poison pills.

The chart below gives a summary, by category, of the 2003 proxy season through August. A brief discussion of each category then follows.

Support Levels for Selected Social Issues				
Subject	Resolutions	Average Support 2003	Average Support 2002	Average support 2001
Increase Board Diversity	6	27.1%	21.1%	20.5%
Environment: Global Warming	12	17.2%	19.0%	9.3%
Environment: Pollutants	5	6.2%	13.6%	9.3%
Equal Employment Opportunity	12	18.3%	13.0%	11.3%
Executive Pay & Social Performance	10	9.5%	9.2%	9.5%
Global Labor Standards	27	9.8%	10.4%	8.5%
Health and Pharmaceutical Pricing	5	3.7%	3.7%	6.9%
Human Rights Issues	9	7.8%	7.0%	9.3%
Military Issues	3	7.0%	5.8%	6.0%
Northern Ireland	6	12.8%	13.6%	17.5%
Limit Consulting by Auditors	22	16.1%	28.8%	NA
Redeem or Vote on Poison Pills	79	60.0%	60.2%	58.8%
Endorse Ceres Principles	3	7.8%	8.2%	9.2%
Increase Board Independence	12	30.7%	30.2%	22.5%
Tobacco Production and Marketing	9	5.7%	4.7%	7.2%

Note: First-year proposals must win at least 3 percent support under the formula to qualify for resubmission an additional year, second-year proposals must get at least 6 percent, and proposals in their third year or more must score at least 10 percent. Shareholder proposals are phrased as a request and are intended to open a dialogue between shareholders and company management. Therefore, even if a proposal receives a high amount of support, management is not required to implement it. Some shareholder activists have sought to establish legally binding proposals by submitting by law amendments, the process thus far has been slow and limited.

Board Diversity

The long-time effort to get companies to diversify their boards continued. The six proposals that came to vote received average support of over 27 percent.

Charitable Contributions

As usual, many more resolutions were filed on companies' charitable giving than came to votes. Individual proponents typically fall afoul of the shareholder proposal rule's injunction against micromanaging ordinary business issues under management's purview by requesting that companies fund (or not fund) specific organizations. Thus, although 26 proposals were filed by various individual investors on the general subject of charitable giving and corporate sponsorships, only five came to votes. Nineteen proposals on charitable giving or corporate sponsorships were omitted from companies' proxy statement either on technical grounds, such as insufficient stock ownership by the proponent, or on ordinary business grounds.

Energy and the Environment

The energy and environment category continued to be the largest and the most diverse. The most prominent campaign involved global warming, which again produced a number of withdrawal agreements and also for a second year saw some notably high votes. Church groups and SRI funds labored on with their effort against genetically modified organisms, even though the issue has never made much of a mark in the voting. Scattered new initiatives, each raised at only one company, included proposals asking for reports on pesticides banned in the United States, on phasing out parabens, and on water use issues.

While 35 proposals came to vote on environmental and energy issues, the largest single group of proposals in the environmental category dealt with companies' greenhouse gas emissions and their climate-related risk exposure. These 12 proposals earned average support of 17.2 percent, and all but one gained enough support for resubmission. Support for the 12 proposals ranged from 5 to 32 percent, with those at the most carbon-intensive companies generally getting higher support, indicative of investor concern about the particular risks these companies face. The highest vote-getter was the resolution asking Chevron Texaco to develop renewable energy alternatives; the 32 percent vote in favor is the highest ever at a U.S. company for a resolution relating to climate change. The Ceres coalition, which coordinated this year's shareholder campaign on global warming, reported to IRRRC that as a result of the shareholder proposal, Chevron Texaco "committed to incorporating a cost for carbon into all its investment decisions and to issuing a report on its greenhouse gas emissions including steps they are taking to address climate risk by the third quarter of 2003." Also, the 27 percent favorable vote at American Electric Power is a record for a global warming resolution filed with an electric utility.

The 2003 season was notable for several first-time proposals on new issues that were highly specific to the targeted companies. Several of these issues received strong support and all earned enough to qualify for resubmission in 2004. Three of these first-year proposals focused on potentially hazardous substances produced or used by the targeted companies: (1) Harrington Investments' request that Monsanto report on its export of pesticides that are banned in the United States (13.3 percent support); (2) Trillium's proposal asking Dow Chemical to clean up and phase out dioxin (7.4 percent); (3) Domini's request that Avon Products report on how it can phase out parabens, estrogen-like substances used as preservatives, from its products (6.2 percent).

Companies operating nuclear power plants continue to receive scrutiny from shareholder activists, who focused, in particular, this year on the safety risks stemming from the nuclear waste they must store onsite. High-level radioactive waste continues to build up at the nation's nuclear plants, as the opening date of the permanent federal repository for nuclear waste has been pushed back to at least 2010. Of the five proposals that came to votes, four did well enough for resubmission. In a major departure from past years, only one proposal came to vote this year asking for endorsement of the Ceres environmental principles. Proposals on genetic engineering continued to get lackluster results this year. Of the four proposals, only one definitely gained enough support for resubmission.

Equal Employment Issues

Most of the action in the equal employment category involved proposals asking companies to adopt sexual orientation nondiscrimination policies. Seventeen were proposed for the spring annual meeting season; eleven were withdrawn, and some of those that made it into proxy statements got notably high votes. There were only three of the traditional proposals asking for EEO reports and three proposals on the "glass ceiling," the metaphorical term used to describe the informal barriers that hinder female and black managers from ascending to the top executive ranks of corporations. Proposals asking companies to revise their fair employment policies to bar discrimination on the basis of employees' sexual orientation have received higher votes, on average, than any other issue so far this year.

Executive Pay and Social Links

For more than ten years, shareholders have been proposing resolutions asking companies to link executive pay levels to progress on particular social issues, such as predatory lending. Few of those proposals appeared in 2003, but two types of proposals got at the issue of the disparity between executive pay and the salaries of lower level employees. One batch asked companies to consider whether shareholder value would be enhanced by such methods as freezing executive pay during periods of worker layoffs and by tying executive pay to a multiple of the salary of the lowest-paid workers.

Global Labor Standards

New York City continued to coordinate a major campaign to get companies to adopt codes that adhere to the eight International Labor Organization conventions, widely considered to constitute fundamental human rights, and to employ outside monitors to judge compliance with these principles. Fifteen proposals on global labor standards came to votes through August; preliminary or final vote results are in for only eight. Of these, the highest vote came at Delphi, where a fourth-year proposal asking the company to review and report on its global labor standards received 30 percent support, a significant jump from the 22 percent in support it won last year.

Health

In the run-up to the proxy season, it looked as if the health category would provide the most interesting new issues of the year. Church groups intensified their effort on responding to African health pandemics, not only refining a 2002 proposal to drug companies on the issue, but also offering a new proposal at U. S. based multinationals on measures they have taken in response. Religious investors and social investment firms also offered new proposals on clinical trials abroad, ethical criteria for patent extension, and payments to influence drug choice. The payments proposal, however, ran afoul of the SEC rules, and companies seemed eager to provide information in return for withdrawal of the other proposals. In the end, only three of 23 resolutions on health issues came to votes. In the second year of a campaign to prod drug companies to focus on the pandemic of AIDS, tuberculosis, and malaria, proponents withdrew all six resolutions asking for "standards of response to the health pandemic." The resolution had been proposed to Bristol-Myers-Squibb, Johnson & Johnson, Eli Lilly, Merck, Pfizer, and Wyeth.

Human Rights

Six resolutions on human rights issues came to votes, of which four proposed asking companies to implement a ten-point code of conduct for their China operations. At least two proposals, at Coca-Cola and Walt Disney, did well enough this year, their second time before investors, to be resubmitted in 2004. Exxon Mobil was asked again this year by Amnesty International and several co-filers to review its human rights policy; the proposal received eight percent support, slightly more than the proposal did last year.

Finally, a detailed list of the UW Trust Funds 2003 votes and the overall voting results through August 2003 is attached.

UW TRUST FUNDS
2003 PROXY VOTING LIST

Please direct questions to: Portfolio Analyst, Tom Reinders 265-4174 (Last updated 8/1/02)

Security ID	Security Description	Mtg Date	Issue	Regent Policy	Vote	Result
65440K	3M	5/13	Redeem or vote on poison pill	CG*	Affirmative	58.0%
71813109	99 CENT ONLY STORES	6/13	Adopt Global Labor Standards	97-1	Affirmative	20.5%
71813109	99 CENT ONLY STORES	6/13	Redeem or vote on poison pill	CG	Affirmative	32.8%
71813109	ALLSTATE	5/20	Redeem or vote on poison pill	CG	Affirmative	60.0%
13817101	ALLTEL	4/24	Sexual orientation non-discrimination policy	78-1	Affirmative	11.7%
617446448	ALTRIA	4/24	Redeem or vote on poison pill	CG	Affirmative	98.6%
12189T104	AMERICAN POWER CONVERSION	6/19	Report on board diversity	CG	Affirmative	Withdrawn
78387G103	AOL TIME WARNER	5/16	Review executive compensation	CG	Affirmative	7.3%
78387G103	AOL TIME WARNER	5/16	Adopt labor conduct standards for China	97-1	Affirmative	7.5%
925524308	AVON PRODUCTS	5/1	Report on parabens in products	74-3	Affirmative	6.2%
913017109	AVON PRODUCTS	5/1	Report on phthalates	74-3	Affirmative	Withdrawn
717081103	BANK OF AMERICA CORP	4/30	Redeem or vote on poison pill	CG	Affirmative	Omitted
337932107	BANK OF AMERICA CORP	4/30	Limit consulting by auditors	CG	Affirmative	Omitted
812810EL8	BED BATH & BEYOND CO	6/1	Report on Equal Opportunity	78-1	Affirmative	Omitted
868157108	BJ SERVICES	1/22	Report on board diversity	CG	Affirmative	Withdrawn
G4776G101	BRISTOL-MEYERS-SQUIBB	5/6	Redeem or vote on poison pill	CG	Affirmative	7.0%
31389MCQ8	BRISTOL-MEYERS-SQUIBB	5/6	Review executive compensation	CG	Affirmative	13.2%
36213DGZ5	BRISTOL-MEYERS-SQUIBB	5/16	Respond to health pandemic in Africa	97-1	Affirmative	Withdrawn
03674B104	BURLINGTON NORTHERN CO	4/16	Redeem or vote on poison pill	CG	Affirmative	Omitted
03674B104	BURLINGTON NORTHERN CO	4/16	Redeem or vote on poison pill	CG	Affirmative	Omitted
1084102	CHEVRON TEXACO CORP	5/22	Review executive compensation	CG	Affirmative	14.5%
03674B104	CHEVRON TEXACO CORP	5/22	Redeem or vote on poison pill	CG	Affirmative	55.0%
03674B104	CHEVRON TEXACO CORP	5/22	Adopt comprehensive human rights policy	97-1	Affirmative	Withdrawn
03674B104	CHEVRON TEXACO CORP	5/22	Report on health pandemic in Africa	97-1	Affirmative	Withdrawn
147528103	CITIGROUP	4/15	Review Financial Ventures Impact on Climate	74-3	Affirmative	5.9%
147528103	CITIGROUP	4/15	Review Social Criteria in ventures	97-1	Affirmative	6.8%
147528103	CITIGROUP	4/15	Vote on future golden parachutes	CG	Affirmative	31.3%
147528103	CITIGROUP	4/15	Redeem or vote on poison pill	CG	Affirmative	Omitted
31387NXF9	CMS ENERGY	5/23	Report on internal investigation	97-1	Affirmative	Withdrawn
31387NXF9	COCA COLA ENTERPRISES	4/16	Adopt ILO Global Labor Standards	97-1	Affirmative	5.7%
778296103	COCA COLA ENTERPRISES	4/16	Enforce ILO Standards in Columbia	97-1	Affirmative	5.7%
31387NXF10	COCA COLA ENTERPRISES	4/16	Adopt Code of Conduct for China Operations	97-1	Affirmative	6.0%
778296103	COCA COLA ENTERPRISES	4/16	Drop sexual orientation from EEO policy	78-1	Affirmative	Omitted
277432100	COCA COLA ENTERPRISES	4/16	Increase container recycling content	74-3	Affirmative	Omitted
277432100	CON AGRA FOODS	9/1	Redeem or vote on poison pill	CG	Affirmative	Pending
17305EAP0	CONOCO PHILIPS	5/6	Redeem or vote on poison pill	CG	Affirmative	Omitted

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17305EAP0	CONOCO PHILIPS	5/6	Report on Greenhouse Gas Emissions	74-3	Affirmative	Omitted
277432100	CONOCO PHILIPS	5/6	Adopt sexual orientation non-discrimination policy	78-1	Affirmative	Withdrawn
17305EAP0	CONTINENTAL AIRLINES	5/14	Redeem or vote on poison pill	CG	Affirmative	72.0%
583334107	CSX CORP	5/7	Redeem or vote on poison pill	CG	Affirmative	74.0%
73302101	DELTA AIRLINES	4/25	Limit consulting by auditors	CG	Affirmative	23.9%
753820109	DELTA AIRLINES	4/25	Vote on future golden parachutes	CG	Affirmative	51.0%
753820109	DOW CHEMICAL	5/8	Redeem or vote on poison pill	CG	Affirmative	Withdrawn
912810DY1	EMC CORP	5/7	Review executive compensation	CG	Affirmative	Withdrawn
31386NMC9	EXXON MOBIL CORP	5/28	Report on environmental, human rights impacts	78-1	Affirmative	7.2%
437076102	EXXON MOBIL CORP	5/28	Report on health pandemic in Africa	97-1	Affirmative	7.9%
268648102	EXXON MOBIL CORP	5/28	Report on human rights policy	97-1	Affirmative	8.0%
437076102	EXXON MOBIL CORP	5/28	Limit consulting by auditors	CG	Affirmative	11.5%
73179P106	EXXON MOBIL CORP	5/28	Report on global climate change	74-3	Affirmative	22.2%
31388YXH0	EXXON MOBIL CORP	5/28	Sexual orientation non-discrimination policy	78-1	Affirmative	27.3%
263534109	EXXON MOBIL CORP	5/28	Redeem or vote on poison pill	CG	Affirmative	32.2%
449669100	EXXON MOBIL CORP	5/28	No director on both audit and finance committees	CG	Affirmative	Omitted
31386NMC9	EXXON MOBIL CORP	5/28	Report on board diversity	78-1	Affirmative	Withdrawn
949702104	FEDERATED DEPT STORES	5/16	Adopt ILO Global Labor Standards	97-1	Affirmative	Withdrawn
36225BGW2	FEDERATED DEPT STORES	5/16	Report on steps against child labor	97-1	Affirmative	Withdrawn
30231G102	FEDEX	9/1	Sexual orientation non-discrimination policy	78-1	Affirmative	Withdrawn
30231G102	FIRST ENERGY	5/20	Redeem or vote on poison pill	CG	Affirmative	65.0%
30231G103	FORTUNE BRANDS INC	4/29	Redeem or vote on poison pill	CG	Affirmative	63.0%
008685AA7	GENERAL ELEC CO	4/23	Report on waste storage at nuclear plant	74-3	Affirmative	7.1%
30231G103	GENERAL ELEC CO	4/23	Implement ILO Global Labor Standards	97-1	Affirmative	9.0%
369604103	GENERAL ELEC CO	4/23	Review executive compensation	CG	Affirmative	9.8%
36225BM21	GENERAL ELEC CO	4/23	Report on Greenhouse Gas Emissions	74-3	Affirmative	22.6%
74913GAA3	GENERAL ELEC CO	4/23	Report on costs of PCB cleanup delay	74-3	Affirmative	25.6%
30231G102	GENERAL ELEC CO	4/23	Redeem or vote on poison pill	CG	Affirmative	48.0%
369604103	GENERAL ELEC CO	4/23	Vote on future golden parachutes	CG	Affirmative	48.0%
369604103	GENERAL ELEC CO	4/23	Take steps to eliminate workplace discrimination	78-1	Affirmative	Omitted
31294JFX0	GENERAL ELEC CO	4/23	Report on retirement agreements	CG	Affirmative	Withdrawn
68243Q106	GENERAL MOTORS CORP	6/3	Report on Greenhouse Gas Emissions	74-3	Affirmative	6.2%
31294JS74	GENERAL MOTORS CORP	6/3	No consulting by accountant's spin-off	CG	Affirmative	7.4%
369604103	GENERAL MOTORS CORP	6/3	Limit consulting by auditors	CG	Affirmative	9.5%
31294JS74	GENERAL MOTORS CORP	6/3	Redeem or vote on poison pill	CG	Affirmative	32.4%
68243Q106	HARTFORD FINANCIAL SVCS	4/17	Limit consulting by auditors	CG	Affirmative	20.8%
3134A4KX1	HCA	5/22	Review executive compensation	CG	Affirmative	5.6%

