



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

September 29, 2004

**REVISED**

TO: Each Regent

FROM: Judith A. Temby

A handwritten signature in black ink, appearing to read 'J. Temby', written over a light blue rectangular background.

**PUBLIC MEETING NOTICE**

RE: Agendas and supporting documents for meetings of the Board and Committees to be held at UW-Superior, Belknap & Catlin, Superior, WI, on October 7 and 8, 2004.

Thursday, October 7, 2004

10:00 a.m. - All Regents

- Campus tours starting at registration in Rothwell Student Center

11:00 a.m. Business and Finance Committee with all Regents invited to attend

- Legislative Audit Bureau - An Evaluation: University of Wisconsin System Staffing  
Rothwell Student Center Ballroom

12:15 noon All Regents

- Lunch presentation on The Liberal Arts Mission at UW-Superior

1:30 p.m. Education Committee meeting  
Rothwell Student Center Ballroom

Joint Committee meeting:  
Business and Finance Committee  
Physical Planning and Funding Committee  
Rothwell Student Center 111

2:00 p.m. Business and Finance Committee meeting reconvenes  
Rothwell Student Center 111

Physical Planning and Funding Committee meeting reconvenes  
Health & Wellness Center Conference Room

4-5:30 p.m. The research vessel the L.L. Smith Jr. will be docked at the Vista Dock on Barkers Island for tours with Captain Dan Rau and Research Scientist Dr. Mary Balcer

6-8:30 p.m. The art exhibit "Rembrandt: States, Fakes and Restrikes", presented by UW-Superior alumnus Emile Mathis, Kruk Gallery, Holden Fine and Applied Arts Center. Norman Pettingill's "Daylight in the Swamp" drawings, Third Floor Gallery

6-7:30 p.m. "Tastes Around the Lake" Dinner - Upper level, Health and Wellness Center, UW-Superior Jazz Ensemble.

Friday, October 8, 2004

7:45-8:45 a.m. Regents' breakfast with students in the Danielson Alumni Room; others in the Rothwell Student Center cafeteria, beginning at 7:30 a.m.

9:00 a.m. – Board of Regents Meeting  
Rothwell Student Center Ballroom

12:00 noon Lunch with the UW-Superior Foundation -- Hiawatha Room  
or box lunch to go -- Danielson Alumni Room

*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.*

*Persons with disabilities requesting an accommodation to attend are asked to contact Judith Temby in advance of the meeting at (608) 262-2324.*

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

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I. Items for consideration in Regent committees

1. Education Committee - Thursday, October 7, 2004  
University of Wisconsin-Superior  
Rothwell Student Center – Ballroom  
1:30 p.m.

10:00 a.m. Campus Tours

11:00 a.m. Business and Finance – All Regents Invited

- Legislative Audit Bureau - An Evaluation: University of Wisconsin System Staffing.

12:15 p.m. All Regents

- The Liberal Arts Mission at UW-Superior.

1:30 p.m. Education Committee

- a. Approval of the minutes of the September 9, 2004, meeting of the Education Committee.
- b. Discussion: All Regent Sessions.
- c. Report of the Senior Vice President for Academic Affairs:
  - (1) Higher Learning Commission Accreditation Report and Institutional Report on General Education, UW-Superior;
  - (2) “Measures, Benchmarks and Accountability: As Viewed on the Way Out” – Farewell Remarks by Associate Vice President Frank Goldberg.
- d. Program Authorizations – Second Readings:
  - 1) B.A./B.S. in Multimedia Digital Arts, University of Wisconsin-Whitewater;  
[Resolution I.1.d.(1)]
  - 2) M.S. in Occupational Therapy, University of Wisconsin-La Crosse.  
[Resolution I.1.d.(2)]
- e. Authorization to Recruit: Provost and Vice Chancellor, UW-Milwaukee.  
[Resolution I.1.e.]
- f. Additional items may be presented to the Education Committee with its approval.

**REPORT ON NORTH CENTRAL ACCREDITATION and  
INSTITUTIONAL REVIEW OF GENERAL EDUCATION:  
UNIVERSITY OF WISCONSIN-SUPERIOR**

**EXECUTIVE SUMMARY**

**BACKGROUND**

The process of institutional accreditation and re-accreditation by the North Central Association of Schools and Colleges (NCA) provides UW System institutions an independent assessment of their academic quality and institutional health. The Educational Committee is customarily provided summary institutional reports on recent North Central Association accreditation visits, followed by a presentation and discussion in the committee meeting with representatives of the institution involved. In conjunction with the NCA report, *Academic Information Series 1 (ACIS-1)* requires that the institution also report to the Education Committee on their General Education program. This report should include discussion of: (1) the institution's philosophy of general education, including specific goals for the general education curriculum; (2) an overview of the current general education program; (3) a description of how the general education curriculum provides students with opportunities to achieve institutional goals; and (4) a description of an ongoing assessment process for reviewing and improving the general education program.

In March 2003, a five-person NCA Evaluation Team recommended that the University of Wisconsin-Superior receive a ten-year accreditation, and recommended also that a progress report on the university's liberal arts mission be due in December 2006. The NCA report is attached.

Provost David Prior from UW-Superior will be present to discuss the re-accreditation report, to answer questions about the institution's self-study (copies available upon request), and to address the institution's ongoing development of the UW-Superior Model of Liberal Arts.

**REQUESTED ACTION**

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

**DISCUSSION AND RECOMMENDATIONS**

**NCA Accreditation Review**

UW-Superior began planning for the NCA self-study and re-accreditation visit in December 2002, two years before the evaluation visit. Chancellor Erlenbach designated a senior faculty member to coordinate the self-study and a NCA Accreditation Steering Committee was formed. The structure of the self-study was linked to the existing strategic planning process, which reflects the university's mission as Wisconsin's Public Liberal Arts College.

The NCA evaluation team confirmed that UW-Superior continues to meet each of its General Institutional Requirements. As can be noted in the “Assurance Section” of the NCA report, UW-Superior was re-accredited for another ten years, thereby maintaining UW-Superior’s record as the institution in Wisconsin, public or private, with the longest continuous NCA accreditation dating back to 1916.

Following UW-Superior’s designation as Wisconsin’s Public Liberal Arts College and the university’s admission to the Council of Public Liberal Arts Colleges (COPLAC), UW-Superior requested that NCA do a “focused review” of the new liberal arts mission.

The “focused review” resulted in several findings. The NCA review team encouraged the institution to move more aggressively toward creating a clearer identity as a liberal arts campus. In response, UW-Superior established the Liberal Arts Task Force, which spent this past year identifying a discrete list of initiatives that would more clearly define the UW-Superior model of liberal arts. They include:

- 1) Community Service Learning;
- 2) Integrated First-Year Experience;
- 3) Global Awareness;
- 4) Senior Experience; and
- 5) Writing Across the Curriculum.

UW-Superior has now assembled working teams to explore the feasibility of each of those initiatives. In addition, the Strategic Planning and Budget Committee is preparing to align budget decisions with the identified initiatives. The university expects to be making targeted budget decisions in the spring of 2005, and reporting back to NCA in December 2006.

### **Overview of General Education**

The intent of the General Education Program at UW-Superior is to develop the individual student by providing the foundation for future academic and career success. Students will develop skills on an intellectual and humanistic level that enhance their ability to develop a personal philosophy and to make informed choices. The General Education Program introduces students to an array of academic disciplines so as to gain knowledge of an increasingly diverse world, and provides a collegiate experience that creates enthusiasm for learning.

General Education requirements are designed to supplement and complement students’ chosen courses of study and to provide a common undergraduate experience. These courses are intended to take into account the background and needs of all students, to be broad in perspective, to demonstrate the relationship of the subject matter to other areas of knowledge, and to require students to write and to think critically. Students develop the full range of communication skills ranging from reading, writing, listening, speaking and problem-solving, to electronic information retrieval, synthesis, validation, and presentation. This array of learning comprises UW-Superior’s commitment to the development of communication skills across the curriculum.

The two foundational goals of UW-Superior's General Education Program are: (1) to gain knowledge and appreciation of the evolution of human cultures, social institutions, and the natural world; and (2) to develop fundamental personal, interpersonal, and intellectual skills. The General Education requirements include 45 credits of core courses in English composition, speech, mathematics, and health promotion, a diversity course, and courses in the knowledge categories of the social sciences, humanities, natural and physical sciences, and fine and applied arts.

The general education requirements address the primary institutional goal of student success, characterized by the following objectives: (1) Intellectual Development; (2) Affective Development; (3) Citizenship Development; (4) Pragmatic Development.

### **Institutional Review and Assessment of General Education**

In preparation for this year's detailed review of general education, UW-Superior has completed a thorough inventory of the entire program, focusing on the student's ability to complete the course work in a timely fashion. Several "hidden barriers" to student access were discovered that will be addressed this year, including the need for more detailed advising support.

UW-Superior also does an in-depth review of the general education courses of each department every three years. This ongoing cycle of focused reviews is in addition to the regular seven-year cycle of program reviews that assess academic performance in all course work.

Finally, in order to add student assessment of general education to the peer assessment, UW-Superior launched an ambitious effort to develop and implement an "electronic portfolio" approach to evaluating the outcomes of the general education program, in particular writing proficiency. As the pilot project unfolded, it became apparent that review of papers from every student across their entire college career was unmanageable. The review of this pilot project suggested that a web-based survey strategy was a better match for UW-Superior.

To that end, the institution has designed a survey tool that is accessed through the university home page portal. The campus is testing both a questionnaire directed specifically at the stated goals of the general education program, and a second survey designed to assess "citizenship behavior and attitudes." These two assessment projects are designed as longitudinal studies. They will assess the student's perception of the impact of the general education program as they move through their college career. Similarly, the institution will assess the development of citizenship in UW-Superior students as they move through their college careers.

The first student cohort assessment of UW-Superior's general education program was positive (students graded the program with a solid B to B+). With the citizenship survey pilot, a baseline has been established and the institution hopes to see a yearly increase in community engagement. UW-Superior is committed to creating and annually assessing a learning environment that stimulates the development of personal and social responsibility.