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60851C107	HEWLETT PACKARD CO	4/12	Adopt Code of Conduct for China Operations	74-3	Affirmative	5.6%
369550108	HEWLETT PACKARD CO	4/12	Redeem or vote on poison pill	CG	Affirmative	8.0%
584688105	HEWLETT PACKARD CO	4/12	Vote on future golden parachutes	CG	Affirmative	51.0%
60851C107	HEWLETT PACKARD CO	4/12	Limit consulting by auditors	CG	Affirmative	Omitted
171046105	HOME DEPOT INC	5/30	Implement ILO Global Labor Standards	97-1	Affirmative	8.0%
171046105	HOME DEPOT INC	5/30	No consulting by auditors	CG	Affirmative	15.3%
171046105	HOME DEPOT INC	5/30	Redeem or vote on poison pill	CG	Affirmative	64.5%
758940100	HOME DEPOT INC	5/30	Endorse Ceres Principles	74-3	Affirmative	Omitted
171046105	IBM CORP	4/30	Redeem or vote on poison pill	CG	Affirmative	37.3%
171046105	IBM CORP	4/30	Disclose executive compensation	CG	Affirmative	Omitted
99849101	ILLINOIS TOOL WORKS	5/9	Report on Equal Employment Opportunity	78-1	Affirmative	Withdrawn
31384V3A8	INTEL CORP	5/21	Vote on all stock-based compensation plans	CG	Affirmative	Omitted
13817101	INTEL CORP	5/21	Vote on future golden parachutes	CG	Affirmative	Withdrawn
882850BJ8	INTERPUBLIC GROUP	5/20	Implement McBride Principles	78-1	Affirmative	7.0%
209615BW2	JOHNSON AND JOHNSON	4/24	Report on payments to influence drug choice	97-1	Affirmative	Omitted
131700AC0	JOHNSON AND JOHNSON	4/24	Report on steps to break glass ceiling	78-1	Affirmative	Omitted
131700AC0	JP MORGAN CHASE	5/20	Disclose executive compensation	CG	Affirmative	8.4%
653522DK5	JP MORGAN CHASE	5/20	Review executive compensation	CG	Affirmative	8.4%
500255104	JP MORGAN CHASE	5/20	Redeem or vote on poison pill	CG	Affirmative	69.0%
653522DK5	KIMBERLY CLARK CORP	4/24	Redeem or vote on poison pill	CG	Affirmative	70.3%
26874q100	LOWES CO	5/30	Implement ILO Global Labor Standards	97-1	Affirmative	6.7%
203668108	LOWES CO	5/30	Redeem or vote on poison pill	CG	Affirmative	70.2%
15135B101	MATTEL	5/14	Redeem or vote on poison pill	CG	Affirmative	73.0%
15135B101	MATTEL	5/14	Report on implementation of global principles	97-1	Affirmative	Withdrawn
15135B101	MBNA CORP	5/1	Adopt sexual orientation non-discrimination policy	78-1	Affirmative	Withdrawn
582834107	MCGRAW HILL	4/30	Redeem or vote on poison pill	CG	Affirmative	Omitted
589331107	MERCK & CO	4/24	Develop ethical criteria for patent extension	97-1	Affirmative	6.4%
589331107	MERCK & CO	4/24	Improve and Report on R&D standards	97-1	Affirmative	Omitted
589331107	MERCK & CO	4/22	Report on EEO and Glass Ceiling	78-1	Affirmative	Withdrawn
589331107	MOODYS	4/22	Redeem or vote on poison pill	CG	Affirmative	Omitted
896882107	NORTHROP GRUMMAN CORP	5/21	Redeem or vote on poison pill	CG	Affirmative	71.0%
03235EAG5	OCCIDENTAL PETROLEUM	4/25	Redeem or vote on poison pill	CG	Affirmative	44.7%
478366107	OCCIDENTAL PETROLEUM	4/25	Report on Greenhouse Gas Emissions	74-3	Affirmative	Withdrawn
666807102	ORACLE	10/1	Adopt labor conduct standards for China	74-3	Affirmative	Pending
88633P203	PEPSICO INC	5/15	Respond to health pandemic in Africa	97-1	Affirmative	8.2%
589969AB0	PEPSICO INC	5/1	Report on water use	74-3	Affirmative	8.8%
867914103	PFIZER INC	4/24	Report on payments to influence drug choice	97-1	Affirmative	Withdrawn

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867914103	PFIZER INC	4/24	Respond to health pandemic in Africa	97-1	Affirmative	Withdrawn
450911102	PFIZER INC	4/24	Review executive compensation	CG	Affirmative	Withdrawn
879868107	PITNEY BOWES INC	5/12	Redeem or vote on poison pill	CG	Affirmative	63.3%
879868107	PRAXAIR	4/22	Redeem or vote on poison pill	CG	Affirmative	74.4%
337932AB3	SAFEWAY	5/15	Redeem or vote on poison pill	CG	Affirmative	Withdrawn
501044CA7	SBC COMMUNICATIONS INC	4/25	Redeem or vote on poison pill	CG	Affirmative	60.6%
05947UBM9	STARBUCKS	5/25	Label genetically engineered food	97-1	Affirmative	5.8%
524908100	TJX	6/3	Implement ILO Global Labor Standards	97-1	Affirmative	8.4%
184502102	TJX	6/3	Implement McBride Principles	78-1	Affirmative	9.3%
184502102	TYCO INTERNATIONAL	5/6	Limit consulting by auditors	CG	Affirmative	10.5%
235851102	TYCO INTERNATIONAL	5/6	Vote on future golden parachutes	CG	Affirmative	57.7%
235851102	UNITED TECHNOLOGIES CORP	4/9	Disclose executive compensation	CG	Affirmative	8.1%
373298108	UNITED TECHNOLOGIES CORP	4/9	Vote on future golden parachutes	CG	Affirmative	51.0%
400907AD3	UNITED TECHNOLOGIES CORP	4/9	Limit consulting by auditors	CG	Affirmative	Withdrawn
373298108	UNITED TECHNOLOGIES CORP	4/9	Report on Greenhouse Gas Emissions	74-3	Affirmative	Withdrawn
94973HAC2	VERIZON COMMUNICATIONS	4/23	Review executive compensation	CG	Affirmative	18.0%
205887102	VERIZON COMMUNICATIONS	4/23	Limit consulting by auditors	CG	Affirmative	20.0%
204912109	VERIZON COMMUNICATIONS	4/23	Vote on future golden parachutes	CG	Affirmative	59.0%
370425C5	VERIZON COMMUNICATIONS	4/23	Redeem or vote on poison pill	CG	Affirmative	Omitted
31428X106	WAL MART STORES INC	6/6	Implement ILO Global Labor Standards	97-1	Affirmative	4.4%
31379RE95	WAL MART STORES INC	6/6	Limit consulting by auditors	CG	Affirmative	6.6%
852060AJ1	WAL MART STORES INC	6/6	Equal Opportunity Reporting	78-1	Affirmative	13.0%
33901LAA2	WAL MART STORES INC	6/6	Report on EEO and Glass Ceiling	78-1	Affirmative	13.0%
712713106	WYETH	4/24	Redeem or vote on poison pill	CG	Affirmative	74.4%
712713106	WYETH	4/24	Respond to health pandemic in Africa	97-1	Affirmative	Withdrawn
349631101	ZIMMER HOLDINGS	5/13	Redeem or vote on poison pill	CG	Affirmative	70.0%
* CG designation represents non-routine Corporate Governance proposals						

UW SYSTEM TRUST FUNDS DISCRETIONARY TRUST FUNDS

EXECUTIVE SUMMARY

BACKGROUND

Of the gifts and bequests coming through the Board of Regents into the UW System Trust Funds (all gifts/bequests designating a University of Wisconsin institution as beneficiary, but not naming a specific foundation), some are fully discretionary at either the Board or UW System President level (i.e., they are not directed for use by a specific campus or for a specific purpose). The Business and Finance Committee periodically receives reports on these discretionary funds and makes decisions as to their use.

REQUESTED ACTION

This item is for informational purposes only.

DISCUSSION

A summary of these discretionary Trust Funds is given in the attached report. Information includes account name, terms, cost, and market value positions, estimated annual income, and significant past expenditures (if none are indicated, no significant expenditures have occurred over the past two years). While the total corpus of these funds now approximates \$3.1 million, it is Board policy to only spend income if greater than \$50,000, even if the donor would allow expenditure of the principal. These discretionary Trust Funds can be expected to generate roughly \$140,000 in annual income.

RELATED REGENT POLICIES

None.

SUMMARY OF DISCRETIONARY TRUST FUNDS

ACCOUNT NUMBER	FUND NAME	TERMS	ACCT TYPE	COST BASIS	MARKET VALUE	EST. ANNUAL INCOME	PAST USES
0138 SYS301000	Eichelberger, Mary J.	Principal and income to be used at the discretion of the Regents.	QE UNREST	INCOME CASH \$27,511.00 IT FUND 199,309.70 LT FUND <u>171,195.64</u> \$398,016.34	\$27,511.00 206,301.29 <u>360,062.94</u> \$593,875.23	\$25,500	\$17,000 for presidential search in 1992.
0139 SYS301000	Eichelberger, Mary J. -- Flower Fund	Income to be used for purchase of flowers or memorabilia.	QE UNREST	INCOME CASH \$ 4,515.46 IT FUND 773.78 LT FUND <u>8,455.42</u> \$13,744.66	\$ 4,575.96 808.68 <u>17,896.46</u> \$23,281.10	\$900	Flowers
0870 SYS301000	Tripp Fund	Income to be used from time to time as directed by the Regents.	DE UNREST	INCOME CASH \$108,135.15 IT FUND 656,931.24 LT FUND <u>705,105.71</u> \$1,470,172.10	\$108,135.15 677,635.63 <u>1,483,301.51</u> \$2,269,072.29	\$100,000	\$45,000 for presidential search in 1992. \$30,000/year authorized for Brittingham House.
1663 SYS301000	Universal Flavors - Regent's Discretionary Account	Principal and income available for use at the discretion of the Regents.	QE UNREST	INCOME CASH \$ 414.64 IT FUND <u>1,500.00</u> \$1,914.64	\$414.64 <u>1,575.08</u> \$1,989.72	\$75	\$220 for engraving for Board office
0385 ADM010100	President's Special Fund	Expenditures from this fund shall be solely for the purpose of University related activities: 1) Fees and tuition for special students. 2) Unique expenditures for educational purposes including aid to individual students. 3) Awards to faculty and academic staff for outstanding work. 4) Physical Plant expenditures and furnishings for Brittingham House. 5) Subsidy for performances in the fine arts 6) Payments for employees travel expenses (and in certain instances for the spouses of employees) incurred for the benefit of the University and in accordance with the state travel regulations. 7) Travel expenses of spouses of applicants for key positions in the University System when such spouses have been requested to be present. It is anticipated that the positions involved will include Vice Presidents, Chancellors, Provost and in some instances Vice Chancellors, Vice Provosts and Deans. 8) Other expenses approved specifically by the Business and Finance Committee of the Regents.	QE UNREST	INCOME CASH \$10,982.20 IT FUND 11,409.56 LT FUND <u>82,822.53</u> \$105,214.29	\$10,982.20 11,493.85 <u>195,995.89</u> \$218,471.94	\$9,500	\$40,000 for Community of Science Systemwide membership in 1999. \$7,000 for graphics in 1999.
0457 ADM010100	Meyers, Erwin A. Fund	Principal and income to be used at the discretion of the President.	QE UNREST	INCOME CASH \$2,900.66 IT FUND 49,418.69 LT FUND <u>4,922.60</u> \$57,241.95	\$2,900.66 51,102.90 <u>14,771.39</u> \$68,774.95	\$3,000	
0545 ADM010100	James, Charlotte Fund	Income to be transferred annually to President's Special Trust Fund (0385).	QE UNREST	INCOME CASH \$508.73 LT FUND <u>4,019.88</u> \$4,528.61	\$508.73 <u>9,310.95</u> \$9,819.68	\$400	

UW SYSTEM TRUST FUNDS VILAS TRUST

EXECUTIVE SUMMARY

BACKGROUND

The William F. Vilas Trust is the largest external trust for which the University of Wisconsin is a beneficiary. The Business and Finance Committee has asked to be provided with some background information on the Vilas Trust.

REQUESTED ACTION

This item is for informational purposes only.

DISCUSSION

William F. Vilas was a graduate, professor of law, and a long-time Regent of the University of Wisconsin in the latter part of the 19th century and the early years of the 20th century. Through his will, Vilas created a trust which supported his immediate family until their deaths. The beneficiary of the considerable residual trust assets then became the University of Wisconsin (in 1961). For the 2003-04 fiscal year, the University of Wisconsin-Madison will receive \$4.9 million in grants from the Trust, primarily for the continuation of existing professorship, fellowship, and scholarship programs. In addition, \$5.4 million was allocated to the Trust's "special building fund" for the construction of the Microbial Sciences Building at UW-Madison. It is estimated that since becoming the beneficiary of this Trust, the UW has received in excess of \$50 million in support over the past 40 years. (The attached report gives more detail on the donor, the purpose and operation of the Trust, and the levels of support received.)

RELATED REGENT POLICIES

None.

UW SYSTEM TRUST FUNDS

VILAS TRUST

Introduction

The William F. Vilas Trust is the largest external trust for which the University of Wisconsin is a beneficiary. For the 2003-04 fiscal year, the University of Wisconsin-Madison will receive \$4.9 million in grants from the Trust, primarily for the continuation of existing professorship, fellowship, and scholarship programs.

Donor Background

(The following information is paraphrased or quoted from a piece entitled "Vilas," published by the Trust.)

William F. Vilas was born in Vermont in 1840, and in 1851 the Vilas family moved to Madison, Wisconsin. Vilas attended and graduated from the University of Wisconsin at age 18, receiving the highest honors in his class, and went on to earn a law degree at the Albany Law School in Albany, New York. In 1860, Vilas returned to Madison to practice law. In 1862, he joined the Union Army, serving with the 23rd Wisconsin Volunteer Infantry under General Grant, where he rose to the rank of Lieutenant Colonel. After the Civil War, Vilas became a professor of law at the University of Wisconsin and later served as a regent of the University from 1880 to 1885.

"Mr. Vilas was renowned as an orator and was permanent chairman of the Democratic Convention at Chicago in 1884, which nominated Grover Cleveland for the Presidency. In 1885, Mr. Vilas was elected a member of the Wisconsin State Assembly. The following year President Cleveland appointed him to his cabinet as Postmaster General. Mr. Vilas served in that post until 1888 when he assumed the duties of the Secretary of the Interior. In 1890 he was elected to the United States Senate, and he served in that office from 1891 to 1897 when he once more became a regent of the University of Wisconsin.

During the last ten years of his life, Mr. Vilas directed his attention to business affairs which enabled him to expand his moderate wealth into a great fortune. He made investments in many fields, particularly lumbering and paper manufacturing. Mr. Vilas died in Madison, Wisconsin, on August 27, 1908."

From a memorial presented before the Wisconsin Supreme Court, the following excerpt provides a fitting description of the man and his impact: "Men come and go, and in the wild rush of life the dead are soon forgot. But so long as the great University of the State shall remain to instruct and equip men [and women] for the struggle of life, the name of William F. Vilas will endure as an example of noble living and of noble giving, an instance of a useful life, devoted to duty, and the advancement of civilization. When marble shaft shall have crumbled and his last resting place be no more known among men, his name will be held in grateful memory by generations yet unborn who shall share in the benefits of his wise forethought and of his princely benefaction to the cause of education."