## **Summary**

UW-Superior is entering an important academic year in which the institution seeks to clarify its liberal arts mission and reaffirm the pivotal role of general education in that mission. As part of that process, the institution is fully integrating its review of general education into the strategic and budget planning for the UW-Superior model of liberal arts.

Supporting materials for Item I.1.c.(1),  
the Higher Learning Commission  
Accreditation Report for UW-Superior,  
are available upon request from the  
Board of Regents Office.



Program Authorization (Implementation)  
B.A./B.S. in Multimedia Digital Arts  
University of Wisconsin-Whitewater

EDUCATION COMMITTEE

Resolution I.1.d.(1):

That, upon recommendation of the Chancellor of the University of Wisconsin-Whitewater and the President of the University of Wisconsin System, the Chancellor be authorized to implement the B.A./B.S. in Multimedia Digital Arts.

**NEW PROGRAM AUTHORIZATION**  
**Bachelor of Arts and Bachelor of Science in Multimedia Digital Arts**  
**University of Wisconsin-Whitewater**  
**(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 Bachelor of Arts and Bachelor of Science in Multimedia Digital Arts 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. The University of Wisconsin-Whitewater and the University of Wisconsin System Administration will conduct that review jointly, and the results will be reported to the Board of Regents.

The proposed interdisciplinary program builds upon existing multimedia digital arts minors in Art and Communication, as well as majors in Art/Graphic Design, Communication/Electronic Media, and Broadcast Journalism. The program will provide two Multimedia Digital Arts tracks: Art and Communication.

**REQUESTED ACTION**

Approval of Resolution I.1.d.(1), authorizing the implementation of the B.A./B.S. in Multimedia Digital Arts, UW-Whitewater.

**DISCUSSION**

**Program Description**

The proposed Bachelor of Arts and Bachelor of Science in Multimedia Digital Arts focus upon the new media, information, web design and development, and interactive technology industries. This four-year, 42-credit program will be housed in the College of Arts and Communication. The proposed program brings the Art and Communication Departments together to produce an interdisciplinary major that draws from the expertise of these two popular disciplines. Courses in the program examine artistic and communication applications with special attention to ethical, legal, and commercial issues raised by new digital technologies. They will address artistic design, production processes, and the principles that form the nucleus of multimedia practice. Graduates of this program will be prepared to pursue a variety of careers as media writers/designers, visual interface designers, multimedia performers, art/creative directors, music/sound composers, motion graphics animators, graphic designers, 3/D graphics modelers, game interface designers, distributive education/information producers, videographers, project managers or producers, and support personnel for such operations.

## **Program Goals and Objectives**

This program is designed to provide students with the education and training needed:

- to communicate creatively and effectively through multimedia and through an interactive media environment;
- to demonstrate proficiency in the use of computer technology and software applications used in multimedia;
- to work effectively in a team, demonstrating an understanding of the roles of contributors to multimedia projects: graphic artist, digital media producers, project coordinators, etc.;
- to develop appropriate text, graphics, audio, video, animation, etc., for use in multimedia products;
- to critically review and analyze, the impact of multimedia on society and culture;
- to create and implement appropriate strategies for multimedia campaigns;
- to be aware of, and be able to critically assess and apply, aesthetic factors in multimedia.

## **Relation to Institutional Mission**

The Core Mission of the University Cluster Institutions notes that institutions should “support activities designed to promote the economic development of the state.” The Multimedia Digital Arts major will assist in meeting that aspect of the University’s core mission. The University of Wisconsin-Whitewater’s select mission, in part, is to offer “an extensive range of undergraduate programs and degrees, including interdisciplinary programs, in letters, sciences, and the arts, as well as programs and degrees leading to professional specialization.” The proposed program responds to all points in this, the first major section of the select mission statement. It is forward looking, interdisciplinary, and will offer students skills that are applicable to a number of professional specializations. Another aspect of UW-Whitewater’s mission is to serve students with disabilities, and this program will support this mission through the facilities, including the computer lab, in the Center for Students with Disabilities. In addition to better serving students and reflecting current and future employment market trends, the proposed major will bring together faculty and students in the College of Arts and Communication in ways that will foster interdisciplinary studies.

## **Diversity**

The Multimedia Digital Arts major should enhance UW-Whitewater’s efforts to integrate diversity into the curricula and learning experiences offered to all its students. The College of Arts and Communication emphasizes diversity in all of its coursework and the Multimedia Digital Arts major will reinforce that emphasis in its course offerings. First, students will have the opportunity to complete such classes as Cross Cultural Communication, Mass Communication in Society, and Persuasion. These classes regularly address diversity issues. Second, students will have opportunities in their

design classes to incorporate diversity themes. It should also be noted that eighteen percent of the current students enrolled in the two popular multimedia minors are students of color, and that two of the recently hired core faculty members are people of color and one is a woman.

### **Need (Market Research)**

The UW System Market Research office has developed an *Outlook for Jobs for Digital Arts Related Fields* (October, 2003). The data provided indicates that the job market is strong in Wisconsin and especially southeastern Wisconsin and northern Illinois, two areas served by UW-Whitewater.

In a survey of employers in southeast Wisconsin, 73 percent expressed interest in employee-retraining programs related to Multimedia Studies. More than one half of the respondents expressed interest in developing a field internship relationship with a proposed multimedia studies program and expressed willingness to work with the program in an advisory capacity by serving on an advisory board. The concepts, skills, and abilities seen as most important to the companies' success and decisions to hire applicants included high-tech/media production background, aesthetic training, team orientation, independent thought or original style, illustration skills, interactive media development, marketing, computer software troubleshooting, interpersonal skills, creative writing for media, written content development, field experiences, graphic design, inventive typography, visual content development, and advertising. Two multimedia minors (one in Art and the other in Communication), introduced just two years ago, already have a total of 120 students enrolled.

### **Comparable Programs**

There are multimedia course offerings within many programs across the system, and UW-Stout offers a design concentration in multimedia within its art degree. UW-Parkside recently developed a digital arts major that focuses on animation. The proposed program would be the first interdisciplinary multimedia major in the UW System to integrate both the artistic applications and the communication aspects of digital arts into its curriculum. A review of state universities in Minnesota indicated that Metropolitan State University, the University of Minnesota-Twin Cities, and the University of Minnesota-Duluth have multimedia programs. However, none has an interdisciplinary program that involves both Art and Communication. Northern Illinois University also has a program entitled Time Arts but it does not involve the communication aspects of multimedia. The development of this program at UW-Whitewater will help to meet the growing need of Wisconsin students who seek preparation in the field.

### **Collaboration**

The College of Arts and Communication entered into discussions on collaboration with UW-Parkside in 2003, and more recently initiated discussions with UW-Green Bay,

UW-Rock County, and the Madison Area Technical College. UW-Whitewater's multimedia faculty and the College of Arts and Communication staff will work with UW-Parkside staff to ensure that the two institutions' Digital Arts programs complement each other. The College has contacted and begun discussions on collaboration with UW-Green Bay Liberal Arts and Sciences Interim Dean Fergus Hughes, Dean Janet Philipp of the University of Wisconsin-Rock County, and Dean Jo Ann Thrush of the Arts and Sciences Division of Madison Area Technical College.

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

The BA/BS Multimedia Digital Arts major is a degree that is technology-centered. Students will spend significant time in advanced computer labs (both PC and MAC platforms) learning a variety of software applications. The faculty and staff will regularly use technology to assist with their instruction. Students will have access to five computer labs and eleven classrooms that are fully equipped with state-of-the-art computer, video, and sound technology. Hardware and software in the computer lab in the Center for Students with Disabilities has been upgraded with an allocation of \$15,900 in funding from the student Technology Fee Committee so that students who require reasonable accommodations will be able to complete their projects. In addition, students will also have access to advanced radio and television editing suites, as well as state-of-the-art multimedia visual and sound editing suites. There are no plans for the use of distance education at this time, due primarily to the high level of hardware and software capabilities needed for this major.

### **Academic and Career Advising**

UW-Whitewater has an extensive career services program. This program offers a class to students majoring in the College of Arts and Communication to help them prepare for their initial job search. This program also assists students with the selection of majors and career paths. Multimedia faculty and staff, through their work as academic advisors and internship supervisors, will assist students with career choices. UW-Whitewater has an extensive and well-regarded academic advising process which includes University Master Advisors. All majors will be advised by a faculty or staff member who has expertise in this field.

### **Projected Enrollment (5 years)**

	New	Continuing	Total	Degrees Granted
Implementation Year:	15	0	15	0
Year Two:	20	12	32	5
Year Three:	20	20	40	10
Year Four:	30	25	55	15
Year Five:	30	35	65	20

## **Assessment and Program Evaluation**

The proposed major in Multimedia Digital Arts will employ a system of program evaluation similar to that used by faculty and staff to assess the performance, outcomes, and effectiveness of other majors in the College of Arts and Communication. Data resulting from needs assessment, process evaluation, and summative outcome monitoring will enable the College to assess and evaluate the effectiveness of the Multimedia Digital Arts major. Needs assessment enables the College to be responsive to the changing nature of this dynamic technical field. Process evaluation focuses on the effectiveness of the major and how to improve the major. Summative outcome monitoring enables the College to determine whether the goals and objectives are being met. The results of these assessments will be reviewed by the program faculty and the college, and will provide a basis for curricular revision.

## **Evaluation from External Reviewers**

Three external reviewers reviewed the curriculum for the proposed program. In response to concerns raised about the need to avoid hidden elective classes, the major tracks have been amended to include Art 2D Design and The Fundamentals of Video Production as required courses. The reviewers also provided helpful comments and clarifying questions that have been used to improve the program. For example, a reviewer reinforced the importance of animation coursework, inquiring about its inclusion in the curriculum. In the case of UW-Whitewater, animation is taught under a different course title (Kinetic Art/Multimedia Design) and is also featured in other Multimedia Design classes.

## **Resource Needs**

The current faculty possesses the requisite expertise to provide leadership to this program. Resources for the laboratories necessary to support this program have come from several sources: (1) a system start-up grant from the Central Investment Fund led to the development of the initial lab; and (2) campus laboratory modernization funds have been used to expand the lab facilities. In addition, external private and corporate funding assisted in supporting the implementation of this program. The existing facilities are adequate to begin the major. They include four computer labs and eleven high-technology classrooms. Two of the computer labs are located in Communication and use the PC platform; the other two are located in Art and use the MAC platform. Multimedia classes that are included in the existing minors already use all four labs. One of the Art labs has high-end capabilities specifically for multimedia advanced courses. The eleven classrooms all have video data projection, PC or MAC or both platforms, data cameras, DVD, VHS, and cassette equipment. All labs and classrooms are connected to the internet. Two multimedia editing suites were added last year to the television studios and one multimedia sound editing suite will be completed by the start of the fall 2004 semester.

Two ongoing positions provided through the Economic Stimulus Program have been assigned to this program. In addition, one position in Communication has been reassigned to support coursework in this area. The College expects this program to grow over the next four years given the popularity of the two existing minors. If rapid growth is allowed to occur, then additional resources will be required to maintain the program. These resources include additional positions and additional lab space. The need for additional positions will be addressed through reallocation in the College and through requests for new positions from the University. The University has a process in place for the reallocation of positions. The additional lab space is already in the planning stage and awaits space availability and funding. Hardware needs will be addressed through cooperative approaches involving college and university funds, including funds from Laboratory Modernization and technology fees.

### **RECOMMENDATION**

The University of Wisconsin System recommends approval of Resolution I.1.d.(1), authorizing the implementation of the B.A./B.S. in Multimedia Digital Arts, UW-Whitewater.

### **RELATED REGENT POLICIES**

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

**Budget**  
**BA/BS Multimedia Digital Arts**  
**Estimated Total Costs and Income**

	2004-05**		2005-06		2006-07	
<b>CURRENT COSTS</b>	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel						
Fac/Acad Staff	3.5	\$200,251	3.5	\$206,259	3.5	\$212,447
Grad Assistants						
Classified Staff						
Non-personnel						
S&E		\$55,000		\$57,750		\$60,637
Capital Equip.						
Library						
Computing						
Other (Define)						
Subtotal	3.5	\$255,251	3.5	\$264,009	3.5	\$273,084
<b>ADDITIONAL COSTS</b>						
<b>(specify)</b>						
Personnel	2	\$110,000	2	\$113,300	2	\$116,699
Non-personnel		\$7,500		\$12,500		\$25,000
Multimedia Lab**				\$276,000		
Subtotal	2	\$117,500	2	\$401,800	2	\$141,699
<b>TOTAL COSTS</b>	<b>5.5</b>	<b>\$372,751</b>	<b>5.5</b>	<b>\$665,809</b>	<b>5.5</b>	<b>\$414,783</b>
<b>CURRENT RESOURCES</b>						
GPR	3.5	\$255,251	3.5	\$264,009	3.5	\$273,084
Gifts and Grants**		\$2,500		\$5,000		\$7,500
Fees						
Other (Define)						
Subtotal	3.5	\$257,751	3.5	\$269,009	3.5	\$280,584
<b>ADDITIONAL RESOURCES</b>						
GPR Reallocation (specify from where)	2*	\$110,000	2*	\$113,300	2*	\$116,699
Gifts and Grants		\$5,000		\$7,500		\$17,500
Fees						
Lab Funding				\$276,000		
Subtotal	2	\$115,000	2	\$396,800	2	\$134,199
<b>TOTAL RESOURCES</b>	<b>5.5</b>	<b>\$372,751</b>	<b>5.5</b>	<b>\$665,809</b>	<b>5.5</b>	<b>\$414,783</b>

\*Reallocation of FTE and regular tuition revenue from retirements and other savings.

\*\*Estimated hardware and software contributions to laboratories.

\*\*\*Lab to be funded from college funds, gift funding, and Laboratory Modernization funds.



Program Authorization (Implementation)  
M.S. in Occupational Therapy  
University of Wisconsin-La Crosse

EDUCATION COMMITTEE

Resolution I.1.d.(2):

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 Occupational Therapy.

**NEW PROGRAM AUTHORIZATION  
MASTER OF SCIENCE DEGREE IN OCCUPATIONAL THERAPY  
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 Occupational Therapy (M.S.-O.T.) 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. The University of Wisconsin-La Crosse and System Administration will conduct that review jointly, and the results will be reported to the Board of Regents.

The proposed M.S.-O.T. program represents a transition from the existing Bachelor of Science in Occupational Therapy program (B.S.-O.T.). The undergraduate program was started in response to a 1993 UW System Lateral Audit. In 1995, UW-La Crosse was awarded a Title VII grant from the Health Resources and Services Administration Division of the Department of Health and Human Services to fund the start-up of a B.S.-O.T. program with the goals of increasing both the number of occupational therapists in Wisconsin and the number of therapists practicing in under-served rural areas of the state.

Changing national professional standards compel the move to the graduate level. No undergraduate occupational therapy programs will be accredited after January 1, 2007. The current UW-La Crosse undergraduate program will be eliminated when the current class graduates (December, 2006).

**REQUESTED ACTION**

Approval of Resolution I.1.d.(2), authorizing the implementation of the M.S. in Occupational Therapy , UW-La Crosse.

**DISCUSSION**

**Program Description**

The M.S. in O.T. curriculum is an 84-credit, 30-month program. It includes six semesters (72 credits) of academic coursework followed by two semesters (twelve credits) of full-time clinical fieldwork. A thesis option is available. The coursework is divided by the curricular themes, with foundational science courses in anatomy, physiology, pathophysiology, and neuroanatomy in the first year. Occupational Therapy practice content includes courses in occupational therapy history, philosophy, theory, and interventions with various populations including the mentally ill, physically disabled, infants, children, and elderly. Courses in

assessment, evidence-based practice, quantitative and qualitative research, and publication develop the scholarly practice theme. The leadership theme includes courses in rural context, wellness, and health care systems.

A dual-degree program with the UW-La Crosse Psychology Department has been designed to allow students to apply 29 credits from occupational therapy coursework towards their undergraduate degrees in psychology. This can eliminate one year of undergraduate coursework.

### **Program Goals and Objectives**

The mission of the Occupational Therapy Program at the UW-La Crosse is to develop entry-level clinical scholars who are skilled consumers of the literature and who use the best evidence available in their occupation-centered, client-centered occupational therapy practice. The program is designed to prepare entry-level occupational therapists with an enhanced awareness of rural health care issues and the leadership skills needed to practice with minimal supervision in varied settings. There are three foundational threads that flow from this mission statement and the overall program goals are tied to each of the curricular themes.

The program's goals are to:

- Provide instruction that enables students to acquire and use literature-based concepts and skills to function effectively as an occupational therapist;
- Teach students to acquire and apply scholarly rigor to everyday clinical practice;
- Prepare practitioners with leadership skills, cultural sensitivity, team collaboration, advocacy, and appreciation for rural health issues required for independent rural practice.

### **Relationship to Institutional Mission**

This program is consistent with the UW-La Crosse Mission to offer graduate programs and degrees related to areas of emphasis and strength within the institution and to serve as an academic center, providing service and professional expertise, and meeting the broader educational needs of the region. The program implements selected aspects of both the UW-La Crosse and the College of Science and Allied Health strategic plans. The occupational therapy program is part of the array of health professional programs that have become a UW-La Crosse hallmark. The occupational therapy program originated through DIN-funding to meet the demand for occupational therapists in western Wisconsin. The increased emphases on rural health issues, program development, and client advocacy in the graduate program are expected to increase the contributions of UW-La Crosse graduates in meeting rural health care needs.

### **Diversity**

The College of Science and Allied Health is placing an emphasis on minority recruitment this year. Collaborative relationships are being developed with UW-Parkside and the college-parallel programs at both Madison and Milwaukee Area Technical Colleges, with the goal of attracting a group of diverse pre-health students to the UW-La Crosse Health Profession programs. The Health Professions programs have also recruited at student multicultural events

both on campus and in Madison. There are university-wide graduate assistantships targeted for minority students. The College of Science and Allied Health is investing in long-term strategies to help strengthen the math and science preparation of middle and high school students of color, which will better prepare students for careers in all health professions.

The occupational therapy faculty highly values cultural sensitivity and has increased both content and experiences in cultural awareness in the proposed M.S.-O.T. curriculum. Cultural sensitivity is a core value of the occupational therapy profession and is extensively addressed in both academic coursework and fieldwork. Students are evaluated on their attentiveness and skill in dealing with cultural issues in their level II fieldwork placements.

## **Need**

The job outlook for occupational therapists is very good, due to an aging population, a projected need for occupational therapists within the traditional health care system, and multiple opportunities for occupational therapists in new, emerging markets. The demand for occupational therapists across the United States is expected to increase at a rate of about 34 percent resulting in a projected 27,000 new occupational therapy positions by 2010. This projected demand for occupational therapists is due, in part, to the rapid growth in the number of middle-aged and elderly individuals who will need therapeutic services, as well as a growing number of children who need services in the school system.

In Wisconsin, the health service industry is the largest employer in the service sector and is listed among the top five industries expected to add new jobs. In the La Crosse and surrounding seven-county region of western Wisconsin, new positions for occupational therapists are projected to grow 30 percent from 1998 to 2008. When the northeastern region of Iowa and the southeastern region of Minnesota are combined with western Wisconsin, approximately 160 openings for occupational therapists are projected: 100 new positions and 60 replacements.

The market for occupational therapy services in the United States is moving away from medical settings that are dependent upon traditional forms of health care reimbursement, to emerging markets that have different funding sources. For example, in 2000, the school system was the largest employer of occupational therapists. Skilled nursing facilities, which were the most likely employment site in 1997, declined to a distant second place by 2000.