Details on the Purpose and Operation of the Trust

The Will of Mr. Vilas established a Trust that provided for his immediate family, the last of whom died in 1959. In 1961, the State of Wisconsin accepted the Trust for the benefit of the University of Wisconsin. The notes to the most recent financial statements of the Trust summarize its purpose as follows: "In general terms, the specified purpose of the trust is to benefit the University of Wisconsin System [UW-Milwaukee has also received some funding, primarily for music], through the granting of professorships, fellowships, scholarships, and the encouragement of the appreciation of music by allocation of a portion of the income of the trust as specified by the will of William F. Vilas." In addition, the will also provides for the accumulation of income in a special fund for the "construction of any building desired for the University... This power may be exercised so often as the regents and the trustees shall, in their wisdom, concur in determining desirable... The primary object of this provision is to afford the means for such buildings as investigation or the progress of knowledge may particularly require."

Regarding the operation of the Trust in its dealings with the University, at the beginning of each calendar year, the Trustees (there are currently seven Trustees) of the Vilas Trust request that the President of the UW System ask the Chancellors of UW-Madison and UW-Milwaukee to determine from the Vilas Professors the amounts they will request for special project allowances for the ensuing academic year and to obtain from the Chairs of the UW-Madison and UW-Milwaukee music departments their programs and requests for the next year. In addition, the Chancellor of UW-Madison is asked to determine the number of scholarships, fellowships, Vilas Associates, and any other initiatives to be requested. The annual request to the Vilas Trust is then presented to the Board of Regents, via the Education Committee, for their approval. If approved, the request is conveyed to the Trustees by the System President. The Trustees then determine the amount of income that is available for the various awards and respond with a proffer of funds. The Board of Regents subsequently resolves to accept the annual proffer from the Trustees. This normally all takes place in the March to May timeframe. (Attached to this report are copies of the most recent annual request letters from the Chancellors of UW-Madison and UW-Milwaukee to President Lyall.) These annual Vilas funds are then transferred to the University, normally being funneled through the Gifts and Grants Appropriation, Fund 133.

Support Levels from the Trust

The UW System will receive approximately \$4.9 million in support for professorships, fellowships, scholarships, and music for the 2003-04 academic year (\$5.4 million in support was allocated for 2002-03). In addition, \$5.4 million was allocated for 2003-04 to the special building fund for the Microbial Sciences Building (bringing the total allocated to this building fund to date to almost \$20 million).

The "Vilas" publication from the Trust itself notes that from 1963 through the 1990-91 academic year, cumulative grants from the Trust had totaled some \$14 million. Without researching subsequent grant amounts in detail, but conservatively assuming an average annual support level of \$2.5 million from 1990-91 on, the University has likely received in excess of \$50 million in support from the Vilas Trust over the past 40 years. Other buildings that have benefited from approved Trust building funds over the years are the Vilas Communication Hall and the Biotechnology/Genetics Building.

March 24, 2003

President Katharine C. Lyall
University of Wisconsin System
1720 Van Hise Hall
CAMPUS

Dear President Lyall:

I am submitting the following report for funds from the Vilas Trust Estate for fiscal year July 1, 2003 to June 30, 2004 for the University of Wisconsin-Madison.

A. CONTINUATION OF APPROVED PROGRAMS

- | | | | |
|----|---|--------------|---------|
| 1. | Continuation of 10 Vilas Undergraduate Scholarships
at \$400 each | | 4,000 |
| 2. | Continuation of 10 Vilas Graduate Fellowships: | | |
| | a. 5 at \$600 each | | 3,000 |
| | b. 5 Traveling Fellowships at \$1,500 each | <u>7,500</u> | 10,500 |
| 3. | Continuation of 15 Vilas Research Professors
at \$10,000 salary plus \$30,000 auxiliary allowances each: | | 600,000 |

Vernon Barger - Vilas Research Professor
of Physics, College of Letters and Science

David Bethea - Vilas Research Professor
of Slavic Languages, College of Letters and Science

William A. Brock - Vilas Research Professor
of Economics, College of Letters and Science

Richard Davidson - Vilas Research Professor
of Psychology and Psychiatry, College of Letters and
Science and Medical School

Robert Hauser - Vilas Research Professor
of Sociology, College of Letters and Science

Jost Hermand - Vilas Research Professor
of German, College of Letters and Science

Judith Kimble - Vilas Research Professor
of Biochemistry and Medical Genetics

Ching Kung - Vilas Research Professor
of Genetics, College of Agricultural and Life Sciences

Emiko Ohnuki-Tierney - Vilas Research Professor
of Anthropology, College of Letters and Science

W. Harmon Ray - Vilas Research Professor
of Chemical Engineering, College of Engineering

Elliott Sober - Vilas Research Professor
of Philosophy, College of Letters and Science

Howard Weinbrot - Vilas Research Professor
of English, College of Letters and Science

Erik Olin Wright - Vilas Research Professor
of Sociology, College of Letters and Science

Sau Lan Wu - Vilas Research Professor
of Physics, College of Letters and Science

Vilas Research Professor - to be appointed

- | | | | |
|----|---|---------------|--------|
| 4. | a. Continuation of 50 additional undergraduate scholarships at \$400 each | 20,000 | |
| | b. Continuation of 50 additional graduate fellowships at \$600 each | <u>30,000</u> | 50,000 |
| 5. | Continuation of eighty (80) additional undergraduate scholarships at \$400 each under the provisions of Paragraph (3), Article 4 of the Deed of Gift and Conveyance by the Trustees of the Estate of William F. Vilas | | 32,000 |
| 6. | Retirement benefits for eight (8) Vilas Professors: Berkowitz, Bird, Fellman, Goldberger, Keisler, Lardy, Mueller, Vansina at \$2,500 each | | 20,000 |
| 7. | Continuation of support for encouragement of merit and talent or to promote appreciation of and taste for the art of music: 2003-04 GUEST ARTISTS | | 24,300 |

8.	20 Vilas Associates in the Arts and Humanities		619,687
9.	15 Vilas Associates in the Social Sciences		563,501
10.	11 Vilas Associates in the Physical Sciences		414,145
11.	6 Vilas Associates in the Biological Sciences		234,025
12.	One-time special funding for Vilas Research Professors:		
	David Bethea (6-yr request-\$30,000/yr)	30,000	
	Ching Kung	65,000	
	Howard Weinbrot	5,000	
	Erik Wright	<u>15,000</u>	115,000
13.	Continuation of 1998 and 2002 Expansion of Approved Programs:		
a.	940 additional undergraduate scholarships at \$400 each, pursuant to Article 4, Sections A and E of the Deed of Gift and Conveyance		376,000
b.	400 additional fellowships at the \$600 level, pursuant to Article 4, Sections A and E of the Deed of Gift and Conveyance		240,000
14.	Continuation of nineteen (19) existing young investigator awards		1,425,000
<u>Total Continuation Request</u>			<u>\$4,728,158</u>

B. EXPANSION OF APPROVED PROGRAMS

1.	4 Vilas Teaching Professorships at \$10,000 salary	160,000	
	plus \$30,000 auxiliary allowances each		
<u>Total Expansion Request</u>			<u>\$160,000</u>

C. ONE TIME ONLY PROGRAM ALLOCATIONS

1.	1,005 additional undergraduate scholarships of \$400 each, pursuant to Article 4, Sections A and E of the Deed of Gift and Conveyance, for all undergraduates eligible for need-based grants to offset tuition increases attributable to the Madison Initiative and budget cuts in 2003-04. This is requested for approval consistent with one-time allocations previously made.		402,000
<u>Total One Time Only Program Allocations</u>			<u>\$402,000</u>

D. FACILITY CONSTRUCTION FUND (MICROBIAL SCIENCE)

Pursuant to Article 5 of the Deed of Gift and Conveyance, we request that one-half the annual net income be allocated to a special construction fund for the research facility of the BioStar program which we have identified as the Microbial Sciences Building. It is our plan to seek this allocation pursuant to Article 5 for five years. This is the third year of our request. The estimated cost of the facility is \$100 million. Construction is anticipated in the period 2004-06. A summary of the project was provided to the Trustees at the April 2001 meeting.

Please let me know if you have any questions.

Sincerely,

John D. Wiley
Chancellor

Attachments

xc: Provost Peter Spear
Vice Chancellor Darrell Bazzell
Dean Martin Cadwallader

March 27, 2003

TO: Katharine C. Lyall, President
The University of Wisconsin System

FROM: John Wanat, Provost
UW-Milwaukee

RE: UW-Milwaukee 2003-04 Vilas Trust Support Proposals

Please find attached a proposal that UW-Milwaukee is submitting for the 2003-04 Vilas Trust Funds:

1. Department of Music, Peck School of the Arts. *Celebrating the Creation and Performance of Contemporary Music at UWM, 1971-2003*
Total Request: 18,500
2. Continuation of the standard retirement benefit of \$2,500 in support of Vilas Professor Emeritus Ihab Hassan.

At present, the Vilas Chair in the Department of English is vacant. We are currently recruiting, have identified finalist and seek to appoint a new Vilas Professor that will start at the beginning of the 2003-04 academic year. When the appointment is recommended for designation as a Vilas Professor, we will seek Vilas Trust support of \$40,000 (30,000 for Research Support and 10,000 for Salary Support).

Thank you for your continued consideration and support of these activities.

C: Nancy L. Zimpher, Chancellor
Sona Andrews, Associate Vice Chancellor
G. Richard Meadows, Dean, College of Letters and Science
Robert Buckner, Dean, Peck School of the Arts

Contract for Exclusive Soft Drink Pouring Rights
And Sponsorship Agreement for
UW-Madison Division of Intercollegiate Athletics

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the Board of Regents accepts the agreement with Coca-Cola Enterprises - Madison.

October 10, 2003

I.2.g.(1)

The materials, other than the resolution, are the same materials as were submitted to the Business and Finance Committee on September 4, 2003.

CONTRACT FOR EXCLUSIVE SOFT DRINK POURING RIGHTS AND SPONSORSHIP AGREEMENT FOR UW-MADISON DIVISION OF INTERCOLLEGIATE ATHLETICS

EXECUTIVE SUMMARY

BACKGROUND

UW-Madison is prepared to enter into a contractual agreement with Coca-Cola Enterprises – Madison (Coca-Cola), for the purpose of awarding the exclusive rights to offer soft drink beverages for sale at UW-Madison Athletic Facilities. The details of this arrangement are contained in a Soft Drink Pouring Rights and Sponsorship Agreement by and between Coca-Cola and the Board of Regents of the University of Wisconsin System, on behalf of UW-Madison and its Division of Intercollegiate Athletics.

For the past several years, UW-Madison's Division of Intercollegiate Athletics has had a similar agreement with Coca-Cola. The current five-year agreement ended in July 2003.

This proposed Agreement is a result of a process that has taken place over the past several months and included representatives from the Division of Intercollegiate Athletics, UW-Madison Purchasing Services, and UW-Madison Administrative Legal Services. An Invitation to Submit Plan (ISP) was issued in December 2002, with a due date of February 14, 2003. After discussions with two plan submitters, the decision was made to pursue contract negotiation with Coca-Cola. The proposed Agreement is a result of those negotiations.

REQUESTED ACTION

That upon recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the Board of Regents accepts the agreement with Coca-Cola Enterprises - Madison.

DISCUSSION

Two proposals were received and after initial evaluations, both firms were invited to participate in formal presentations, and to subsequently propose a "best and final offer." The two firms participating in the "best and final offer" were Coca-Cola and Pepsi. Following an evaluation of the two offers, an award was made to Coca-Cola, pending successful negotiation of a final contract.

The terms and provisions of the negotiated final contract with Coca-Cola provide significant economic and marketing benefits to UW-Madison and its Division of Intercollegiate Athletics by increasing the amount of revenue generated annually from the Division's exclusive pouring rights and soft drink sponsorship. In addition, the agreement provides advertising and promotional opportunities to advance the Division's ticket sales and other marketing initiatives as appropriate.

The principal provisions of the contract can be summarized as follows:

- The agreement is for ten years and is effective on the date it is signed on behalf of all parties. The contract will expire June 30, 2013.
- Sponsor agrees to pay the Division \$220,000 each year of the agreement and an additional \$50,000 signing bonus in the first year.
- Sponsor agrees to purchase a minimum of \$900,000 worth of tickets and parking over the ten-year term of the Agreement.
- Sponsor agrees to purchase a minimum of \$200,000 in sponsorship support each year during the ten-year term. In exchange, sponsor will receive sponsorship signage in selected Athletic facilities and print materials.
- Sponsor will provide the Division with cups, coolers, and other items necessary to meet the Division's needs at no cost to the Division.
- Sponsor will pay the Division a commission on sales of vending machines operated on Athletics facilities.
- Sponsor agrees to pay \$50,000 per year to support the marketing and promotions activities of the Division.
- Each year of the Agreement, the Sponsor will receive 50 golf passes at University Ridge and up to 50 autographed sports items at no cost to the Sponsor.
- University will make 20 oz. bottles available at concessions stands and will switch from cans to 20 oz. bottles at University Ridge.

RELATED REGENT POLICY

Regent Resolution 8074, dated February 10, 2000, Authorization to Sign Documents

Report on Using the Continuing
Appropriation to Serve Adult Students

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents accepts the report on Cost Recovery Activity, Credit Enrollment and Unduplicated Student Headcount by Program and Age, 2002-03 Academic Year for submission to the Joint Committee on Finance.

REPORT ON USING THE CONTINUING APPROPRIATION TO SERVE ADULT STUDENTS

EXECUTIVE SUMMARY

BACKGROUND

In the 1997-99 Biennial Budget, the UW System was given continuing appropriation authority for continuing education program revenue funds. With the passage of the 1999-2001 Biennial Budget this authority was extended, in part, to the regular appropriation. The flexibility in the use of tuition revenue has contributed to the UW System's ability to serve adult/non-traditional students. The Board of Regents current enrollment policy (EM-21) places a strong priority on services and programming to adult students. 2001 Wisconsin Act 16 [36.11(44)] requires the UW System Board of Regents to report annually on activity in 100% tuition funded courses. The attached report fulfills that requirement.

REQUESTED ACTION

Acceptance of the report on Cost Recovery Activity, Credits Generated and Unduplicated Student Headcount by Program and Age, 2002-03 Academic Year for submission to the Joint Committee on Finance.

DISCUSSION

2001 Wisconsin Act 16 [36.11(44)] states that the Board of Regents will report on "each course offered by the system for which the academic fees or tuition charged equals at least 100% of the cost of offering the course."

For many years, UW System institutions, through inter-institutional agreements with UW-Extension, have offered credit and non-credit continuing education courses off-campus and during evening/weekend hours. By policy, these courses must be priced to cover the direct cost of instruction. In recent years, the additional tuition flexibility has allowed UW institutions to develop degree credit programs for adults that are priced to cover at least the direct cost of instruction. In a few instances, for example UW-Milwaukee's Executive MBA and UW-Madison's Masters of Engineering – Professional Practice, programs have been developed that cover 100% of all costs associated with the programs.

The attached report covering the academic year 2002-03 was constructed using data from the UW System Central Data Request data base along with information provided by the campuses on programs offered under service based pricing and distance education pricing policies. In anticipation of the need to report courses offered under special pricing policies, the Central Data Request was modified starting in fall 2001 to allow for more detailed reporting.

The attached report, Cost Recovery Activity, Credits Generated and Unduplicated Student Headcount by Program and Age, shows that UW institutions served over 13,000 adult/non-traditional students (undergraduates age 25 and older and graduate students age 30 and older) in courses and programs that covered at least the direct cost of instruction. These 13,741 students accounted for over 57,000 credits generated spread across all of the UW institutions. Over the next several years the number of adult/non-traditional students served in this manner is expected to grow.