## **Comparable Programs in Wisconsin and Surrounding States**

There are four other occupational therapy programs in Wisconsin, at UW-Madison, UW-Milwaukee, Mt. Mary College, and Concordia University. The proposed M.S.-O.T. program is not anticipated to have an impact on either the UW-Madison or UW-Milwaukee occupational therapy programs, both of which will also be at the masters' level. Nearly all of the occupational therapy students in the current UW-La Crosse B.S.-O.T. program started their college career at UW-La Crosse and it is anticipated that this trend will continue into the masters program.

## Collaboration

The proposed program continues the current collaboration with the UW-La Crosse Physical Therapy program, the UW-La Crosse Psychology Department, and the Occupational Therapy Assistant program at Western Wisconsin Technical College. The occupational therapy programs at UW-Milwaukee and UW-Madison share some clinical sites with UW-La Crosse and collaboration occurs through the Wisconsin Council for Occupational Therapy Educators and Fieldwork coordinators. One distance education course was offered by UW-Madison for faculty at UW-La Crosse and this technology offers possibilities for future collaborative efforts.

## Use of Technology/Distance Education

Occupational therapy practice has become more technologically based. Students must be adept at high-tech adaptive equipment solutions (computer adaptations), low-tech adaptive equipment devices, electronic record keeping, and electronic literature searching/retrieval. The Health Science Center has well-equipped laboratories which provide students with hands-on experiences in occupational therapy assessments and interventions using technological solutions.

Distance education technology is currently used to facilitate an international, problem-based learning experience with Occupational Therapy faculty and students at the Robert Gordon University in Aberdeen, Scotland. This virtual learning community introduces students from both countries to cultural issues in health care.

## Academic and Career Advising

All occupational therapy faculty advise pre-occupational therapy students and there is a very active pre-occupational therapy student club on campus. In compliance with national accreditation standards, each student in the professional program is assigned an occupational therapy faculty advisor. Students meet with their advisor once per semester and establish academic and professional growth goals that are monitored throughout the student's academic career. These goals are revised into fieldwork goals and are reviewed throughout the fieldwork placements by the student and the academic fieldwork coordinator. Students also have access to the UW-La Crosse Career Services Office.

## Projected Enrollment (five years)

A cohort of 24 students will be admitted each year into the program. The occupational therapy attrition rate in the past five years has been one-two students/year. Projected attrition in the M.S. in O.T. program is approximately one student per year.

	Implementation year <b>2005-2006</b>	2 <sup>nd</sup> year <b>2006-2007</b>	3 <sup>rd</sup> year <b>2007-2008</b>	4 <sup>th</sup> year <b>2008-2009</b>	5 <sup>th</sup> year <b>2009-2010</b>
New Students Admitted	24	24	24	24	24
Continuing Students					
First Year	26 (BS in OT)	23 (MS )	23 (MS)	23	23
Second Year	26 (BS in OT)	26 (BS)	23 (MS)	23	23
Graduates	26 (BS in OT)	26 (BS)	23 (MS)	23	23
Total Enrollment	76	73	70 (MS)	70	70

## **Assessment and Program Evaluation**

The occupational therapy program assessment plan measures both student learning outcomes and program outcome measures. Student learning is measured through tests, practical examinations, graded projects, clinical supervisor evaluations, and self and peer evaluations. Following graduation, students take the National Board for Certification of Occupational Therapy (NBCOT) examination. The students' scores, compared to national norms, are reported to each program and are used in continual curricular self-study. The national accreditation body requires biennial self-study reports and a comprehensive re-accreditation self-study with an on-site review every seven-ten years. Surveys of graduates and employers are conducted annually to obtain employment and satisfaction data in compliance with accreditation requirements. The faculty engages in continuous self-study to review all measures of student performance, and graduate and employer satisfaction. Curriculum revisions are made annually to address identified weaknesses and to maintain a curriculum consistent with current standards for practice. Success of the program will be measured by the following criteria.

### Clinical Scholarship:

- Attrition rate from the occupational therapy program will be less than ten percent.
- The program's pass rate for first time takers of the national certification exam will surpass the national average.

### Competent Practice:

- At least 75 percent of the graduates' supervisors will rate the graduates' preparation as good or better across tasks reflecting the program objectives.
- At least 75 percent of graduates will rate their academic preparation as good or better across tasks reflecting the program objectives.

### Leadership:

- At least 75 percent of graduates will be employed in Wisconsin, Minnesota, or Iowa on their first job.

## **Evaluation from External Reviewers**

Two experienced occupational therapy educators who have served on the national accreditation board reviewed the M.S. in O.T. proposal in April, 2004. Identified strengths included innovation and responsiveness to the current needs of the profession, and preparation of rural practitioners. In response to the reviewers' comments, we

- Reduced the total number of credits from 90 to 84;
- Continued recruitment efforts for a doctoral-level faculty member to fill a currently vacant position;
- Will begin discussions with other programs in the department about an interdisciplinary seminar in 2004-2005;
- Will evaluate integration of mental health content in the basic science courses in 2004-2005.

**Resource Needs**

All of the resources currently allocated to the B.S.-O.T. program will be reallocated to the M.S.-O.T. program and will support the program for the first year. The graduate program will not require additional full-time faculty. Since the program will run year round, a summer faculty appointment for an existing faculty member is needed starting in the summer of 2006. In addition, a small amount of adjunct faculty time is required to teach one course and one laboratory section beginning in 2006-2007. No further increases in faculty time are expected after the program is fully operational in 2007.

The current B.S.-O.T. operating budget for supplies and equipment will support the proposed M.S.-O.T. program for the first year. Additional money in the second and third years of the program is needed for increased costs associated with evaluation tools, research, fieldwork travel, and faculty continuing education. No further increases are expected after the program is fully operational in 2007.

Approximately \$43,968 has been collected each year in differential tuition in the B.S.-O.T. program. Once the M.S.-O.T. program is fully implemented, the differential tuition will increase to a total of \$67,368 per year. This increase of \$23,400 offsets the costs associated with the expense for the additional faculty summer appointment, adjunct faculty, and supplies and equipment.

**RECOMMENDATION**

The University of Wisconsin System recommends approval of Resolution I.1.d.(2), authorizing the implementation of the M.S. in Occupational Therapy, 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).

### BUDGET FORMAT

	FIRST YEAR 2005-06 (FY 06)		SECOND YEAR 2006-07 (FY 07)		THIRD YEAR 2007-08 (FY 08)	
	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
<b>CURRENT COSTS</b>						
Personnel						
Fac/Acad Staff	5.0	\$291,041	5.0	\$296,862	5.0	\$302,799
Ad-hoc salary**		\$4,500		\$4,590		\$4,682
Grad Assistants	0	0	0	0	0	0
Classified Staff***	0		0	0	0	0
Non-personnel						
S&E		\$32,308		\$32,308		\$32,308
Capital Equip.		0		0		0
Library		0		0		0
Computing		0		0		0
Other (Define)		0		0		0
Subtotal		\$327,849		\$333,760		\$339,789
ADDITIONAL COSTS (Specify)						
Summer Salary*				\$4,972		\$5,071
Additional S&E				\$1,297		\$9,948
<b>TOTAL COSTS</b>		<b>\$327,849</b>		<b>\$340,029</b>		<b>\$354,808</b>
CURRENT RESOURCES						
GPR		\$312,076		\$317,987		\$324,016
Gifts and Grants						
Fees		\$5,088		\$5,088		\$5,088
Other (Differential Tuition)		\$10,685		\$16,954		\$25,704
Subtotal						
<b>TOTAL RESOURCES</b>		<b>\$327,849</b>		<b>\$340,029</b>		<b>\$354,808</b>

**Budget Summary Notes:**

\*This summer salary support for one existing faculty member will be required starting in the second year of the program (FY 2007).

\*\*Allocated for adjunct faculty to teach one course and one lab section each year.

\*\*\*The Occupational Therapy program shares four program assistants (3.59 FTE) with three other programs: Physician Assistant, Physical Therapy, and Radiation Therapy. Their salaries are accounted for in the Department of Health Professions budget.



Authorization to Recruit:  
Provost and Vice Chancellor  
University of Wisconsin-Milwaukee

**EDUCATION COMMITTEE:**

Resolution I.1.e.:

That, upon the recommendation of the President of the University of Wisconsin System, the Chancellor of the University of Wisconsin-Milwaukee be authorized to recruit for a Provost and Vice Chancellor of the University of Wisconsin-Milwaukee, at a salary within the Board of Regents salary range for university senior executive salary group four.

## Request for Authorization to Recruit

**Institution:** University of Wisconsin-Milwaukee

**Type of Request:** Provost and Vice Chancellor Search

**Official University Title:** Vice Chancellor

### Description of Duties:

The Provost and Vice Chancellor serves as the University's chief academic officer, reports to the Chancellor and serves as the Chancellor's deputy. The Provost and Vice Chancellor provides leadership for all aspects of the University's educational vision, values, mission and goals. Primary responsibilities include: (1) overseeing all academic programs and curricular issues; (2) recommending appointment, reappointment, tenure, promotion, and salary; (3) recommending allocation of personnel, funds, and other resources of programs and instructional support units; (4) providing direction for budget development; (5) developing and coordinating programs and services involving all University divisions – academic affairs, student affairs, administrative services, and development; (6) providing direction and overseeing the implementation of the University's diversity plan; and (7) representing and advancing the University's interests to the University of Wisconsin System.

**Recommended Salary Range:** University Senior Executive Group 4  
(Salary range since 2002-03 is \$185,353 to \$226,542)

**Source of Funds:** 102

**Replacement Position for:** John Wanat

**Salary of Previous Incumbent:** \$187,416

### Justification for the Salary Range:

Under Regent Policy 94-4 the Board adopted an executive salary range policy that the salary range midpoint be set at 95% of the peer median and the salary range calculated at 90% and 110% of the midpoint. Effective September 1, 2001, the statutes were amended by the 2001-03 biennial budget act (2001 Wisconsin Act 16) to give the Board of Regents authority to establish the salary ranges for the provost and vice chancellor at UW-Milwaukee.