RELATED REGENT POLICIES

Regent Resolution 8126, June 8, 2000, Enrollment Management-21

University of Wisconsin System
Cost Recovery Activity
Credits Generated and Unduplicated Student Headcount by Program and Age
2002-03 Academic Year

	Under 25/30 Years Old *		25/30 Years and Older *		Total	
	Credits	Students	Credits	Students	Credits	Students
Madison						
Professional French Studies (MS)	248	16	55	4	303	20
Eng. Professional Practice (ME)	656	43	840	70	1,496	113
Collaborative Nursing Program	13	2	567	68	580	70
Extension **	17,225	4,980	2,031	640	19,256	5,620
Total	18,142	5,041	3,493	782	21,635	5,823
Milwaukee						
Liberal Studies (MS)	61	5	146	25	207	30
Library and Info Science (MS)	1,510	109	2,875	287	4,385	396
Information Resources (BS)	2,961	137	1,775	108	4,736	245
Executive MBA	84	4	1,259	60	1,343	64
Collaborative Nursing Program	693	30	611	52	1,304	82
Extension **	18,353	5,910	9,606	2,890	27,959	8,800
Total	23,662	6,195	16,272	3,422	39,934	9,617
Eau Claire						
Collaborative Nursing Program	31	4	287	31	318	35
Contract Courses	126	61	494	355	620	416
Extension **	1,914	539	534	307	2,448	846
Total	2,071	604	1,315	693	3,386	1,297
Green Bay						
Collaborative Nursing Program	20	3	837	109	857	112
National Nursing Program	7	1	575	76	582	77
Extension **	1,573	415	1,479	660	3,052	1,075
Total	1,600	419	2,891	845	4,491	1,264
La Crosse						
Extension **	4,804	454	9,193	1,103	13,997	1,557
Total	4,804	454	9,193	1,103	13,997	1,557
Oshkosh						
Collaborative Nursing Program	37	5	499	89	536	94
Accelerated Nursing Program	24	3	80	10	104	13
Contract Courses	662	244	1,100	520	1,762	764
Extension **	247	58	499	175	746	233
Total	970	310	2,178	794	3,148	1,104
Parkside						
Extension **	9	9	286	163	295	172
Total	9	9	286	163	295	172
Platteville						
Project Management (MS)	177	25	539	79	716	104
Criminal Justice (MS)	207	24	222	31	429	55
Engineering (MS)	114	17	153	26	267	43
Extension **	192	98	1,767	798	1,959	896
Total	690	164	2,681	934	3,371	1,098

* Age breakouts consist of undergraduates under 25 or 25 and older and graduate students under 30 or 30 and older.

** Extension activity includes only extension credits not included in the specifically identified programs.

University of Wisconsin System
Cost Recovery Activity
Credits Generated and Unduplicated Student Headcount by Program and Age
2002-03 Academic Year

	Under 25/30 Years Old *		25/30 Years and Older *		Total	
	Credits	Students	Credits	Students	Credits	Students
River Falls						
Management (MS)	188	24	437	63	625	87
School Psychology (EDS)	53	8	47	5	100	13
Extension **	2,075	748	1,494	478	3,569	1,226
Total	2,316	780	1,978	546	4,294	1,326
Stevens Point						
General Studies (BS)	822	47	429	40	1,251	87
Extension **	1,048	337	3,188	1,127	4,236	1,464
Total	1,870	384	3,617	1,167	5,487	1,551
Stout						
Vocational Rehabilitation (MS)	427	20	477	34	904	54
Training and Human Res. Dev. (MS)	537	37	601	64	1,138	101
Career & Technical Education (MS)	192	17	474	62	666	79
Career, Technical Ed & Training (BS)	234	16	1,248	142	1,482	158
Service Management (BS)	2,008	87	413	32	2,421	119
Graphic Communications Man. (BS)	4,716	181	273	15	4,989	196
Industrial Management (BS)	656	39	1,950	171	2,606	210
Career & Technical Education (EdS)	6	1	44	9	50	10
Contract Courses	48	25	265	146	313	171
Extension **	1,380	591	1,693	886	3,073	1,477
Total	10,204	1,014	7,438	1,561	17,642	2,575
Superior						
Extension **	840	267	1,067	462	1,907	729
Total	840	267	1,067	462	1,907	729
Whitewater						
Extension **	3,756	1,042	3,004	877	6,760	1,919
Total	3,756	1,042	3,004	877	6,760	1,919
Colleges						
UW Online	1,188	220	2,098	371	3,286	591
Extension **	208	54	125	21	333	75
Total	1,396	274	2,223	392	3,619	666
Total						
Specific Programs	18,706	1,455	21,670	3,154	40,376	4,609
Extension **	53,624	15,502	35,966	10,587	89,590	26,089
Total	72,330	16,957	57,636	13,741	129,966	30,698

* Age breakouts consist of undergraduates under 25 or 25 and older and graduate students under 30 or 30 and older.

** Extension activity includes only extension credits not included in the specifically identified programs.

Report on the Number of Full-Time Equivalent
Positions Created or Abolished Required
by s. 16.505(2p)(a), *Wis. Stats.*

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon the recommendation of the President of the University of Wisconsin System, the Report on 2002-03 Full-Time Equivalent Positions Created or Abolished Required by Section 16.505(2p)(a), Wisconsin Statutes, be accepted for transmittal to State Officials.

REPORT ON FULL-TIME EQUIVALENT POSITIONS CREATED OR ABOLISHED

BACKGROUND

The 2001-03 biennial budget bill, Wisconsin Act 16, included a statutory change [s. 16.505(2p)(a)] allowing the “board of regents of the University of Wisconsin System to create or abolish a full-time equivalent academic staff or faculty position or portion thereof from revenues appropriated under s. 20.285(1)(a),” the major GPR appropriation for the system. It also required the Board to report to the Department of Administration and the co-chairpersons of the Joint Committee on Finance the number of positions created or abolished by the Board under this subsection during the preceding fiscal year.

Section 16.505 (2p)(b) required the Board and the Department of Administration to establish a memorandum of understanding for identifying and accounting for the cost of funding any positions created, including any amounts that the board may include in a certification to the Department of Administration under s.20.928(1). The statutes required the Board and DOA to enter into the memorandum of understanding no later than September 1, 2002. The Department of Administration and the President of the University of Wisconsin System signed a memorandum of understanding on November 29 and 30, 2001(attached).

REQUESTED ACTION

Approval of Resolution I2.g.(3) to forward the Report on Full-Time Equivalent Positions Created or Abolished to the Legislative Joint Committee on Finance and the Department of Administration.

DISCUSSION AND RECOMMENDATIONS

Under the terms of the agreement signed with the Department of Administration, the University of Wisconsin System did not create any full-time equivalent positions in 2002-03.

RELATED REGENT POLICY

None.



MEMORANDUM OF UNDERSTANDING

Management of Positions Granted Under Section 242 (2p), 2001 Wisconsin Act 16

This agreement describes the management of the additional positions the University of Wisconsin System may create or abolish from revenues under appropriation 1 (a) based upon language included in the 2001 Wisconsin Act 16.

The following procedures will be used as the memorandum of understanding as required in Act 16.

- 1 There will not be separate GPR appropriations for individual positions created.
2. The base position authority from which the UW System begins increasing FTE is the final legislative budget adjusted for any positions added through the s.13.10 process.
3. The University of Wisconsin will track shifts in funding. At the end of the year (prior to calculating the need for fringe benefit supplements), if there have been any shifts to the salary line, the UW System will transfer funding to the fringe line in an amount equivalent to the full fringe benefit rate for the UW System.
4. The standard practice of allowing the UW System to move positions between unclassified and classified staff will continue. The language of the biennial budget only allows position creation for faculty and academic staff. To comply with this provision, the UW System will not convert any new faculty or academic positions created under the new authority to classified positions.
5. 2001 Wisconsin Act 16 (the 2001-2003 biennial budget act) includes a provision authorizing the UW System to create positions during the fiscal year and report them to the Department of Administration and the co-chairs of the Joint Committee on Finance no later than the following September 30. The authorized position level would be measured against actual staff levels in March paid April. Any net increase in position FTE's will be added by the UW System as a standard budget adjustment. In addition, the annualized ongoing salary and fringe amounts determined by the UW System to have been transferred onto the salary or fringe line to accommodate new positions created (as noted in 3, above), if any, will be moved in the standard adjustment from lines other than the salary or fringe benefits lines.
6. The UW System will be responsible for the health insurance costs associated with the percentage of all staff taking health insurance in a year times the number of GPR positions that have been created. For example, if 75% of all staff take health insurance, the UW System would be responsible for the average cost of health insurance for employees times 75% of the number of positions that have been created. These health insurance costs will be funded by internal transfers to the fringe benefits line from lines other than the salary line. Note: The fringe benefit amount transferred for any one year will be adjusted to reflect the separate payment of the first 6 months of health insurance for new employees.

Katharine Lyall

Katharine Lyall, President
University of Wisconsin System

Date 11/29/01

George Lightbourn

George Lightbourn, Secretary
Department of Administration

Date 11-30-01

Cc: Dan Caucutt
Robert Hanle
Debbie Durcan
Kathleen Sell
Freda Harris
Doug Hendrix
Renee Stephenson

Agreement with Triad
Management Services, Inc.

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the Board of Regents approves a new Academic Support Services Agreement with Triad Project Management Services, Incorporated.

AGREEMENT WITH TRIAD MANAGEMENT SERVICES, INC.

EXECUTIVE SUMMARY

BACKGROUND

The UW-Madison Antarctic Astronomy and Astrophysics Research Institute (A³RI), an institute within UW's Space Science and Engineering Center (SSEC), is currently in the second year of a major project called IceCube. IceCube is a one-cubic-kilometer international high-energy neutrino observatory being built and installed in the clear deep ice below the South Pole Station. IceCube will open unexplored bands for astronomy, including the PeV (10^{15} eV) energy region, where the Universe is opaque to high-energy gamma rays originating from beyond the edge of our own galaxy, and where cosmic rays do not carry directional information because of their deflection by magnetic fields.

The project cost is currently estimated at \$251 million with 23 collaborating institutions within the U. S. and Europe. The UW-Madison is the Principal Investigator (PI) institution for this project and will manage the effort within A³RI. The university is well into the second year of a relationship with Triad Project Management Services, Inc. to provide project management support and engineering services. Their continued participation in the project is vital to the timely success of the program. The funding agency, National Science Foundation (NSF), is fully aware of the use of Triad's services, and is supportive of this continuing arrangement.

REQUESTED ACTION

That, upon recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the Board of Regents approves a new Academic Support Services Agreement with Triad Project Management Services, Incorporated.

PROJECT DISCUSSION

To date this year, NSF approved expenditures with Triad total \$487,000. Board of Regents policy requires Regent approval when a contractual agreement with a private for-profit organization exceeds \$500,000. The contract is a time and materials arrangement for continued project expenditures as approved by NSF and will exceed this limitation of our authority. UW-Madison's Space Science and Engineering Center has budgeted an additional \$650,000 of approved NSF expenditures with Triad, however, the amount is subject to change as the project progresses.

RELATED REGENT POLICY

Regent Resolution 8074, dated February 10, 2000, Authorization to Sign Documents

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

Thursday, October 9, 2003

UW-Oshkosh

Room 202 - Reeve Memorial Union

1:00 p.m. All Regents

- Wisconsin population trends and workforce projections: Presentation for all participants in Charting a New Course for the UW System

2:00 p.m. Physical Planning and Funding Committee, Room 202

- a. Approval of Minutes of September 4, 2003 Meeting
- b. Report of the Assistant Vice President
 - Building Commission Actions
- c. UW-Extension: Authority to Purchase Equipment for the WHA-TV Equipment Replacement Project
\$1,674,629 (\$995,000 General Fund Supported Borrowing, \$469,065 University Infrastructure Allocation, and \$210,564 Federal Grant Funds)
[Resolution I.3.c.]
- d. UW-Green Bay: Residence Life Community Center Addition (Design Report) and Authority to Seek a Waiver of s. 16.855 under s. 13.48(19)
\$661,000 Program Revenue - Cash
[Resolution I.3.d.]
- e. UW-Madison: Authority for MG&E Construct LLC to Construct a New Greenhouse at the West Madison Agricultural Station
\$187,400 Institutional Non-GPR funds
[Resolution I.3.e.]
- f. UW-Madison: Walnut Street Greenhouse Replacement (Design Report) and Authority to Seek a Waiver of s. 16.855 under s. 13.48(19)
\$6,935,000 (\$3,000,000 Gift Funds, \$1,735,000 Institutional Funds, \$550,000 General Fund Supported Borrowing –WISTAR, \$825,000 Residual General Fund Supported Borrowing, and \$825,000 General Fund Supported Borrowing – Academic Project Contingency)
[Resolution I.3.f.]
- g. UW-Madison: Authority to Enter Into a Lease for University of Wisconsin Medical School, Department of Family Medicine
[Resolution I.3.g.]

- h. UW-Madison: Camp Randall Stadium Expansion/Renovation Project Budget Increase
\$15,150,400 (\$9,900,400 Program Revenue Supported Borrowing, and \$5,250,000 General Fund Supported Borrowing - Facility Repair and Renovation)
[Resolution I.3.h.]
- i. UW-Milwaukee: Student Union Fireside Lounge & Kitchen Renovation
\$1,990,000 Program Revenue-Cash
[Resolution I.3.i.]
- j. UW-Stevens Point: Naming of the Fine Arts Center *Noel Fine Arts Center*
[Resolution I.3.j.]
- k. UW-Oshkosh: Campus Development Plan Update
- l. UW-Madison: West Campus Cogeneration Facility Update
[Resolution I.3.l.]
- x. Additional items which may be presented to the Committee with its approval

Authority to Purchase Equipment for the
WHA-TV Equipment Replacement Project,
UW-Extension

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Extension Chancellor and the President of the University of Wisconsin System, authority be granted to purchase equipment for the WHA-TV Equipment Replacement project at a total project budget of \$1,674,629 (\$995,000 General Fund Supported Borrowing, \$469,065 University Infrastructure Allocation, and \$210,564 Federal Grant Funds).

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action October 2003

1. Institution: The University of Wisconsin-Extension
2. Request: Requests authority to purchase equipment for the WHA-TV Equipment Replacement project at a total project budget of \$1,674,629 (\$995,000 General Fund Supported Borrowing, \$469,065 University Infrastructure Allocation, and \$210,564 Federal Grant Funds).
3. Project Description and Scope: The project will provide funding to purchase various pieces of equipment for WHA-TV. Equipment to be purchased includes six studio A/V recorders, three editing A/V recorders, one studio A/C portable camera, one field camera, one studio A/C video switcher, one video up-converter, two evaluation quality HD monitors, and one HD level for digital routing switcher.
4. Justification of the Project: This television equipment is needed to continue production of local and national programming for the University of Wisconsin and the state of Wisconsin. WHA-TV provides television resources for use in the delivery of educational and public service programs for the University. To produce and broadcast quality programs, WHA-TV must replace broadcast and production equipment in an orderly manner that is consistent with the transition from analog to digital technology. The transition must be completed by 2006 to meet the Federal Communications Commission transition deadline. The antenna, tower upgrade, and transmission equipment for digital broadcasting were funded in 1999 and are in place. A three-phase \$11,252,000 equipment replacement plan has been developed to purchase production equipment over three biennia. This project will purchase additional equipment identified in the first phase of the plan. The plan responds to recognized equipment lifetimes, and to industry and organizational mission changes. In addition to age and/or condition, equipment items are occasionally added to the list as a result of unfunded government mandated services such as captioning and descriptive video services.

WHA-TV has experienced difficulty obtaining spare parts for existing equipment because it has been retained beyond its normal useful life. Much of the television equipment is now obsolete due to rapidly advancing technology in the electronics and telecommunications fields. This equipment has been subjected to constant, intensive use inherent in daily broadcasting and projection activity. Without adequate equipment replacement funding, the capital infrastructure of the state's largest public television station will seriously erode. The effects of this erosion will mean less quality programming and the potential loss of private and federal financial support. The state of Wisconsin has invested substantial funding for conversion from analog to digital broadcast capability. It is essential that the production and programming equipment also be replaced to support this conversion.

5. Budget:

Budget	%	
Construction	0	
A/E Fee	0	
DSF Mgmt. Fee	0.07	\$ 500
Contingency	0	
Percent for Art	0	
Movable Equipment	0.93	<u>\$994,500</u>
Total Project		\$995,000

6. Previous Action:

August 22, 2002
Resolution 8582

Recommended enumeration of the WHA-TV Equipment Replacement project as part of the 2003-05 Capital Budget at a project budget of \$1,404,000 General Fund Supported Borrowing.