### Approved by:

---

Kevin P. Reilly, President  
October 8, 2004

**Authorization to Recruit (Approved)(Denied)**  
**By the Board of Regents Executive Committee on \_\_\_\_\_.**

**UW-Milwaukee Vice Chancellor**

**Competitive Salary Information**

<b>Peer Group Salaries Including UW Milwaukee:</b>	<b>2001-02</b>	<b>2003-04</b>
Temple University	\$300,000	\$318,000
University of Illinois-Chicago	\$230,000	\$260,000
S.U.N.Y.-Buffalo	\$235,000	\$240,000
Georgia State University	\$223,000	\$229,690
Cleveland State University	\$215,000	\$225,750
University of Texas-Dallas	\$209,456	\$215,740
Wayne State University	\$186,330	\$205,000
University of Cincinnati	\$194,361	\$203,792
University of Akron	\$195,250	\$190,000
Rutgers University-Newark		\$190,000
University of Toledo	\$185,000	\$188,500
<b>UW-Milwaukee</b>	<b>\$180,000 (12th)</b>	<b>\$185,353 (12th)</b>
University of Louisville	\$235,000	\$184,620
University of Missouri-Kansas City	\$157,000	\$164,850
University of New Orleans	\$157,349	\$119,000
	Peer Mean	\$209,442
	Peer Median	\$209,456
		\$209,639
		\$204,396

**Senior Executive Salary Group Four Range Information**

<b>Board of Regents Senior Executive Salary Group Four:</b>	<b>Approved 2002-03</b>	<b>Pending 2004-05</b>
Prior year peer group survey median salary:	\$209,456	\$204,396
CUPA-HR projected increase for following year	<u>x 1.035</u>	<u>x 1.025</u>
Projected peer group median:	\$216,787	\$209,506
Executive salary policy cost-of living adjustment	<u>.95</u>	<u>.95</u>
Regents Salary Range Midpoint:	\$205,948	\$199,031
Regents Salary Range Minimum (90%):	\$185,353	\$179,128
Regents Salary Range Maximum (110%):	\$226,542	\$218,934

REVISED (2)

I.2. Business and Finance Committee Meeting

Thursday, October 7, 2004  
Rothwell Student Center Room 111  
UW-Superior

10:00 a.m. Campus tours starting at registration in Rothwell Student Center

11:00 a.m. All Regents Invited Rothwell Student Center - Ballroom

- a. Legislative Audit Bureau - An Evaluation: University of Wisconsin System Staffing

12:15 p.m.

- The Liberal Arts Mission at UW-Superior

1:30 p.m. Joint Meeting with Physical Planning and Funding Committee

- b. Presentation by Jan Hanson, Vice Chancellor for Administration and Finance; and Jill Schoer, Assistant Chancellor for University Advancement on the Physical Development Plan and Campaign Superior

2:00 p.m. Business and Finance Committee Meeting – Rothwell Student Center Room 111

- c. Approval of Minutes of the September 9, 2004 meeting of the Business and Finance
- d. Follow-Up Discussion Regarding Faculty, Staff, and Academic Leaders Salary and Recruitment Issues
- e. Business of the Committee
  - (1) Report on the Use of Continuing Appropriation to Serve Adult Students [Resolution I.2.e.(1)]
  - (2) Report on General Purpose Revenue Positions Created [Resolution I.2.e.(2)]
  - (3) Report on Expenditures in Excess of Allotment Authority [Resolution I.2.e.(3)]
  - (4) UW Hospital and Clinics Authority on Lease and Affiliation Agreements [Resolution I.2.e.(4)]
- f. Discussion regarding UW System Trust Funds
  - (1) Board Policy on Expenditure of Principal
  - (2) 2004 Proxy Voting Season Results
- g. Report of the Vice President
- h. Additional items may be presented to the Committee with its approval
- i. Closed session to consider trust fund matters as permitted by s.19.85(1)(e) *Wis. Stats.*

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, 2003-04 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 percent 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, 2003-04 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 percent 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 percent of all costs associated with the programs.

The attached report covering the academic year 2003-04 was constructed using data from the UW System Central Data Request database 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 14,000 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 students generated almost 64,000 credits across the UW institutions. Over the next several years, the number of adult/non-traditional students served in this manner is expected to continue 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**  
**2003-04 Academic Year**

	Under 25/30 Years Old *		25/30 Years and Older *		Total	
	Credits	Students	Credits	Students	Credits	Students
<b>Madison</b>						
Professional French Studies (MS)	365	22	52	5	417	27
Biotechnology (MS)	154	14	226	16	380	30
Master of Engineering (ME)	113	12	827	74	940	86
Collaborative Nursing Program	3	1	514	67	517	68
Extension **	21,977	6,244	3,018	983	24,995	7,227
<b>Total</b>	<b>22,612</b>	<b>6,293</b>	<b>4,637</b>	<b>1,145</b>	<b>27,249</b>	<b>7,438</b>
<b>Milwaukee</b>						
Nursing (PHD)	37	3	402	28	439	31
Liberal Studies (MS)	63	7	240	31	303	38
Library and Info Science (MS)	1,257	108	2,897	285	4,154	393
Information Resources (BS)	2,653	107	1,608	107	4,261	214
Executive MBA	21	1	881	46	902	47
Collaborative Nursing Program	240	20	348	47	588	67
Extension **	29,541	8,059	13,068	3,325	42,609	11,384
<b>Total</b>	<b>33,812</b>	<b>8,305</b>	<b>19,444</b>	<b>3,869</b>	<b>53,256</b>	<b>12,174</b>
<b>Eau Claire</b>						
Collaborative Nursing Program	39	5	233	26	272	31
Contract Courses	135	40	223	66	358	106
Extension **	1,758	438	297	154	2,055	592
<b>Total</b>	<b>1,932</b>	<b>483</b>	<b>753</b>	<b>246</b>	<b>2,685</b>	<b>729</b>
<b>Green Bay</b>						
Collaborative Nursing Program	47	7	830	100	877	107
National Nursing Program			488	63	488	63
Extension **	2,341	597	1,524	660	3,865	1,257
<b>Total</b>	<b>2,388</b>	<b>604</b>	<b>2,842</b>	<b>823</b>	<b>5,230</b>	<b>1,427</b>
<b>La Crosse</b>						
Extension **	4,669	459	7,223	983	11,892	1,442
<b>Total</b>	<b>4,669</b>	<b>459</b>	<b>7,223</b>	<b>983</b>	<b>11,892</b>	<b>1,442</b>
<b>Oshkosh</b>						
Collaborative Nursing Program	40	4	516	76	556	80
Accelerated Nursing Program	172	11	463	23	635	34
Contract Courses	888	186	1,917	522	2,805	708
Extension **	277	84	981	235	1,258	319
<b>Total</b>	<b>1,377</b>	<b>285</b>	<b>3,877</b>	<b>856</b>	<b>5,254</b>	<b>1,141</b>
<b>Parkside</b>						
Extension **	14	9	304	137	318	146
<b>Total</b>	<b>14</b>	<b>9</b>	<b>304</b>	<b>137</b>	<b>318</b>	<b>146</b>
<b>Platteville</b>						
Project Management (MS)	222	27	789	115	1,011	142
Criminal Justice (MS)	117	24	156	35	273	59
Engineering (MS)	165	19	351	43	516	62
Extension **	157	114	1,254	642	1,411	756
<b>Total</b>	<b>661</b>	<b>184</b>	<b>2,550</b>	<b>835</b>	<b>3,211</b>	<b>1,019</b>

\* Age breakouts consist of: (1) undergraduates under 25 versus 25 and older and (2) graduate students under 30 versus 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**  
**2003-04 Academic Year**

	<b>Under 25/30 Years Old *</b>		<b>25/30 Years and Older *</b>		<b>Total</b>	
	Credits	Students	Credits	Students	Credits	Students
<b>River Falls</b>						
Management (MS)	129	16	491	70	620	86
School Psychology (EDS)	33	4	9	2	42	6
Extension **	3,540	1,260	2,338	691	5,878	1,951
<b>Total</b>	<b>3,702</b>	<b>1,280</b>	<b>2,838</b>	<b>763</b>	<b>6,540</b>	<b>2,043</b>
<b>Stevens Point</b>						
General Studies (BS)	1,370	66	592	50	1,962	116
Extension **	1,549	429	3,028	1,118	4,577	1,547
<b>Total</b>	<b>2,919</b>	<b>495</b>	<b>3,620</b>	<b>1,168</b>	<b>6,539</b>	<b>1,663</b>
<b>Stout</b>						
Vocational Rehabilitation (MS)	716	32	531	37	1,247	69
Training and Human Res. Dev. (MS)	425	35	681	72	1,106	107
Career & Technical Education (MS)	273	25	525	68	798	93
Career, Technical Ed & Training (BS)	187	11	1,177	102	1,364	113
Service Management (BS)	2,618	110	429	28	3,047	138
Graphic Communications Man. (BS)	4,129	160	296	15	4,425	175
Industrial Management (BS)	1,017	49	2,094	200	3,111	249
Career & Technical Education (EdS)	166	14	157	17	323	31
Contract Courses	260	131	262	161	522	292
Extension **	1,442	673	1,954	989	3,396	1,662
<b>Total</b>	<b>11,233</b>	<b>1,240</b>	<b>8,106</b>	<b>1,689</b>	<b>19,339</b>	<b>2,929</b>
<b>Superior</b>						
Extension **	1,026	296	771	275	1,797	571
<b>Total</b>	<b>1,026</b>	<b>296</b>	<b>771</b>	<b>275</b>	<b>1,797</b>	<b>571</b>
<b>Whitewater</b>						
Extension **	6,706	1,717	3,269	833	9,975	2,550
<b>Total</b>	<b>6,706</b>	<b>1,717</b>	<b>3,269</b>	<b>833</b>	<b>9,975</b>	<b>2,550</b>
<b>Colleges</b>						
UW Online	2,196	402	3,624	601	5,820	1,003
Extension **	1,414	288	100	43	1,514	331
<b>Total</b>	<b>3,610</b>	<b>690</b>	<b>3,724</b>	<b>644</b>	<b>7,334</b>	<b>1,334</b>
<b>Total</b>						
Specific Programs	20,250	1,673	24,829	3,198	45,079	4,871
Extension **	76,411	20,667	39,129	11,068	115,540	31,735
<b>Total</b>	<b>96,661</b>	<b>22,340</b>	<b>63,958</b>	<b>14,266</b>	<b>160,619</b>	<b>36,606</b>

\* Age breakouts consist of: (1) undergraduates under 25 versus 25 and older and (2) graduate students under 30 versus 30 and older.