Approval of the Design Report and Authority
to Construct a Residence Life Community
Center Addition Project and Seek a Waiver of a
State Statute, UW-Green Bay

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Green Bay Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority be granted to (1) construct the Residence Life Community Center Addition project at an estimated total project cost of \$661,000 Program Revenue - Cash and (2) seek a waiver of s. 16.855 under s. 13.48(19) to accept a single prime contractor bid for the project.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action October 2003

1. Institution: The University of Wisconsin–Green Bay
2. Request: Requests approval of the Design Report and authority to (1) construct the Residence Life Community Center Addition project at an estimated total project cost of \$661,000 Program Revenue - Cash and (2) seek a waiver of s. 16.855 under s. 13.48(19) to accept a single prime contractor bid for the project.
3. Description and Scope of Project: This project will construct a 5,444 GSF, two-level addition to the existing Residence Life Community Center. The wood frame, brick veneer facility will house an elevator for handicap accessibility, handicap accessible toilets, six offices, a conference room, a workroom, a copy room, a lobby, and a mail room to serve the nearby student housing.
4. Justification of the Request: The existing 5,000 GSF Residence Life Community Center was constructed and occupied in 1989. At the time of construction, University Housing consisted of 19 apartments and residence halls accommodating approximately 920 students and 32 resident assistants. At present, there are 24 apartments and residence halls accommodating 1,540 students and 50 resident assistants. With new apartment construction underway and a waiting list of students wanting to reside at University Housing, the residential population is projected to be 1,920 students and 60 resident assistants living in 27 apartments and residence halls. This is a fifty-two percent increase in students and a forty-seven percent increase in resident assistants.

When completed, the proposed two-level addition to the existing facility will permit expansion of the Office of Residence Life and the University Village Community Center. The addition will provide space for student study and programming purposes, student government, staff, faculty/staff outreach, storage, and mailboxes. The residential mailroom is currently located in the lower level of the University Union. This will be relocated to the Office of Residence Life area of the Residence Life Community Center, as students have expressed the need for this function to be located closer to where they reside.

Since this is a project of relatively small scope and cost, and of simple, light construction, it will likely attract smaller contractors for bidding. In addition, the simplicity of a single prime contract is appropriate to the simple scope of the work of the trades involved with this project. The simplicity of single-prime bidding may be more appealing to small contractors, and result in more competitive bids.

This project will be funded using cash reserves accumulated from residential housing fees. No fee increase will be required.

5. Budget:

	%	Cost
Construction		\$544,400
A/E Fees	8.4%	46,000
DSF Mgmt. Fee	4%	23,200
Contingency	6.1%	33,300
Percent for Art	.25%	1,700
Plan Review/Testing		1,400
Movable Equipment		<u>11,000</u>
Total Project Cost		\$661,000

6. Previous Action:

August 23, 1996 As part of the 1997-99 Capital Budget, recommended enumeration of
Resolution 7260 a Housing Service Center Addition at an estimated total project cost of
\$450,000 of Program Revenue Supported Borrowing.

Authority for MG&E Construct LLC to
Construct a Greenhouse at the West Madison
Agricultural Station, 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 for MG&E Construct LLC to construct a New Greenhouse at the West Madison Agricultural Station at an estimated total project cost of \$187,400 Institutional Non-GPR funds. The work will be done under the terms of the land use agreement with the Board of Regents related to the West Campus Cogeneration Facility.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action October 2003

1. Institution: The University of Wisconsin-Madison
2. Request: Requests authority for MG&E Construct LLC to construct a New Greenhouse at the West Madison Agricultural Station at an estimated total project cost of \$187,400 Institutional Non-GPR funds. The work will be done under the terms of the land use agreement with the Board of Regents related to the West Campus Cogeneration Facility.
3. Description and Scope of Work: This project will construct a 41' by 108' greenhouse to serve initially as interim greenhouse space until the major project for the replacement greenhouse is constructed, and then as additional space to address a shortage of greenhouse space on campus. The new greenhouse will have polycarbonate sides and a polyethylene cap and will be slab-on-grade. The project will also include all plumbing, electrical, and HVAC hook-ups as well as all appropriate site and utility work. Construction of the greenhouse will be conducted by MGE Construct LLC, along with the construction of a greenhouse and storage facility at the Research Station. Those facilities are being replaced as a result of the West Campus Cogeneration Facility.
4. Justification of the Request: The College of Agriculture and Life Sciences first encountered greenhouse problems in 1990, when significant greenhouse space on Babcock Drive was lost to the new Biochemistry addition. A Walnut Street Research Greenhouse Replacement project was enumerated as part of the 1995-97 Capital Budget to replace the research space lost with the demolition of the Babcock greenhouses, and the need to renovate the aging greenhouses at Walnut Street.

A consultant was hired in 1999 to begin design on the project; however, soon after, the project was put on hold because of the proposal to build a West Campus Cogeneration Facility and the likelihood that it would shade the greenhouse site. Design was reinitiated in November of 2000, with a directive to redesign the project to minimize the impact of shading from the proposed plant.

Current construction plans will require the existing greenhouse facilities to be vacated for a period of up to five months. This has caused a need for temporary greenhouse space during the construction period. By adding a second greenhouse at the West Madison site, the problem will be minimized to some extent. Combining this project with related work at the Agricultural Station is expected to result in cost savings. This greenhouse should not be considered excess space since the demand for greenhouse space far exceeds the space available on this campus. In fact, greenhouse availability is a limiting factor in the ability of the College of Agriculture and Life Sciences to compete for research funds.

5. Budget: MG&E's architectural/engineering firm's estimate for the work is as follows:

Construction:	\$149,600
Utility Connections	36,000
Site Work	<u>1,800</u>
Total Estimated Project Cost:	\$187,400

6. Previous Action: None.

June 27, 2002 Authority granted to enter into a land use agreement and other
 Resolution 8577 agreements with MGE for all work necessary related to the
 construction of the West Campus Cogeneration Facility, including
 replacement of two structures at the West Madison Agricultural
 Research Station.

Approval of the Design Report, Authority to
Construct the Walnut Street Greenhouse
Replacement Project, and Waive a State
Statute, 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, the Design Report be approved and authority be granted to: 1) construct the Walnut Street Greenhouse Replacement project at an estimated total project cost of \$6,935,000, (\$3,000,000 Gift Funds, \$1,735,000 Institutional Funds, \$550,000 General Fund Supported Borrowing–WISTAR, and \$1,650,000 General Fund Supported Borrowing–Academic Project Contingency); and 2) seek a waiver of s. 16.855 under s. 13.48(19) to accept a single prime contractor bid.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action October 2003

1. Institution: The University of Wisconsin-Madison
2. Request: Requests: 1) approval of the Design Report; 2) authority to construct the Walnut Street Greenhouse Replacement project at an estimated total project cost of \$6,935,000, (\$3,000,000 Gift Funds, \$1,735,000 Institutional Funds, \$550,000 General Fund Supported Borrowing – WISTAR, and \$1,650,000 General Fund Supported Borrowing – Academic Project Contingency); and 3) authority to seek a waiver of s. 16.855 under s. 13.48(19) to accept a single prime contractor bid.
3. Project Description and Scope: This project will replace existing high maintenance, inefficient, and inadequate wood framed research greenhouses that were constructed over 45 years ago. In their place will be new, energy efficient, state-of-the-art facilities capable of supporting modern research efforts. The work includes demolition of thirty-one wood framed greenhouses (20,840 GSF), construction of thirty-two new aluminum framed research greenhouses (19,670 GSF), a 2,810 GSF expansion of the existing headhouse facility, as well as renovation of 6,980 square feet of space in the existing headhouse.

The project also includes site development including: revised parking, new landscaping, and utility relocation. Electrical service will be upgraded to 13.8 kV and will be extended from the new Pharmacy Building. University chilled water services will be extended from a location south of the Biotron and Herrick Drive. New curb, gutter, and sidewalk will also be installed on Observatory Drive, Walnut Street, and Herrick Drive.

The existing metal framed greenhouses will be retained, integrated into the new complex, and used for less intensive research programs. Minor upgrades to existing systems will be provided.

To avoid the shadow which will be cast by the West Campus Co-Generation Facility, the new research space will be located on the northern edge of the site. The existing parking lot 59 will be moved to the south side of the site.

4. Justification of the Request: The Walnut Street greenhouse range is located west of the Biotron between Observatory Drive and Herrick Drive. The range, used for research purposes, was constructed over a period of years beginning in the early 1950's, with construction of wooden greenhouses that are still used today. Additional greenhouses were added in the late 1950's, the 1970's, and 1980's, using various materials and technologies. These greenhouses are used by the CALS departments of Horticulture, Entomology, Agronomy, Genetics, Plant Pathology, Forestry, and Biochemistry.

In 1995, the construction of the Biochemistry Addition project required demolition of the entire Babcock Greenhouse (24,000 ASF) range, which contained both research and instructional greenhouses. The instructional greenhouses were replaced on a site west of the Plant Sciences building as part of the Biochemistry project. To replace the research greenhouse space lost with the demolition of the Babcock range, as well as renovate the aging greenhouses at Walnut Street, a Walnut Street Research Greenhouse Replacement project was enumerated as part of the 1995-97 capital budget.

A consultant was hired in 1999, to begin design on the project; however, the project was soon put on hold because of the proposal to build a West Campus Cogeneration Facility and the likelihood it would shade the greenhouse site. Design was reinitiated in November of 2000, with a directive to redesign the project to minimize the impact of shading from the proposed plant.

This project involves a complex sequence of demolition, construction, and remodeling in a building that will remain partially occupied during the construction process. Throughout all of this construction work, it is imperative that some federally funded research activities in this heavily used greenhouse continue with as little disruption as possible. As such, it will require phasing (staging) of major building areas.

In addition, all work will be occurring on a tight site bordered by two major campus arterials - Observatory Drive to the north and Walnut Street to the west - as well as the construction site of the West Campus Cogeneration Facility (WCCF) to the south.

The project will run concurrently with the construction of the WCCF. This will result in a limited construction staging area and will require a construction interface with the much larger WCCF project at all times. All of these factors will require careful sequencing, coordination of all trades, timely completion of each stage, and coordination with the specialty (greenhouse) sub-contractor.

In order to better facilitate critical phasing and to simplify coordination of all trades with the adjacent Co-Generation project, a waiver of portions of s. 16.855(14)(a) and the use of a single-prime contract are being requested.

5. Budget:

	%	Cost
Construction		\$5,523,000
A/E Fees	12.5%	692,000
DSF Mgmt. Fee	4%	233,000
Plan Review/Testing		51,000
Contingency	6.5%	360,000
Hazardous Material Abatement		30,000
Movable Equipment	.5%	29,000
Percent for Art	.025%	17,000
Total Project Cost		\$6,935,000

6. Previous Action:

August 19, 1994 Recommended enumeration of the Research Greenhouses project as
Resolution 6737 part of an increase to the WISTAR program at \$6,590,000
(\$3,295,000 GPR-WISTAR and \$3,295,000 Gifts/Grants)

(The project was subsequently enumerated in the 1995-97 Capital Budget at \$5,000,000
(\$2,000,000 GPR-WISTAR and \$3,000,000 Gifts/Grants).

Authority to Lease Space, 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 lease 20,960 leasable square feet of clinic and office space at 602 West Clairemont Avenue in Eau Claire, Wisconsin, on behalf of the University of Wisconsin Medical School, Department of Family Medicine.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action October 2003

1. Institution: The University of Wisconsin-Madison
2. Request: Requests authority to lease 20,960 leasable square feet of clinic and office space at 602 West Clairemont Avenue in Eau Claire, Wisconsin, on behalf of the University of Wisconsin Medical School, Department of Family Medicine.

Lessor: Chippewa Valley Technical College
403 Technology Drive
Eau Claire, Wisconsin 54701-3832

3. Lease Information: The proposed lease covers 20,960 LSF of space for the period beginning September 1, 2004 (or date of occupancy), through August 31, 2014, at an annual rate of \$200,000 (\$9.54/LSF) with an annual escalation of not to exceed three percent per year. Lease costs include utility, janitorial, and maintenance services. The lease provides two ten-year renewal options. Rental payments will be paid by Department of Family Medicine program funds.
4. Justification: The Medical School Department of Family Medicine has five affiliated residency programs to train family physicians (Appleton, Eau Claire, Madison-St. Mary's, Milwaukee-St. Luke's, and Wausau). The Madison Family Practice Residency Program has four clinics (Belleville, Madison Northeast, Verona, and Wingra).

Since its creation over three decades ago, the Department of Family Medicine has been a major source for training family physicians for the state of Wisconsin. The residency programs have graduated nearly 972 family physicians; two-thirds of those continue to practice in the state, and twenty-five percent of those practice in communities with populations of less than 10,000.

The Department is committed to its multiple missions of teaching residents and medical students, advancing the discipline and knowledge of basic family practice specialties through research and other scholarly activity, and providing quality patient care. To effectively build these missions, the Department needs adequate clinic facilities to serve as model clinics for the training of residents and students in laboratories for the gathering of data to facilitate research and scholarly activity that would advance the family practice specialty.

The Eau Claire Family Practice training program has graduated 153 family physicians to date. Of these graduates, 30 work in the referral area, 44 practice in rural communities, and 93 practice in Wisconsin. The clinic has approximately 11,600 patient visits per

year. Residents provide service at the Luther Hospital, Sacred Heart Hospital, and the Center of Care in Eau Claire. The program also provides consultation to Chippewa Valley Technical College, City-County Health Department, and the University of Wisconsin-Eau Claire.

The Eau Claire Clinic is currently housed in 19,817 gross square feet (GSF) of space at 807 South Farwell Street in Eau Claire. The building was designed and built for the Department in 1978, on land owned by the city of Eau Claire. The 30-year land lease with the city of Eau Claire expires on April 30, 2008. The Board of Regents exercised the option to purchase the building in 1989, for \$749,354, program revenue supported borrowing. Approval to sell the existing building will be requested at a later date.

A facility currently under construction by the Chippewa Valley Technical College (CVTC) will provide space to consolidate all community health partners in the Eau Claire area with the Department of Family Medicine. This new facility will be used for training family practice residents, and also medical students who are required to serve a clerkship during their third year of Medical School. At the same time, these medical practitioners will be providing approximately 18,000 patient care visits per year in the next three to five years. In 2002-03, 11,673 patient visits were provided. The Eau Claire Clinic has recently entered into an agreement to provide student health services for CVTC students. The new location will provide more convenient access for students for their health care needs. In addition, the new location provides a practical training site for CVTC students in radiology technician, laboratory technician, medical assistance, and medical transcription programs at the technical college.

5. Previous Action:

April 7, 1978 Resolution 1637	Granted authority to lease the Eau Claire Family Practice Clinic for the period of January 1979 to January 1989 with two, five-year renewal options. Further, ordered that the alternative fiscal savings of state ownership as opposed to a long-term lease be brought to the attention of the State Building Commission.
December 5, 1978 Resolution 1801	The Eau Claire Family Practice Clinic acquisition was included in the 1979-81 Capital Budget as a self-amortizing project at \$650,000.
September 9, 1989 Resolution 5414	Granted authority to exercise the option to purchase the Eau Claire Family Practice Clinic located at 807 South Farwell Street in the city of Eau Claire, at the optioned price of \$749,354 from Program Revenue Supported Borrowing (\$722,200) and Gifts, Grants, and other Receipts (\$27,154).

Authority to Increase the Scope and
Budget of the Camp Randall Stadium
Expansion/Renovation 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 expand the scope and increase the budget of the Camp Randall Stadium Expansion/Renovation project by \$15,150,400 (\$9,900,400 Program Revenue Supported Borrowing, and \$5,250,000 General Fund Supported Borrowing - Facility Repair and Renovation) for a revised total project cost of \$99,100,400 (\$77,300,400 Program Revenue Supported Borrowing, \$6,000,000 Gift Funds, and \$15,800,000 General Fund Supported Borrowing).

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action October 2003

1. Institution: The University of Wisconsin–Madison
2. Request: Requests authority to expand the scope and increase the budget of the Camp Randall Stadium Expansion/Renovation project by \$15,150,400 (\$9,900,400 Program Revenue Supported Borrowing, and \$5,250,000 General Fund Supported Borrowing - Facility Repair and Renovation) for a revised total project cost of \$99,100,400 (\$77,300,400 Program Revenue Supported Borrowing, \$6,000,000 Gift Funds, and \$15,800,000 General Fund Supported Borrowing).
3. Description and Scope of Project: This request will conduct various maintenance repairs in Camp Randall Stadium and the Camp Randall Sports Center, and install scoreboards, related support facilities, and infrastructure at Camp Randall and the Kohl Center:

Maintenance repair 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. 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.

Work in the Camp Randall Sports Center (Shell) will:

- Replace the existing concrete floor, hockey boards, and associated coolant distribution system piping for the 200' by 85' 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.

Scoreboard replacement work and related support facilities and infrastructure at Camp Randall and the Kohl Center will:

- Replace the existing scoreboard with a 23' by 44' 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' 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 for 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: 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 anticipated 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.

Flush valves throughout the Stadium's restrooms no longer operate as designed. The valves either fail to close or require additional water pressure to operate. This situation results in a cascading effect that leads to a loss in water pressure and inability to flush toilets and urinals after use. The domestic water heater located on the eastside of the Stadium is operating well beyond its useful life. However, 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 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-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 long-standing 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 will 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.

Camp Randall is the only stadium in the Big Ten Conference and one of very 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 the 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, 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 so will result in contracted payments from Badger Sports Properties to be reduced accordingly for the loss of potential revenue.

The program revenue bonding for this project will be paid from athletic department generated revenues, including the increased scoreboard revenues from Badger Sports Properties and increased ticket prices anticipated over the life of the bonds.

5. Budget:

	%		TOTAL	Scoreboard PRSB	Maintenance PRSB	Maintenance GFSB
Construction						
Shell Ice Chiller		\$1,512,000				
Stadium Waterproofing		\$2,908,000				
Restroom Renovation		\$2,850,000				
Construction Subtotal:			\$7,270,000		\$2,908,000	\$4,362,000
Scoreboard Equip. & Install.			\$5,333,700	\$5,333,700		
A/E Design Fees	8%		\$1,008,300	\$426,700	\$232,640	\$348,960
DSF Mgmt. Fees	4%		\$521,850	\$213,300	\$123,420	\$185,130
CM Fee	2%		\$252,100	\$106,700	\$58,160	\$87,240
Contingency	6%		\$764,450	\$320,000	\$177,780	\$266,670
Total Est. Project Cost:			\$15,150,400	\$6,400,400	\$3,500,000	\$5,250,000

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).

On 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.

Authority to Construct a Student Union Fireside
Lounge and Kitchen Renovation Project,
UW-Milwaukee

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Milwaukee Interim Chancellor and the President of the University of Wisconsin System, authority be granted to construct the Student Union Fireside Lounge and Kitchen Renovation project at an estimated total project cost of \$1,990,000 Program Revenue-Cash.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action October 2003

1. Institution: The University of Wisconsin-Milwaukee
2. Request: Requests authority to construct the Student Union Fireside Lounge and Kitchen Renovation project at an estimated total project cost of \$1,990,000 Program Revenue-Cash.
3. Description and Scope of Project: This project will renovate and remodel approximately 9,394 ASF/14,665 GSF of space at the west end of the Student Union, including the Fireside Lounge, adjacent support spaces and surrounding corridors on the first floor, and the kitchen production, storage, receiving areas, and surrounding corridors on the ground floor. The first floor work will include a reconfigured Fireside Lounge main entrance, a new doorway to the Ballroom breakout area, refurbished floor, wall, and ceiling finishes throughout, new lighting, and new audio-visual equipment. The ground floor work will include reduction and reconfiguration of the kitchen areas, new kitchen equipment, upgraded utilities, reconfiguration and expansion of receiving, expansion of office space for graphic arts production, and refurbished finishes throughout.
4. Justification of the Project: The Student Union facility consists of the 207,713 ASF/351,632 GSF Student Union and the 150,672 ASF/156,608 GSF Student Union Parking facilities. The building was constructed in four significant phases beginning in 1956, with the original structure located at the west end of the site. The Fireside Lounge is the primary, large gathering space in the original structure. It is located on the first floor or main campus pedestrian level. The kitchen and surrounding support areas are located below the Fireside Lounge at street level, occupying most of the original structure on that level. Three subsequent construction phases of the Student Union completely encircled the original 1956 building. Renovation and remodeling of areas throughout the Union building have been ongoing.

In 2000, a study was undertaken (DSF Project 00E1Q) to evaluate the first floor Ballroom, Servery, and Fireside Lounge areas to consider finish and utility improvements, functional modifications to suit current uses, and circulation improvements. Renovations of the Ballroom, the old Servery, and the adjacent restrooms were completed in 2002. To avoid too much disruption to campus and student activities, improvements to the Fireside Lounge and other areas were deferred to a later date.

The Fireside Lounge is a campus multi-purpose meeting room that is frequently used for various campus and community functions. Renovation is necessary to restore this centerpiece room of the Union and make it more readily accessible.

The ground floor kitchen areas functioned for more than thirty years as the primary

production kitchen for the campus. The incorporation of quick service food venues in the Student Union and the shifting of the primary production operation to the Sandburg Residence Halls kitchen have resulted in kitchen space that is underutilized and inefficient for present operations, and difficult to maintain due to its advancing age. The kitchen areas, including the receiving, storage, and corridor circulation areas, must be reconfigured to suit current operations. Currently, unused space needs to be released and renovated for use for other functions and offices. The renovation and upgrading of the plumbing, mechanical, and electrical infrastructure is needed because of the advanced age and condition of these systems, and because past renovation projects have resulted in a hodgepodge of systems that are inefficient and prone to breakdowns.

This project is being funded using cash reserves that have been set aside for a series of renovation projects such as this. Existing segregated fee balances, as well as revenues from operations, have been used to accumulate these reserves.

5. Budget:

	%	Cost
Construction		\$1,330,300
A/E Fees	13%	169,000
Other Fees		8,000
DSF Mgmt. Fee	4%	69,700
Contingency	9%	117,000
Hazardous Materials Remediation		50,000
Testing and Balancing		10,000
Special Equipment (kitchen)		231,000
Percent for Art	0.25%	<u>5,000</u>
Total Project Cost		\$1,990,000

6. Previous Action: None.

Authority to Name the Fine Arts Center
Noel Fine Arts Center, UW-Stevens Point

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Stevens Point Interim Chancellor and the President of the University of Wisconsin System, authority be granted to name the Fine Arts Center, "Noel Fine Arts Center."

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action October 2003

1. Institution: The University of Wisconsin-Stevens Point
2. Request: Requests authority to name the Fine Arts Center, "Noel Fine Arts Center."
3. Background: This request is in accordance with the University of Wisconsin Board of Regents' Policy, Resolution #7166, dated March 1996, which requires that every request to name or dedicate an entire building after a person must be considered in a closed session by the Physical Planning and Funding Committee and the full Board of Regents at least one month prior to requesting formal Regent action. The Regents Policy states that if the request involves a living individual who has been formally associated with the University of Wisconsin System, or has held a paid public office, a waiting period is required unless a situation is presented where a gift stipulates the naming. This naming is a stipulation of that gift. The proposed naming at UW-Stevens Point was discussed and endorsed in closed session at the September meetings of the Physical Planning and Funding Committee and the full Board of Regents; therefore, formal Regent Approval is requested to name the facility, "Noel Arts Center."

The Fine Arts Center Renovation and Addition project was enumerated in the 2001-03 biennium at a project cost of \$26.12 million including \$1million of gift funds. As the UWSP Foundation was preparing to begin a fund drive to generate the private funding required for the project, John and Patty Noel contacted UW-Stevens Point Chancellor George and offered to provide the \$1 million to make the project complete.

The Fine Arts Center is located at 1801 Franklin Street on the UW-Stevens Point campus. The \$26.12 million project will remodel significant portions of the existing Fine Arts Center and construct a 101,800 GSF addition to provide appropriate teaching and rehearsal space for theater, dance, music, art, and design.

4. Biographical Information: John and Patty Noel are both natives of Wausau and graduates of UW-Stevens Point. John was named a Distinguished Alumnus in 1999. The Noels are co-founders and owners of the Noel Group and Travel Guard International, the leading travel insurance company in the country. In 1996, the Noel Compass Scholar Program was created to encourage and reward academic achievement, leadership, and citizenship for high school students of color in Wisconsin schools. The program provides students with full tuition, room, and board at UW-Stevens Point. Compass Scholars also receive a paid internship at the Noel Group. The Noels also provide sponsorship funding for a cultural diversity course at UW-Stevens Point. John also currently serves on the UWSP Foundation Board of Directors.

The Noels have founded a number of humanitarian projects throughout the world including, Make A Mark, a nonprofit program that funds sustainable building projects in developing countries. They have rebuilt a kindergarten in Croatia, built and equipped a hospital addition in Russia, created a computer lab for students in the Bahamas, and built staff quarters for an orphanage in Kenya.

John and Patty Noel are recipients of the Franklin Covey Humanitarian Service Award given to outstanding individuals who reach out to improve the quality of life for individuals, groups, or humankind.

5. Previous Action:

September 4 and 5, 2003

The proposed naming at UW-Stevens Point was discussed and endorsed in closed session by the Physical Planning and Funding Committee and the full Board of Regents.

West Campus Cogeneration Facility - Joint
Ownership Agreement, UW-Madison

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Madison Chancellor and the Senior Vice President of Academic Affairs of the University of Wisconsin System, authority be granted to enter into a Joint Ownership Agreement with MGE Power, LLC for the West Campus Cogeneration Facility. This document is needed to reflect legislative action on the funding approach, using Program Revenue Supported Borrowing for the University's share of costs rather than the Master Lease program.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action October 2003

1. Institution: The University of Wisconsin-Madison
2. Request: Requests authority to enter into a Joint Ownership Agreement with MGE Power, LLC to reflect how the state will fund its share of the cost of the West Campus Cogeneration Facility at UW-Madison.
3. Description and Scope of Work: This request is a technical change in the documents needed to implement the West Campus Cogeneration Facility project. This project will construct a cogeneration facility at UW-Madison as a joint project with Madison Gas and Electric Company. The West Campus Cogeneration Facility will include 150 MW of electrical generating capacity for Madison Gas and Electric Company, those assets to be owned by MGE; 20,000 tons of chilled water generating capacity for UW-Madison, those assets to be owned by UW-Madison/the state; lake water pumping and piping systems, those assets to be owned by UW-Madison/the state; steam and chilled water distribution system piping systems, those assets to be owned by UW-Madison/the state; and steam generating equipment that will be jointly owned by Madison Gas and Electric Company (MGE Power, LLC) and the UW-Madison/the state.
4. Summary of Background Information: This project has been in planning since 2000, and detailed information has been shared regarding justification and benefits of the project. In summary, a report was made to the State Building Commission in January 2001, regarding the intent of the Department of Administration and UW-Madison to enter into a Memorandum of Understanding with Madison Gas and Electric Company and Alliant Energy to explore the possibility of constructing a cogeneration plant on the UW-Madison campus. For University purposes, there is a need for additional heating and cooling capacity by 2004-05. This need is largely brought about by the significant additional space recently completed, under construction, or funded for completion in the near future. After extensive studies of various alternatives and consultations with legal, engineering, and financial advisors, in May 2002, the University and Department of Administration received Building Commission approval to proceed with this joint project. The basic concept at that time was that the state would use the Master Lease program to pay for the University's heating and cooling equipment, and would lease the building housing that equipment from MGE; MGE would operate the entire plant, and own all the electrical assets and the entire building. The University would have an option to purchase the building housing its equipment. In June 2002, the Board of Regents approved that same concept.

Negotiations and public review and approvals have continued since 2002, and the Board of Regents has received several updates. The project is currently being reviewed by the Public Service Commission, and construction is expected to begin shortly thereafter. The most significant change since the approval received in June 2002 relates to how the state's share is to be financed. Instead of using the Master Lease program, the state will own its equipment and portion of the building. The 2003-05 Budget includes \$90 million in Program Revenue Supported Borrowing for this purpose. That amount corresponds to the Guaranteed Maximum Price of \$80 million, plus \$5 million for a performance guarantee, and a \$5 million contingency.

It is anticipated that construction will begin immediately after action by the PSC in October 2003.

5. Previous Action

June 27, 2002: Authority granted to enter into a land use agreement and other agreements with MG&E for all necessary work related to the construction of the West Campus Cogeneration Facility.

R E V I S E D

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

October 10, 2003
9:00 a.m.
Reeve Memorial Union
Room 227
University of Wisconsin-Oshkosh

II.

1. Calling of the roll
2. Approval of the minutes of the September 2nd and 5th meetings.
3. Report of the President of the Board
 - a. Report of the September 24th meeting of the Wisconsin Technical System Board
 - b. Report of the September 26th meeting of the Educational Communications Board
 - c. Report on the October 8th meeting of the Hospital Authority Board
 - d. Reconsideration of action on executive salary ranges; consideration of amendments to Regent Policy Document 94-4, concerning the process for setting executive salary ranges
 - e. Additional items that the President of the Board may report or present to the Board
4. Report of the President of the System
 - a. Presentation on the UW-Oshkosh Strategic Plan: Engaging People and Ideas for the Common Good
 - b. Additional items that the President of the System may report or present to the Board
5. Update on Charting a New Course for the UW System
6. Report of the Physical Planning and Funding Committee
7. Report of the Business and Finance Committee
8. Report of the Education Committee
9. Additional resolutions
 - a. Resolution of appreciation to UW-Oshkosh
10. Communications, petitions, memorials

11. Additional or unfinished business

12. Recess into closed session to consider appointment of an interim chancellor at UW-Milwaukee, as permitted by s.19.85(1)(c), *Wis. Stats.*, to consider honorary degree nominations at UW-Madison and to consider a student appeal of a UW-Madison decision, as permitted by s.19.85(1)(f), *Wis. Stats.*, and to confer with legal counsel, 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.



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

October 6, 2003

MEMORANDUM

TO: All Regents

FROM: Toby E. Marcovich
President, Board of Regents

A handwritten signature in dark ink, appearing to read "Toby E. Marcovich".

RE: Background Information for October Discussion of Executive Salaries

The Board's agenda for October 10, 2003 contains an item to review UW System executive salary statutes, policy, and data. This packet contains the following background documents:

Wisconsin Statutes Relating to Regents' Responsibilities for Salaries:

20.923(4g)—creates nine executive salary groups and requires Regents to determine the salary ranges and adjustments to the ranges for groups 3 through 9 “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.” [groups 1 and 2 are determined through recommendations of the DER Secretary per section 230.12(3)(e)].

36.09(1)(j)—requires that any salary increase approved by the Regents must conform to 230.12(3)(e) or be to correct a salary inequity or to recognize competitive factors. Equity adjustments may not be made for individuals in executive groups 1 and 2 (Comprehensive vice chancellors and vice presidents) unless approved by DER.

230.12(3)(e)—outlines the process for recommending compensation adjustments for employees in 20.923(4g) and in executive groups 1 and 2 to the DER Secretary. “The proposal shall be based on 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.”

Regent Policy 94-4: Executive Salary Structure:

Establishes peer comparison groups, sets ranges for each group 95% below peer median, and states that individual salaries will be based on performance. The policy also indicates that adjustments for executives “are considered and approved by the Board once a year, at the same time as all other UW unclassified employees.”

List of the Regent-established peers for UW System, UW-Madison, UW-Milwaukee, and the UW Comprehensives and Colleges with salary comparison tables for each of these peers, 1999-2003.

Senior Executive Salary table for 2003-04:

Shows each individual member of the executive salary group, the peer median of their range, the 2003-04 ranges (note that some increased and some decreased from 2002-03) and current salaries. Items in red fall below the range minimum.

Pay plans for UW classified and unclassified employees, 1999-2003: These tables show where UW executive pay plans have ranked among all employee pay plans and the portion of these pay plans paid from state compensation funds (the balance of each pay plan came from tuition revenue).

Chronology of 2001-03 Pay Plan Actions

Draft Resolution on Process for Acting on Executive Salaries

Amendment of
Regent Policy 94-4

BOARD OF REGENTS

Resolution:

That, upon recommendation of the President of the Board of Regents, Regent Policy 94-4, pertaining to salary guidelines for UW System senior executives be amended as attached to reflect current law regarding the Board of Regents authority to determine executive salary ranges and set executive salaries, and to specify that salary ranges for an ensuing fiscal year will be adopted by resolution of the Board of Regents in open session by roll call vote each June at the regularly scheduled meeting.