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

Report on General Purpose Revenue  
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 2003-04 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 GENERAL PURPOSE REVENUE 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 or 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 November 29 and 30, 2001.

### **REQUESTED ACTION**

Approval of Resolution I.2.e.(2) 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 2003-04.

### **RELATED REGENT POLICY**

None

Report on Expenditures in Excess  
of Allotment Authority

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon the recommendation of the President of the University of Wisconsin System, the Report on Expenditures in Excess of Allotment Authority be accepted for transmittal to State Officials.



**Vice President for Finance**

1752 Van Hise Hall  
1220 Linden Drive  
Madison, Wisconsin 53706  
(608) 262-1311  
(608) 262-3985 Fax  
website: <http://www.uwsa.edu>

October 8, 2004

Senator Alberta Darling  
Representative Dean Kaufert  
Co-Chairs, Joint Committee on Finance

Marc Marotta, Secretary, Department of Administration

Dear Senator Darling, Representative Kaufert and Secretary Marotta:

This letter is provided in accordance with s.36.11(29)(m) Wisconsin Statutes which states:

Beginning in the 1996-97 fiscal year, annually the board shall report to the department of administration and the joint committee on finance the amount of expenditures from the appropriations under s.20.285(1)(h) and (iz) and (3iz) in the previous year that were in excess of the dollar amounts shown in the appropriation schedule under s. 20.005 (3) for those appropriations in the previous fiscal year.

The appropriations with expenditures exceeding the amounts shown in the s.20.005(3) appropriation schedule are as follows:

<u>2003-04</u>	<u>20.005(3)</u>	<u>Expenditure</u>	<u>Difference</u>
20.285(1)(h)	482,875,700	507,920,986	-25,045,286

The excess expenditures are due to two factors. The first is the requirement in Wisconsin Act 33 to transfer program revenue auxiliary balances to financial aid appropriations. The second is the transfer of student fee funds to the State Building Trust Fund for agency funded projects including UW-Madison Microbiology Center, UW-Green Bay Phoenix Sports Center, and Lot 76 Parking Ramp at UW-Madison.

Sincerely,

Deborah A. Durcan  
Vice President for Finance

cc: Joint Committee on Finance Members  
President Reilly  
Regents  
Chancellors  
Cabinet  
Chief Business officers

Doug Hendrix  
Ginger Hintz  
Bob Hanle, DOA  
Bob Lang, LFB  
John Stott, LFB  
Legislative Reference Bureau  
Renee Stephenson

UW Hospital and Clinics Authority on  
Lease and Affiliation Agreements

BUSINESS AND FINANCE COMMITTEE

Resolution:

WHEREAS, the University of Wisconsin Hospitals and Clinics Authority (the “Authority”) is a public body corporate and politic created by Chapter 233 of the Wisconsin Statutes, as amended, for the purpose of maintaining, controlling and supervising the use of the University of Wisconsin Hospitals and Clinics (“UWHC”); and

WHEREAS, the Authority leases the space occupied by the UWHC on the UW-Madison campus from the Board of Regents of the University of Wisconsin System (“Board of Regents”) pursuant to a “Lease Agreement” dated as of June 29, 1996; and

WHEREAS, an “Affiliation Agreement” between the Authority and the Board of Regents, also dated as of June 29, 1996, specifies how the Authority and the Board of Regents will continue to work together to fulfill their interrelated mission, and addresses personnel, external relations, education, research planning, financial support, networking, professional staff, insurance, and other matters; and

WHEREAS, on April 16, 1997, the Authority issued \$50 million of its Variable Rate Demand Hospital Revenue Bonds, Series 1997, for the purpose of financing improvements to UWHC facilities; and

WHEREAS, on March 23, 2000, the Authority issued \$56.5 million of its Hospital Revenue Bonds, Series 2000, for the purpose of financing improvements to UWHC facilities; and

WHEREAS, on October 31, 2002, the Authority issued \$55,600,000 of its Hospital Revenue Bonds, Series 2002A, and \$12,900,000 of its Hospital Revenue Bonds, Series 2002B, for the purpose of financing improvements to UWHC facilities; and

WHEREAS, the Authority has been recently authorized by legislation and proposes to issue up to \$60,000,000 of its Hospital Revenue Bonds, Series 2004 (the “Bonds”), for the purpose of financing additional improvements to UWHC facilities and the purchasers of the Bonds are referred to hereafter as the “bondholders”; and

WHEREAS, the Authority has informed the Board of Regents that a bond insurance company is considering issuing an insurance policy insuring the payment of principal and interest on the Bonds (the “Bond Insurer”), and the Bond Insurer is unwilling to insure the Bonds unless it receives additional assurances that unless adequate provision for the repayment of the Authority’s Hospital Revenue Bonds has occurred that the Authority’s access to UWHC facilities will not be terminated under the Lease Agreement and Affiliation Agreement; and

WHEREAS, the Authority has indicated to the Board of Regents that if the Board of Regents clarified under what conditions the Board of Regents might terminate the Lease Agreement and Affiliation Agreement, that this would be materially helpful to the Authority’s effort to obtain bond insurance and to market the Bonds and as an inducement to the Bond Insurer to insure such bonds.

NOW, THEREFORE, to the extent not inconsistent with Wisconsin law, the Board of Regents hereby resolves as follows:

1. The Board of Regents intends to keep the Lease Agreement and Affiliation Agreement in effect through their respective current termination dates of June 29, 2034, absent material deviation by the Authority from the policy objectives the Lease Agreement and Affiliation Agreement.

2. The Board of Regents will not exercise its option to terminate the Lease Agreement or Affiliation Agreement, or both, unless and until the Board of Regents, the Wisconsin Legislature, or some other party, or some combination of the foregoing, makes arrangements to adequately provide for the protection of the bondholders. The term “adequately provide for the protection of bondholders” shall mean: (i) the Board of Regents has received the consent of the Bond Insurer, or (ii) the Bonds are redeemed or defeased in accordance with their terms, or (iii) legislation has been enacted or other appropriate action has been taken such that the obligor assuming the obligations of the Authority, if other than the Board of Regents of the State of Wisconsin, (a) is a public or not-for-profit entity, (b) is bound by the covenants in the Master Indenture of Trust and 2000 Series Supplement to the Master Indenture of Trust, the 2002 Series Supplement to the Master Indenture of Trust, and the 2004 Series Supplement to the Master Indenture of Trust, and (c) is financially able, in the judgment of the Bond Insurer, to pay debt service on the Bonds.

3. This Resolution shall not be revoked, rescinded or amended without the prior consent of the Bond Insurer.

## UW Hospital and Clinics Authority On Lease and Affiliation Agreements

### Executive Summary

#### **BACKGROUND**

The University of Wisconsin Hospitals and Clinics Authority (WHCA) is scheduled to sell \$ 60.0 million in Series 2004 bonds on or about October 20, 2004, for the purpose so financing additional improvements to UWHCA facilities. In order to obtain bond insurance, the bond insurer requires a resolution from the Board of Regents stating the Regents' intent with respect to continuation of the Lease and Affiliation Agreement between the Regents and the Authority. A similar action was taken in 1999 relative to the Series 2000 bonds and again in 2002 relative to the Series 2002 bonds. The proposed resolution expressly adds the Series 2004 bonds and provides that the Regents not exercise its option to terminate the Lease Agreement or Affiliation Agreement or both, unless and until the Board, the Wisconsin Legislature, or some other party, or some combination of the forgoing has made arrangements to adequately provide for protection of the bondholders.

#### **REQUEST**

The University of Wisconsin Hospitals and Clinics Authority (UWHCA) requests that the Board of Regents reaffirm and update its support for the UWHCA lease and affiliation agreements, as originally expressed in Resolution 8058 and reaffirmed October 11, 2002, for the purpose of obtaining bond insurance and marketing the Series 2004 Hospital Revenue Bonds.

#### **DISCUSSION**

##### Previous Action

December 10, 1999:

1. The Board of Regents intends to keep the Lease Agreement and Affiliation Agreement in effect through their respective current termination dates of June 29, 2029, absent material deviation by the Authority from the policy objectives the Lease Agreement and Affiliation Agreement.
2. The Board of Regents will not exercise its option to terminate the Lease Agreement or Affiliation Agreement, or both, unless and until the Board of Regents, the Wisconsin Legislature, or some other party, or some combination of the foregoing, makes arrangements to adequately provide for the protection of bondholders. The term "adequately provide for the



protection of bondholders” shall mean: (i) the Board of Regents has received the consent of the Bond Insurer, or (ii) the Bonds are redeemed or defeased in accordance with their terms, or (iii) legislation has been enacted or other appropriate action has been taken such that the obligor assuming the obligations of the Authority, if other than the Board of Regents of the State of Wisconsin, (a) is a public or not-for-profit entity, (b) is bound by the covenants in the Master Indenture of Trust and 2000 Series Supplement to the Master Indenture of Trust, and (c) is financially able, in the judgment of the Bond Insurer, to pay debt service on the Bonds.

3. This Resolution shall not be revoked, rescinded or amended without the prior consent of the Bond Insurer.

October 10, 2002

1. The Board of Regents intends to keep the Lease Agreement and Affiliation Agreement in effect through their respective current termination dates of June 29, 2032, absent material deviation by the Authority from the policy objectives the Lease Agreement and Affiliation Agreement.