10/10/03

II.3.d.

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; ~~the Vice Chancellor for Clinical Health Sciences at UW-Madison;~~ 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 midpoint 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 of the Board of Regents in open session by roll call vote each June at the regularly scheduled meeting, for the ensuing fiscal year, after review of peer salary survey information.

~~For a few UW System senior executive positions statutory provisions may prohibit the Board of Regents setting a salary within the salary range defined in this policy. In these cases, the Board of Regents will seek to adhere to the salary guidelines as defined in this policy as closely as possible subject to statutory constraints.~~

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 ~~senior executives~~ Chancellors, the Board approves the starting salary at the time of hire, ~~and, 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 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.

University Senior Executive
Salary Ranges for 2003-04

Resolution:

That, in accordance with Regent Policy 94-4, the Board of Regents adopts Schedule A as the salary ranges for University of Wisconsin System Senior Executives for 2003-04, and

That, in order to comply with s. 20.923(4g) Wisconsin Statutes, directs the President of the University of Wisconsin System 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, and

That, any and all salary adjustments that the President of the System deems necessary to comply with statutory requirements be made using funding sources other than general purpose revenue.

SCHEDULE A

UNIVERSITY SENIOR EXECUTIVE SALARY RANGES for 2003-04


<u>Senior Executive Group</u>	<u>Title</u>	<u>Salary Range Minimum</u>	<u>Salary Range Midpoint</u>	<u>Salary Range Maximum</u>
9	President of the UW System	\$280,249	\$311,387	\$342,526
8	Chancellor, UW-Madison	\$279,282	\$310,314	\$341,345
7	Chancellor, UW-Milwaukee	\$230,081	\$255,645	\$281,210
6	Vice Chancellor, UW-Madison	\$214,474	\$238,304	\$262,135
5	Senior Vice Presidents	\$198,422	\$220,469	\$242,516
4	Vice Chancellor, UW-Milwaukee	\$179,419	\$199,354	\$219,289
3	Chancellors	\$165,681	\$184,090	\$202,499
2	Vice Presidents	\$145,769	\$161,966	\$178,162
1	Vice Chancellors	\$122,345	\$135,939	\$149,533

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 for 2003-04 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.

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Chapter 20**20.923****20.923(4g)** Hide Start Up**20.923(4g)**

(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 director of the office of state 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:

20.923(4g)(ae)

(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.

20.923(4g)(am)

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

20.923(4g)(ar)

(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

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Wisconsin Colleges and the University of Wisconsin-Extension.

20.923(4g)(b)



(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.

20.923(4g)(bm)



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

20.923(4g)(c)



(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.

20.923(4g)(d)



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

20.923(4g)(e)



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

20.923(4g)(f)



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

20.923(5)



(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.](#)

20.923(6)



(6) Salaries set by appointing authorities. Salaries for the following positions may be set by the appointing authority, subject to restrictions

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otherwise set forth in the statutes and the compensation plan under [s. 230.12](#), except where the salaries are a subject of bargaining with a certified representative of a collective bargaining unit under [s. 111.91](#):

20.923(6)(ac)



(ac) Administration, department of: deputy and assistant district attorneys.

20.923(6)(ah)



(ah) Administration, department of; federal-state relations office: director and staff assistant.

20.923(6)(aL)



(aL) Administration, department of: director of Indian gaming, and the attorney appointed under [s. 569.015 \(2\)](#).

20.923(6)(am)



(am) Each elective executive officer: a stenographer.

20.923(6)(as)



(as) Each elective executive officer other than the attorney general and superintendent of public instruction: a deputy or assistant.

20.923(6)(b)



(b) Educational communications board: unclassified professional staff.

20.923(6)(bd)



(bd) Health and family services, department of: director of the office of urban development.

20.923(6)(bg)



(bg) Historical society: state historian.

20.923(6)(bm)



(bm) Investment board: all positions except blue collar and clerical positions.

20.923(6)(bp)



(bp) Legislative technology services bureau: staff employees.

20.923(6)(c)



(c) Organized militia: offices and positions, except as provided in [sub. \(8\)](#).

20.923(6)(cm)



(cm) Judicial commission: staff member.

20.923(6)(d)



(d) Judicial council: technical and clerical help.

20.923(6)(e)



(e) Law library, state: assistant librarian, clerical and expert assistants.

20.923(6)(em)



(em) Legislative audit bureau: legislative auditors, assistants and clerical employees.

20.923(6)(f)



(f) Legislative council staff: clerical and expert assistants.

20.923(6)(g)



(g) Legislative fiscal bureau: assistants, analysts and clerical employees.

20.923(6)(gm)



(gm) Legislative reference bureau: all positions other than the chief.

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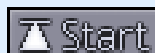
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Chapter 36

36.09

36.09(1)

36.09(1)(j)



36.09(1)(j)



(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 office of state 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 secretary of administration and director of the office of state 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.

36.09(1)(k)



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(k)

36.09(1)(k)1.



1. The board shall, with respect to academic staff, correct pay inequities based on gender or race.

36.09(1)(k)2.



2. The board shall do all of the following:

36.09(1)(k)2.a.



a. Establish and maintain job categories in which to place academic staff positions. The job categories shall be described in sufficient detail to enable the board to comply with [subd. 1.](#)

36.09(1)(k)2.b.



b. Establish and maintain pay ranges, each of which has a minimum and a maximum rate of pay and assign the job categories established under [subd. 2. a.](#) to those pay ranges. This [subd. 2. b.](#) does not apply to appointments under [s. 36.13 \(4\).](#)

36.09(1)(L)



(L) The board shall possess all powers necessary or convenient for the operation of the system except as limited in this chapter.

36.09(2)

**(2) The president.**

36.09(2)(a)



(a) The president shall be president of all the faculties and shall be vested with the responsibility of administering the system under board policies and shall direct a central administration which shall assist the board and the president in establishing system-wide policies in monitoring, reviewing and evaluating these policies, in coordinating program development and operation among institutions, in planning the programmatic, financial and physical development of the system, in maintaining fiscal control and compiling and recommending educational programs, operating budgets and building programs for the board. Subject to [par. \(b\).](#) the president shall appoint each senior vice president, vice president, associate vice president and assistant vice president of the system. The president shall fix the term of office for each senior vice president, vice president, associate vice president and assistant vice president of the system.

36.09(2)(b)



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(b) The sum of the number of senior vice presidents and vice presidents of the system that the president may appoint under [par. \(a\)](#) may not exceed 4.

36.09(3)



(3) The chancellors.

36.09(3)(a)



(a) The chancellors shall be the executive heads of their respective faculties and institutions and shall be vested with the responsibility of administering board policies under the coordinating direction of the president and be accountable and report to the president and the board on the operation and administration of their institutions. Subject to board policy the chancellors of the institutions in consultation with their faculties shall be responsible for designing curricula and setting degree requirements; determining academic standards and establishing grading systems; defining and administering institutional standards for faculty peer evaluation and screening candidates for appointment, promotion and tenure; recommending individual merit increases; administering associated auxiliary services; and administering all funds, from whatever source, allocated, generated or intended for use of their institutions.

36.09(3)(b)



(b) The chancellor may designate a person as provost, to act as chief executive officer of the institution in the chancellor's absence, if the person currently holds a limited appointment as vice chancellor, associate chancellor, assistant chancellor, associate vice chancellor or assistant vice chancellor. The chancellor may not create an additional administrative position for the purpose of this paragraph.

36.09(4)



(4) Faculty. The faculty of each institution, subject to the responsibilities and powers of the board, the president and the chancellor of such institution, shall be vested with responsibility for the immediate governance of such institution and shall actively participate in institutional policy development. As such, the faculty shall have the primary responsibility for academic and educational activities and faculty personnel matters. The faculty of each institution shall have the right to determine their own faculty organizational structure and to select representatives to participate in institutional governance.

36.09(4m)



(4m) Academic staff. The academic staff members of each institution, subject to the responsibilities and powers of the board, the president and the chancellor and faculty of the institution, shall be active participants in the immediate governance of and policy development for the institution. The academic staff

members have the primary responsibility for the formulation and review, and shall be represented in the development, of all policies and procedures concerning academic staff members, including academic staff personnel matters. The academic staff members of each institution shall have the right to organize themselves in a manner they determine and to select their representatives to participate in institutional governance.

36.09(5)



(5) Students. The students of each institution or campus subject to the responsibilities and powers of the board, the president, the chancellor and the faculty shall be active participants in the immediate governance of and policy development for such institutions. As such, students shall have primary responsibility for the formulation and review of policies concerning student life, services and interests. Students in consultation with the chancellor and subject to the final confirmation of the board shall have the responsibility for the disposition of those student fees which constitute substantial support for campus student activities. The students of each institution or campus shall have the right to organize themselves in a manner they determine and to select their representatives to participate in institutional governance.

36.09 - ANNOT.



History: 1973 c. 335; 1975 c. 39, 224; 1977 c. 196 ss. 130 (1), (2), 131; 1977 c. 418; 1979 c. 34 s. 2102 (29) (a); 1981 c. 20 s. 2202 (1) (a); 1983 a. [27](#) s. 2200 (15); 1983 a. [366](#); 1985 a. [29](#), [42](#), [45](#), [332](#); 1987 a. [4](#), [27](#), [340](#); 1989 a. [31](#), [336](#), [359](#); 1991 a. [39](#); 1997 a. [27](#), [35](#), [237](#), [307](#); 1999 a. [42](#); 2001 a. [16](#), [104](#); 2003 a. [33](#) ss. [930](#), [931](#), [2811](#), [9160](#); 2003 a. [48](#) s. [11](#).

36.09 - ANNOT.



Sub. (5) gives student organizations, rather than the student body, the right to select representatives to participate in institutional governance. Student Association of U.W.-Milwaukee v. Baum, 74 Wis. 2d 283, 246 N.W.2d 622 (1976).

36.09 - ANNOT.



The Board of Regents has no authority to provide a deferred salary plan for employees other than through the state teachers retirement system or the Wisconsin retirement fund. 61 Atty. Gen. 6.

36.09 - ANNOT.



A ruling by the chancellor of the University of Wisconsin-Eau Claire denying a request to conduct door-to-door solicitation in residence halls did

not violate constitutional rights. 61 Atty. Gen. 373.

36.09 - ANNOT.



A classified audit fee structure may be established by university regents using age for classification purposes. 62 Atty. Gen. 1.

36.09 - ANNOT.



The leasing of university buildings to a religious congregation during nonschool days and hours on a temporary basis while the congregation's existing facility is being renovated and leasing convention space to a church conference would not violate the separation of church and state provisions of the First Amendment to the U.S. Constitution and Art. I, s. 18. 63 Atty. Gen. 374.

36.09 - ANNOT.



Regents should identify how compulsory fees will be used to necessarily and conveniently further the objects of the university before approving a segregated fee, under s. 37.11 (8) (1971 Stats.), to finance a legal services program for Oshkosh Student Association. Regent's duties are unchanged under sub. (5). 63 Atty. Gen. 385.

36.09 - ANNOT.



A Board of Regents' proposed one percent raise of the pay range minima and maxima of academic staff required the prior approval of the secretary of employment relations. 80 Atty. Gen. 138.

36.09 - ANNOT.



The financing of student organizations through mandatory student fees does not violate the 1st amendment if viewpoint neutrality is the operational principal. Board of Regents v. Southworth, 529 U.S. 217, 146 L. Ed. 2d 193 (2000).

36.09 - ANNOT.



With one exception, the university's system, as required by Southworth, for distributing compelled fees collected from university students to student groups that delegates funding decisions to the student government was subject to sufficient limits. Southworth v. Board of Regents of the University of Wisconsin System, 307 F. 3d 566 (2002).

36.11



36.11 Powers and duties of the board of regents.

36.11(1)

**(1) Protection of people; custody and management of property.**

36.11(1)(a)



(a) The board may promulgate rules under [ch. 227](#) to protect the lives, health and safety of persons on property under its jurisdiction and to protect such property and to prevent obstruction of the functions of the system. Any person who violates any rule promulgated under this paragraph may be fined not more than \$500 or imprisoned not more than 90 days or both.

36.11(1)(b)



(b) Except as provided in this paragraph, the board may purchase, have custody of, hold, control, possess, lease, grant easements and enjoy any lands, buildings, books, records and all other property of any nature which may be necessary and required for the purposes, objects and uses of the system authorized by law. Any lease is subject to the powers of the University of Wisconsin Hospitals and Clinics Authority under [s. 233.03 \(13\)](#) and the rights of the authority under any lease agreement, as defined in [s. 233.01 \(6\)](#). The board shall not permit a facility that would be privately owned or operated to be constructed on state-owned land without obtaining prior approval of the building commission under [s. 13.48 \(12\)](#). The board may sell or dispose of such property as provided by law, or any part thereof when in its judgment it is for the best interests of the system and the state. All purchases and sales of real property shall be subject to the approval of the building commission. The provision of all leases of real property to be occupied by the board shall be the responsibility of the department of administration under [s. 16.84 \(5\)](#).

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Chapter 230

230.12

230.12(3)

230.12(3)(e)



230.12(3)(e)



(e) *University of Wisconsin System senior executives, faculty, and academic staff employees; Wisconsin Technical College System senior executives.*

230.12(3)(e)1.



1. The director, 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.

230.12(3)(e)2.



2. The director, after receiving recommendations from the board of the Technical College System, shall submit to the joint committee on employment relations a proposal for adjusting compensation and employee benefits for

[+ Chapter 42](#)
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employees under [s. 20.923 \(7\)](#). The proposal shall include the salary ranges and adjustments to the salary ranges for the general senior executive salary groups established under [s. 20.923 \(7\)](#). [Paragraph \(b\)](#) and [sub. \(1\) \(bf\)](#) shall apply to the process for approval of all pay adjustments for such employees. 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 [s. 20.923 \(7\)](#).

230.12(4)



(4) Compensation plan implementation provisions.

230.12(4)(a)



(a) When an approved compensation plan or an amendment thereto becomes effective, required individual pay adjustments shall be made in accordance with determinations made by the director to implement the approved plan.

230.12(4)(b)



(b) The director may, without prior approval of the joint committee on employment relations, determine the circumstances under which it is appropriate for an appointing authority to grant, and authorize an appointing authority to grant, a general wage or parity adjustment, or appropriate portion thereof, previously approved by the committee under this section to employees who did not receive the adjustment on the effective date of the adjustment set forth in the plan. No general wage or parity adjustment may become effective for any employee prior to the effective date of the individual employee transaction, but the director may authorize an appointing authority to grant a lump sum payment to an employee to reflect any wage or parity adjustment that the employee did not receive during the period between the effective date of the adjustment set forth in the plan and the effective date of the individual employee transaction.

230.12(5)



(5) Within range pay adjustments.

230.12(5)(a)



(a) *Pay advancement techniques, application.* The varying circumstances and needs of the widely diverse occupational groups of state service must be recognized and met through several methods of systematic pay advancement. To this end the compensation program shall contain either individual or combinations of pay advancement techniques, and the pay schedules therein may contain provisions for a variety of methods of within range progression, including, but not limited to discretionary performance awards, equity adjustments, "time in grade" adjustments, and other appropriate within range adjustments as may be provided in the compensation schedule.

- + [Chapter 91](#)
- + [Chapter 92](#)
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- + [Chapter 107](#)
- + [Chapter 108](#)
- + [Chapter 109](#)

▼ More ▼ End

230.12(5)(b)



(b) *Date.* Any authorized pay adjustments under this section shall be awarded by each appointing authority for the agency subject to [par. \(d\)](#) on the date or dates in the approved plan.

230.12(5)(c)



(c) *Increase limits.* Unless otherwise defined in the pay schedule the total amount for all such within range increases shall not exceed the amount for such increases specified and approved by the joint committee on employment relations in its action on the director's proposal for such increases.

230.12(5)(d)



(d) *Individual increase limit.* No appointing authority shall award an employee cumulative performance award increases or other types of cumulative within range pay adjustments exceeding a total of 10% of the employee's base pay during a fiscal year. This paragraph does not apply to a specific type of pay increase authorized by the compensation plan if the plan specifically refers to this paragraph and specifically provides that the type of pay increase referenced in the plan is not subject to this paragraph.

230.12(5)(e)



(e) *Appeal of discretionary performance award.* An employee who is dissatisfied with the evaluation methodology and results used by an agency to determine any discretionary performance award, or the amount of such an award, may grieve the decision to the appointing authority under the agency's grievance procedure. The decision of the appointing authority is final and may not be appealed to the commission under [s. 230.44](#) or [230.45 \(1\) \(c\)](#).

230.12(6)



(6) Additional hours of work provisions. Provisions relating to compensation for hours of work in addition to the standard basis of employment under [s. 230.35 \(5\) \(a\)](#) shall be provided for in the compensation plan. The provisions shall include the rate or rates to be paid to employees and the standards for determining which employees receive such compensation.

230.12(7m)



(7m) Pay adjustment filing requirements. Except as provided in the rules of the director and in the compensation plan, pay increases shall be made only on the dates prescribed under [sub. \(8\)](#). Appointing authorities shall at such times each year as specified by the secretary file with the director and with the

secretary of administration a list of employees showing their then existing pay rates and their proposed new pay rates.

230.12(8)



(8) Effective date of compensation adjustments. Except as provided in [s. 20.923 \(3\)](#), all compensation adjustments for state employees shall be effective on the beginning date of the pay period nearest the statutory or administrative date.

230.12(9)



(9) Health insurance premium credits. The director may recommend to the joint committee on employment relations a program, administered by the department of employee trust funds, that provides health insurance premium credits to employees whose compensation is established under this section or [s. 20.923 \(2\)](#) or [\(3\)](#). The health insurance premium credits shall be used for the purchase of health insurance for a retired employee, or the retired employee's surviving insured dependents, and for an eligible employee under [s. 40.02 \(25\) \(b\) 6e.](#), or the eligible employee's surviving insured dependents, and shall be based on the employee's years of continuous service, accumulated unused sick leave and any other factor recommended by the director. The approval process for the program is the same as that provided under [sub. \(3\) \(b\)](#) and the program shall be incorporated into the compensation plan under [sub. \(1\)](#).

230.12 - ANNOT.



History: 1971 c. 55, 125, 215; 1971 c. 270 ss. 20, 27, 28, 30 to 32; 1971 c. 336; Stats. 1971 s. 16.086; 1973 c. 12, 51, 90; 1975 c. 28, 39, 199, 224; 1977 c. 29, 44; 1977 c. 196 ss. 36, 130 (3), (5), (11), 131; 1977 c. 272, 418, 449; Stats. 1977 s. 230.12; 1979 c. 221; 1981 c. 20 s. 2202 (33) (b); 1981 c. 153; 1983 a. [27](#) ss. 1611am to 1612am, 2200 (15); 1983 a. [140](#); 1985 a. [29](#), [34](#), [42](#), [119](#), [332](#); 1987 a. [33](#), [83](#), [340](#), [399](#), [403](#); 1989 a. [39](#), [56](#), [117](#), [119](#), [124](#), [153](#), [336](#), [359](#); 1991 a. [269](#); 1995 a. [37](#), [88](#); 1997 a. [14](#), [237](#); 1999 a. [42](#), [102](#); 2001 a. [16](#), [29](#), [35](#); 2003 a. [33](#).

230.12 - ANNOT.



Cross Reference: See also ch. [ER 29](#), Wis. adm. code.

230.13



230.13 Closed records.

230.13(1)



(1) Except as provided in [sub. \(3\)](#) and [ss. 19.36 \(10\) to \(12\)](#) and [103.13](#), the director and the administrator may keep records of the following personnel matters closed to the public:

230.13 - ANNOT.



NOTE: Sub. (1) (intro.) is shown as affected by two acts of the 2003 legislature and as merged by the revisor under s. 13.93 (2) (c).

230.13(1)(a)



(a) Examination scores and ranks and other evaluations of applicants.

230.13(1)(c)



(c) Dismissals, demotions and other disciplinary actions.

230.13(1)(d)



(d) Pay survey data obtained from identifiable nonpublic employers.

230.13(1)(e)



(e) Names of nonpublic employers contributing pay survey data.

230.13(2)



(2) Unless the name of an applicant is certified under [s. 230.25](#), the director and the administrator shall keep records of the identity of an applicant for a position closed to the public, except as provided in [sub. \(3\)](#).

230.13(3)



(3)

230.13(3)(a)



(a) The director and the administrator shall provide to the department of workforce development or a county child support agency under [s. 59.53 \(5\)](#) information requested under [s. 49.22 \(2m\)](#) that would otherwise be closed to the public under this section. Information provided under this paragraph may only include an individual's name and address, an individual's employer and financial information related to an individual.

230.13 - ANNOT.



NOTE: Par. (a) is shown as affected by two acts of the 2003 legislature and as merged by the revisor under s. 13.93 (2) (c).

230.13(3)(b)

(b) The secretary [director] and the administrator may provide any agency with personnel information relating to the hiring and recruitment process, including specifically the examination scores and ranks and other evaluations of applicants.

*Unofficial text from Wis Stats. database.
See printed Statutes and Wis. Acts for
official text under s. 35.18(2) stats. Report
errors to the Revisor of Statutes at (608)
266-2011, FAX 264-6978, email [bruce.
munson@legis.state.wi.us](mailto:bruce.munson@legis.state.wi.us)*

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7. The System President may recommend a candidate to the Special Regent Committee, which shall make its recommendation to the Board. Final approval of the appointment shall be made by the Board.
8. shall from time to time determine, as
 vacancy in a Senior Vice President or Vice President position, the President of the System shall appoint an Advisory Committee. The Advisory Committee will be provided with a job description prepared by the System President in consultation with the appropriate Standing Committee of the Regents.
 (a) For positions as determined by the President which involve a high degree of campus contact, the Advisory Committee shall include Academic Staff, Student and Faculty representatives.
2. The Advisory Committee shall subsequently return a list recommending to the System President at least five individuals that it believes are qualified, in unranked order, along with an alphabetical list of all persons considered. The Advisory Committee shall then be discharged, provided that, if no name on the initial list presented by the Advisory Committee is accepted, the Advisory Committee shall not be discharged, and shall be asked to provide a second list of at least five additional candidates.
3. The System President, in conjunction with the appropriate Standing Committee of the Regents, shall review all of the recommended candidates and conduct such interviews as may be deemed appropriate. The System President shall fill the vacancy from among the candidates interviewed, and shall advise the appropriate Standing Committee of the Regents and the Board of the person selected.
4. Final approval of the salary for the vice president position shall be made by the Board of Regents.

94-4 EXECUTIVE SALARY STRUCTURE

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

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; the Vice Chancellor for Clinical Health Sciences at UW-Madison; 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 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.

For a few UW System senior executive positions statutory provisions may prohibit the Board of Regents setting a salary within the salary range defined in this policy. In these cases, the Board of Regents will seek to adhere to the salary guidelines as defined in this policy as closely as possible subject to the statutory constraints.

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 are considered and approved by the Board of Regents once a year, at the same time as all other UW unclassified employees.

For newly hired senior executives, the Board approves the starting salary at the time of hire and, in addition, 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. 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.

~~96-5 DELEGATION OF RESPONSIBILITIES TO THE VICE PRESIDENT FOR FINANCE~~

History: Res. 7308 adopted 10/11/96.

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.

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

Supporting material for Agenda Item II.3.d. regarding salary comparisons may be obtained by contacting the Board of Regents Office.

Phone: 608-262-2324

Fax: 608-262-5739

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. The Regents adopted 2003-04 executive salary range dollar values on September 2, 2003 and directed the System President to ensure all salaries are set within the ranges not later than October 1, 2003. The ranges noted below are built on the 2002-03 actual peer median factored by 3.5% for 2003-04. The midpoint of the range is 95% of that 2003-04 predicted peer median with the minimum 90% and the maximum 110% of that midpoint. The salary ranges for the Vice Presidents and non-doctoral Vice Chancellors remain subject to recommendation by the Director, Office of State Employment Relations and approval by JCOER.

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

Positions Assigned to Salary Ranges Determined by the Board of Regents

<u>Senior Executive</u>	<u>Inst</u>	<u>Senior Exec Group</u>	<u>Peer Median 2002-03</u>	<u>Peer Median 2003-04 (02-3+3.5%)</u>	<u>2003-04 Regent Salary Range</u>			<u>Current Salary</u>	<u>Market Shortfall (\$-Peer Median)</u>	<u>Salary as % of Peer Median</u>
System President Katharine Lyall	UWSA	9	\$316,692	\$327,776	\$280,249	\$311,387	\$342,526	\$304,980	\$22,796	93.0%
					(1.7% Range Increase from 2002-03)					
UW-Madison Chancellor John Wiley	MSN	8	\$315,600	\$326,646	\$279,282	\$310,314	\$341,345	\$248,350¹	\$78,296	76.0%
					(1.8% Range Increase from 2002-03)					
UW-Milwaukee Chancellor Nancy Zimpher	MIL	7	\$260,000	\$269,100	\$230,081	\$255,645	\$281,210	\$219,550	\$49,550	81.6%
					(12.1% Range Increase from 2002-03)					
UW-Madison Vice Chanc Peter Spear	MSN	6	\$242,364	\$250,847	\$214,474	\$238,304	\$262,135	\$224,620	\$26,227	89.5%
					(6.6% Range Increase from 2002-03)					
Senior Vice President Cora Marrett David Olien	UWSA	5	\$224,225	\$232,073	\$198,422	\$220,469	\$242,516	\$224,620 \$203,200	\$7,453 \$28,873	96.8% 87.6%
					(2.4% Range Decrease from 2002-03)					
UW-Milwaukee V Chanc John Wanat	MIL	4	\$202,750	\$209,846	\$179,419	\$199,354	\$219,289	\$185,353	\$24,493	88.3%
					(3.2% Range Decrease from 2002-03)					

Sr Executive Salaries for 2003-04
September 23, 2003

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.

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

<u>Senior Executive</u>	<u>Inst</u>	<u>Senior Exec Group</u>	<u>Peer Median 2002-03</u>	<u>Peer Median 2003-04 (02-3+3.5%)</u>	<u>2003-04 Regent Salary Range</u>			<u>Current Salary</u>	<u>Market Shortfall (\$-Peer Median)</u>	<u>Salary as % of Peer Median</u>
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 ²	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%

² 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. On September 5, 2003, the Regents named Virginia Helm as Interim Chancellor at \$160,000.

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

NOTE: The salary ranges for the Vice Presidents and non-doctoral institution Vice Chancellors remain subject to recommendation by the Director, Office of State Employment Relations and approval by JCOER. The 2001-02 ranges for the Vice Presidents and non-doctoral institution Vice Chancellors were approved by JCOER on October 3, 2001 as a part of the senior executive, faculty, and academic staff biennial pay plan. 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 midpoint of the ranges are 95% of that 2001-02 predicted peer median with the minimum 90% and the maximum 110% of that midpoint. The DER Secretary did not propose changes to the 2001-02 salary ranges for the 2002-03 fiscal year. [The Director, Office of State Employment Relations has not yet recommended an adjustment to Senior Executive Groups 2 and 1 for 2003-04.](#) The Board of Regents executive salary policy also applies to the Vice Presidents and non-doctoral institution Vice Chancellors. The Regents adopted 2003-04 executive salary range dollar values on September 2, 2003 and directed the System President to ensure all salaries are set within the ranges not later than October 1, 2003. The salary ranges 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 midpoint of the range is 95% of that 2003-04 predicted peer medians of \$170,490 for Vice Presidents and \$143,094 for non-doctoral institution Vice Chancellors respectively, with the minimum 90% and the maximum 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
	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
	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.

<u>Senior Executive</u>	<u>Inst</u>	<u>Senior Exec Group</u>	<u>Peer Median 2002-03</u>	<u>Peer Median 2003-04 (02-3+3.5%)</u>	<u>Effective 2003-04 Salary Range</u>			<u>Current Salary</u>	<u>Market Shortfall (\$-Peer Median)</u>	<u>Salary as % of Peer Median</u>
					<u>Regents Minimum</u>	<u>Regents Midpoint</u>	<u>DER Maximum</u>			
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 ³	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%

³ 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

<u>1999-00</u>	<u>2000-01</u>	<u>2001-02</u>	<u>2002-03</u>
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

<u>1999-00</u>	<u>2000-01</u>	<u>2001-02</u>	<u>2002-03</u>
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

Chronology of UW System 2002-03 Pay Plan Adjustments

NOTE: Fiscal year 2002-03 is the second year of the 2001-03 biennial pay plan.

December 2000	BoR requests that faculty, academic staff and senior executives receive: 2001-02 4.2% 2002-03 4.2%
October 2001	DER Secretary recommends and JCOER approves: 2001-02 3.2% 2002-03 2.1% on July 1, 2002 2.1% on January 1, 2003
January 2002	UWSA issues 2002-03 pay plan implementation guidelines instructing the campuses that pay plan increases should be entered as total amounts covering Phase I and Phase II because the payroll system was set-up to automatically calculate the required pay plan split. In other words, January 2003 salaries were to be resolved before July 1, 2002.
April 2002	Campuses enter proposed salary increases for faculty and academic staff but senior executive increases are not determined.
June 7, 2002	In a departure from past practice, the BoR delays action on executive salary increases and delays approving salaries for others with salaries above 75% of the President's salary. Approval of the 2002-03 annual budget is used as authority for campuses to release salary letters for all other unclassified staff.
June 27, 2002	BoR Executive Committee meets telephonically and moves into closed session to approve executive and other salaries but takes no action to allow Mohs, Lyall and Brooks to meet with John Gard the next morning to explain need for action on salaries.
June 28, 2002	BoR Executive Committee meets telephonically and moves into closed session to approve both phases of the pay plan for those at salaries above 75% of the President's salary and <u>approves only Phase I salary increases for executives</u> . It is decided to address Phase II salary adjustments for executives in December 2002. NOTE: By approving the executive salary schedule with 2002-03 executive salary ranges specified, BoR effectively <u>approves 2002-03 executive ranges</u> .
December 19, 2002	BoR (all invited) meets telephonically and moves into closed session to consider Phase II salary increases for executives. President recommends Phase II pay plan funds be used to raise executive salaries to the range minimums (those above minimums were not recommended for an increase) but the BoR take no action.

Following denial of 2002-03 Phase II pay plan for Executives and failure to raise salaries to minimums

July 2003	Non-doc Chancellor salaries are 3.1% below minimums instead of 0.6% below.
August 2003	Chancellors Zimpher and George announce their departures for other universities; President Lyall begins process to obtain nominations for campus search committees; Regent Marcovich appoints Special Regent Selection committees for both searches; on August 21 BoR approves authorization to recruit within 2003-04 salary ranges constructed according to RP 94-4.
September 2, 2003	BoR (all invited) meets telephonically in open session to formally establish 2003-04 executive <u>salary ranges</u> ; directs that all executive salaries are to be set within the ranges as required by s. 20.923(4g); directs President to set those salaries by October 1, 2003; and President agrees to notify the legislative leadership and return to the Regents to say how she complied with the law.
October 10, 2003	BoR reviews statutes, Board policies, and peer data; BoR hears from Bill Funk on executive compensation needs and how UW stands relative to market; revises and clarifies executive pay plan <u>process</u> ; refers compliance recommendations to Business and Finance Committee for further discussion.

**Board of Regents of
The University of Wisconsin System**

Meeting Schedule 2003-04

2003

January 9 and 10
(Cancelled, circumstances permitting)

February 6 and 7

March 6 and 7

April 10 and 11

May 8 and 9 (UW-Stevens Point)

June 5 and 6 (UW-Milwaukee)
(Annual meeting)

July 10 and 11

August 21 and 22
(Cancelled, circumstances permitting)

September 4 and 5

October 9 and 10 (UW-Oshkosh)

November 6 and 7

December 4 and 5

2004

January 8 and 9 (cancelled, circumstances
permitting)

February 5 and 6

March 4 and 5

April 1 and 2

May 6 and 7

June 10 and 11 (UW-Milwaukee)
(Annual meeting)

July 8 and 9 (cancelled, circumstances
permitting)

August 19 and 20

September 9 and 10

October 7 and 8 (UW-Superior)

November 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.