2. The Board of Regents will not exercise its option to terminate the Lease Agreement or Affiliation Agreement, or both, unless and until the Board of Regents, the Wisconsin Legislature, or some other party, or some combination of the foregoing, makes arrangements to adequately provide for the protection of bondholders. The term “adequately provide for the protection of bondholders” shall mean: (i) the Board of Regents has received the consent of the Bond Insurer, or (ii) the Bonds are redeemed or defeased in accordance with their terms, or (iii) legislation has been enacted or other appropriate action has been taken such that the obligor assuming the obligations of the Authority, if other than the Board of Regents of the State of Wisconsin, (a) is a public or not-for-profit entity, (b) is bound by the covenants in the Master Indenture of Trust and 2000 Series Supplement to the Master Indenture of Trust and 2002 Series Supplement to the Master Indenture of Trust, and (c) is financially able, in the judgment of the Bond Insurer, to pay debt service on the Bonds.

3. This Resolution shall not be revoked, rescinded or amended without the prior consent of the Bond Insurer.

## **REGENT POLICIES**

None.

## **UNIVERSITY OF WISCONSIN SYSTEM TRUST FUNDS BOARD POLICY ON EXPENDITURE OF PRINCIPAL**

### **EXECUTIVE SUMMARY**

#### **BACKGROUND**

At its meeting of September 9, 2004, the Business and Finance Committee asked, for the benefit of new Committee members and as a new fiscal year begins, that the background of the current policy regarding expenditure of principal of "quasi-endowment" gifts be provided so as to better inform the Committee's future actions related to such gifts. (A quasi-endowment is defined as a gift where the donor has not placed restrictions on the use of principal, either by remaining silent on this issue or by explicitly stating that principal is expendable.)

The current policy, embodied in Regent Resolution 5631 passed on October 4, 1990, states the following: "That, upon recommendation of the President of the University of Wisconsin System, all new quasi-endowments greater than \$50,000 be identified as designated endowments, with only the income from the trust available for expenditure in accordance with the terms of the trust agreement. If a university wants an exception to this proposed rule, the request for exception, with appropriate justification, should be contained in the university's recommendation for acceptance and be incorporated in the Regent resolution. If at a later date, the university wishes to seek an exception to the Regent imposed restriction, it should submit a request to the Office of the Vice President of Business and Finance for consideration at the next meeting of the Business and Finance Committee."

#### **REQUESTED ACTION**

This item is for informational purposes only.

#### **DISCUSSION**

A report on the background of this policy, entitled "History of Quasi-Endowment Policy," was presented to the Committee at its meeting of October 5, 2001. A part of the discussion at that meeting involved the reasonableness of \$50,000 as the threshold at which a quasi-endowment becomes a designated endowment. The Committee, however, essentially reconfirmed the present policy and directed no further action on it. One change that has occurred since that report has been the reduction in the annual endowment spending distribution rate from 5 percent to 4.5 percent. A \$50,000 endowment would now generate only \$2,250 annually (but theoretically should grow with inflation).

The history of the current policy can be summarized as follows: In July 1990, upon its acceptance of a sizable bequest (approximately \$300,000) where the donor was silent on the use of principal, the Committee directed System Administration to prepare a report on the ability of the Regents to place additional restrictions on the expenditure of principal on quasi-endowments. This report, presented to the Committee in September 1990, concluded that nothing prohibited the Regents from imposing such additional restrictions. The meeting minutes state: "After discussion, the Committee endorsed a practice which specifies that in the absence of donor language, all new quasi-endowments greater than \$50,000 would be identified as designated endowments", but that "Universities

may be exempted from this regulation with appropriate justification." The Committee then had this embodied into a resolution, which was passed at their meeting of October 4, 1990. Regarding the origin of the \$50,000 threshold, it appears this was used because that was the level at which gifts were being individually presented to the Board for their acceptance at that time. (It should be noted that, presumably, if the donor explicitly states that the principal of the gift be made available for expenditure, this policy would not apply. For the Regents to impose a restriction on the use of principal, in such a case, would be contrary to the donor's wishes.)

As the Committee now revisits this policy, one consideration may again be the reasonableness of the dollar threshold for endowment designation. As mentioned previously, a \$50,000 endowment would generate only \$2,250 per year. This level of annual support may not be meaningful for many or most purposes and could require supplemental funding sources to become meaningful. One could argue that a threshold of \$100,000, generating \$4,500 annually, might be more reasonable.

Also, in reviewing and acting upon requests for exceptions to the current policy, the Committee may wish to develop some general guidelines or parameters for granting or denying such requests. While this could leave the Board with full discretion on a case-by-case basis, it might also provide a better sense that consistent and meaningful standards will be applied. Some possible parameters, which could be applied to quasi-endowment gifts over the approved dollar threshold(s), are given below.

#### Potential Guidelines

- If the wording of the gift document indicates a desire for some form of "memorialization," it should generally be endowed (unless an appropriate physical memorial could be accomplished; e.g., a plaque or a naming opportunity).
- If the donor directs that the gift be used for a specific purpose (i.e., it is not unrestricted), if that purpose could also benefit future generations by *providing funding to those future generations* (e.g., for scholarships, fellowships, professorships, student loans), it should generally be endowed.
- If the donor directs that the gift be used for a specific purpose (i.e., it is not unrestricted), if that purpose could also benefit future generations *by expending funds presently* (e.g., for research in the applied and medical sciences, for art or library acquisitions, for building or physical plant purposes), an exception to policy may be granted.
- If the donor does not direct that the gift be used for a specific purpose (i.e., it is unrestricted or fully discretionary), then the benefiting institution or unit (e.g., the System, a campus, college, or department, another named institution such as the Elvehjem or the McArdle Lab, etc.), will propose its intended use for the gift, as a part of its request for an exception to policy. The Committee could then apply the above guidelines as appropriate.

## **RELATED REGENT POLICIES**

Resolution 5631 of 10-5-90 - Quasi-Endowments over \$50,000.

## **UW SYSTEM TRUST FUNDS 2004 PROXY VOTING SEASON RESULTS**

### **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 2004 proxy season ended with 327 social proposals filed and 186 that came to votes. The UW Trust Funds submitted voting instructions (including corporate governance proposals) for 144 proposals, compared with 136 and 139 proposals for the past two years. Of those submitted, 62 came to votes.

#### **REQUESTED ACTION**

This item is for informational purposes only.

#### **DISCUSSION**

The 2004 spring proxy season at U.S. companies stands out for the sheer number of shareholder proposals on social issues: 186 came to votes through June 30, a 25 percent increase over the average for the comparable periods of the last three years. Much of the rise was explained by a new shareholder campaign, spearheaded by labor unions, which saw 27 new resolutions come to votes; these resolutions ask for greater disclosure on the recipients of and the rationales behind corporate political spending.

With final or preliminary vote results in for 90 percent of these proposals, the average vote for social proposals is just over 11 percent, down slightly from the 11.9 percent average for all of 2003's social proposals. Investors continued to give high support to proposals asking companies to report on sustainability and to expand or report on their equal employment policies. However, they showed little support for proposals raising concerns about animal welfare, bioengineering, or tobacco. (Generally, if a shareholder proposal gains at least ten percent support, it will always qualify for resubmission an additional year; however, first-year and second-year proposals need gain only three percent and six percent support, respectively, to be eligible for resubmission. And regardless of the level of support, shareholder proposals are generally never binding on the company; rather, they are usually phrased as a request and are intended to open a dialogue between shareholders and company management.)

Proponents chose to withdraw 81 resolutions filed for the spring proxy season, a much lower proportion than in 2003. Most of the withdrawals this year came after proponents reached substantive agreements with companies on the issues involved in the resolutions, but in a few cases, proponents pulled resolutions that they realized were headed for defeat at the Securities and Exchange Commission (SEC). By far the most successful

issue for withdrawals involved requests for sexual orientation anti-bias policies, an area in which corporate America has been leading the way; 21 of 24 such resolutions were withdrawn. Another area that saw solid withdrawals was global warming, as many energy firms agreed to publish board-level reviews of climate change and the potential effects on shareholder value of policies to address it. (Generally, a "withdrawal" of a shareholder proposal indicates that an agreement was reached between the proponent and the company, usually in the form of a concession made by the company.)

The primary submissions for the UW Trust Funds on social issues were related to the environment and global climate change (23), human rights and labor standards (16), and drug price restraint and AIDS pandemic reporting (14). On corporate governance issues, the UW's primary submissions were related to poison pill reporting (32), limitations regarding auditors (16), and future golden parachutes reporting (13).

## **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 2004 PROXY VOTING SEASON REPORT**

### Introduction

This report summarizes the results of the shareholder proposals for the 2004 proxy season. 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.) An attachment to this report gives the detailed listing of the specific UW Trust Funds votes for the 2004 season, as well as the overall results for each shareholder proposal.

### 2004 Proxy Season Summary

The 2004 spring proxy season at U.S. companies stands out for the sheer number of shareholder proposals on social issues: 186 came to votes through June 30, a 25 percent increase over the average for the comparable periods of the last three years. Much of the rise was explained by a new shareholder campaign, spearheaded by labor unions, which saw 27 new resolutions come to votes seeking greater disclosure on the recipients of and the rationales behind corporate political spending.

With final or preliminary vote results in for 90 percent of these proposals, the average vote for social proposals is just over 11 percent, down slightly from the 11.9 percent average for all of 2003's social proposals. Investors continued to give high support to proposals asking companies to report on sustainability and to expand or report on their equal employment policies. However, they showed little support for proposals raising concerns about animal welfare, bioengineering, or tobacco. None of these categories gained average support of more than six percent.

In a surprise this year, investors seemed to have had a dramatic change of heart regarding proposals asking companies to strive for greater representation of women and racial minorities on their boards. None of the proposals earned greater than single digit percentage support this year, after three years in which board diversity proposals had gained average support of more than 20 percent. Investors were much more responsive, by comparison, to the political spending disclosure proposals, awarding them average support of more than ten percent.

Proponents chose to withdraw 81 resolutions filed for the spring proxy season, a much lower proportion than in 2003. Most of the withdrawals this year came after proponents reached substantive agreements with companies on the issues involved in the resolutions, but in a few cases, proponents pulled resolutions that they realized were headed for defeat at the SEC. By far the most successful issue for withdrawals involved requests for sexual orientation anti-bias policies, an area in which corporate America has been leading the way. Twenty-one of 24 resolutions were withdrawn, and the withdrawals came about because the target companies agreed to completely implement the terms of the proposals. Another area that saw solid withdrawals was global warming as energy firms agreed to publish board-level reviews of climate change and the potential effects of policies to address it on shareholder value. Requests for "sustainability reports" also turned out to be a good area for negotiation, with 11 of 27 withdrawn after companies agreed to substantial enhancement of the sustainability disclosure on their websites.

The Securities and Exchange Commission staff has allowed companies to omit 49 proposals; of those, at least 39 were omitted as falling under one of the 13 substantive exclusions of the SEC’s shareholder proposal rule, and the rest were omitted for technical reasons such as being filed late. Fifteen of the substantive omissions came under the clause of the shareholder proposal rule that bars shareholders from raising mundane, “ordinary business” issues, and the SEC staff’s interpretations of the rule broke no new ground.

A summary of the overall number and status of the social issue proposals over the past four years is given in the following table:

Status of Social Issue Proposals 2001-2004*				
	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>
Filed	244	268	267	327
Omitted	32	31	45	49
Withdrawn	60	89	91	81
Voted On	140	145	129	186
* January 1 through June 30 of each year				

In addition, the following chart depicts a summary, by social issue category, of the voting results for the past four proxy seasons.

Support Levels for Selected Social Issues					
Subject	2004 Resolutions	Average support 2004	Average Support 2003	Average Support 2002	Average support 2001
Environment: Global Warming	11	14.4%	17.2%	19.0%	9.3%
Environment: Pollutants/Other	13	15.1%	6.2%	13.6%	9.3%
Equal Employment Opportunity	6	33.8%	18.3%	13.0%	11.3%
Executive Pay & Social Performance	14	8.3%	9.5%	9.2%	9.5%
Global Labor Standards	17	13.0%	9.8%	10.4%	8.5%
Health and Pharmaceutical Pricing	13	14.6%	3.7%	3.7%	6.9%
Human Rights Issues	10	8.0%	7.8%	7.0%	9.3%
Military Issues	7	6.6%	7.0%	5.8%	6.0%
Northern Ireland	7	9.9%	12.8%	13.6%	17.5%
Political Giving/Ties	35	9.5%	5.9%	NA	NA
Sustainability reporting	10	25.0%	24.6%	NA	NA
Charitable Contributions	10	6.6%	7.7%	NA	NA
Board Diversity	5	7.0%	30.7%	NA	NA
Tobacco Production and Marketing	9	7.2%	5.7%	4.7%	7.2%

All vote support levels shown are calculated according to the formula the SEC uses to determine resubmission eligibility: the percentage of shares voted “for” out of the total voted “for” and “against,” excluding abstentions. First-year proposals must win at least three

percent support under the formula to qualify for resubmission an additional year, second-year proposals must get at least six percent, and proposals in their third- year or more must score at least ten percent. Also, it is important to keep in mind that shareholder proposals are phrased as a request and are intended to open a dialogue between shareholders and company management; that is, they are generally not binding on the company regardless of the level of support. Finally, a “withdrawal” of a shareholder proposal generally indicates that an agreement was reached between the proponent and the company, usually in the form of a concession made by the company.

A brief discussion of each of the major social issue proposals for the 2004 season is now provided below.

### *Animal Rights*

Animal welfare was a more prominent issue this proxy season than in recent years, as People for the Ethical Treatment of Animals, a sporadic shareholder proponent, stepped up its activity. It revived an old campaign to get companies to stop animal testing, proposing six resolutions on that issue, three of which ultimately came to votes. It also offered two new proposals, one on pet sales and another on animal welfare standards, both of which were voted on. Of the four proposals where vote results are available, only two won enough support for resubmission.

### *Board Diversity*

Board diversity was prominent in 2004 because the Calvert Social Investment Fund scrutinized its portfolio for companies with all-male boards. It proposed ten resolutions, five of which were withdrawn. The five proposals that came to votes through June 30 averaged support of just seven percent, down from 27 percent for this category last year and about 20 percent in 2002. This drop was particularly surprising because these proposals had appeared to gain support in recent years as the wave of corporate accounting scandals increased public scrutiny of board performance and directors’ independence.

### *Charitable Contributions*

More resolutions on charitable contributions than usual came to votes in 2004. The primary source of these resolutions came from anti-abortion activists, targeting companies that contribute to Planned Parenthood. This year, the SEC altered policy a bit, giving anti-abortion activists access to the proxy statement at eight companies with a watered-down version of an anti-contributions proposal that had failed to pass in earlier proxy seasons. The resolved clause asked simply that the companies “refrain from making direct charitable contributions.” The six proposals filed generally fared poorly.

### *Energy and the Environment*

The energy and environment category, the largest again in 2004, ranged from a continuation of the big campaign on global warming and renewable energy (24 resolutions) to an unusually large number of single-issue proposals. Resolutions related to climate concerns once again accounted for the largest single share of environmental proposals; the 11 proposals that came to votes averaged support of 14 percent and all did well enough to be eligible for resubmission in 2005. Seven of the 24 proposals on global warming and renewable energy were withdrawn after agreements.



Six proposals came to votes through June 30 asking companies to report on development or use of genetically engineered organisms. None got more than single-digit support, but four did well enough to be resubmitted next year.

Another seven environmentally-oriented proposals this year focused in some way on toxic substances used or generated by the target companies, whether close to home or around the world. The highest vote-getter was at Tyco International, where management had recommended that shareholders vote in favor of the Christian Brothers Investment Services' request that its board report on how the company "will respond to the rising regulatory, competitive, and public pressure to reduce the emission of toxic chemicals."

### *Equal Opportunity*

The big story on equal employment issues was the withdrawal of 21 out of 24 resolutions asking companies to adopt policies outlawing discrimination against gays in the workplace. This left only three gay rights proposals going to a vote. Proposals calling for nondiscrimination policies towards gay employees have gained steadily increasing support in recent years, with average support rising from eight percent in 2000 to 36 percent last year. Finally, three proposals came to votes that called for disclosure of the company's policies for and progress in increasing advancement opportunities for women and members of racial minorities.

### *Executive Pay*

Proponents filed 16 resolutions on linking pay to performance on social issues, of which 14 came to votes. One batch asked for a comparison of executive pay and the salary of the lowest paid workers, and an explanation of whether sizable layoffs should result in a downward adjustment of executive pay. Another group, new this year, asked for a report documenting the distribution of stock options to women and minorities. There were also diverse proposals that asked that executive pay be linked to various social indicators. The proposals focusing on executive pay relative to the lowest paid workers came to votes at Alcoa (13 percent support), General Electric (9 percent), JP Morgan Chase (8 percent) and Time Warner (8 percent). Of the diverse proposals asking companies to link executive pay to various social performance indicators, only two so far have failed to gain enough support for resubmission.

### *Global Labor Standards*

Twenty-six resolutions on global labor standards were filed for 2004, down slightly from the 31 the year before. Many of the proposals constituted a continuation of the New York City-led campaign to get companies to adhere to the International Labor Organization's human rights principles for the workplace and to employ independent monitoring of compliance with those standards. There were also several resolutions asking for a review and report on company labor standards, and two new proposals from the Communications Workers of America looking for a report on the risk to the companies' image from a globalization strategy. As of mid-July, preliminary or final vote results were in for only 11 of these proposals. The top vote-getter so far in this category was the New York City funds' first-year proposal asking Disney to review the labor standards of its suppliers in China, which won 29 percent support.

As in past years, several proposals came to votes urging companies to respect the core conventions of the International Labor Organization throughout their global operations. Of the proposals where vote results are known, only New York City's second-year proposal at TJX Companies and its first-year proposal at VF Corporation got enough support for resubmission.

### *Health Issues*

The 2004 proxy season saw substantially more votes on resolutions related to combating the AIDS pandemic abroad, as activists raised the bar for withdrawals on that issue; eight proposals came to votes, four at drug companies and four at corporations with extensive operations in Africa. All asked the companies to review the economic effect of AIDS, tuberculosis and malaria on their business strategies and to report on their initiatives to date. All eight of the new proposals on business strategy in light of the AIDS, malaria and tuberculosis pandemic were able to clear their resubmission thresholds. Votes ranged from 98 percent at Coca-Cola, where management endorsed the proposal, to single digits at Abbott Laboratories, Bristol-Myers Squibb, Caterpillar, Chevron-Texaco, PepsiCo, and Pfizer. The proposal earned 14 percent at Merck.

On the domestic health front, church groups tried to pursue the issue of drug pricing, somewhat hampered by an SEC staff decision that found a revised resolution too similar to one that had failed to receive enough support for resubmission in recent years. As for the proposals that came to votes on domestic drug pricing, none earned more than single-digit support.

### *Human Rights*

Activists filed 12 proposals on human rights issues for the spring proxy season. Four of those were resolutions asking for agreement to the China Principles, a set of guideline business practices that show support and respect for human and labor rights. The rest of the resolutions ranged in topic from sales to Israel to the human rights implications of operations in Equatorial Guinea. There were no significant SEC decisions on human rights proposals, but two resolutions were withdrawn.

### *Military and Security Issues*

Church groups continued to propose resolutions related to military contracting criteria, an issue for them for more than 30 years, and offered two resolutions on foreign offset agreements. All seven of the church proposals came to votes. The proposals received support ranging from four to nine percent.

In another campaign related to security issues, New York City fire and police pension funds for the second year asked companies about their ties to countries alleged to sponsor terrorism. Two of three proposals in that area were withdrawn.

### *Northern Ireland*

The New York City-led campaign to get companies to implement the MacBride Principles for fair employment in Northern Ireland went into its 20<sup>th</sup> year with ten resolutions. As always, MacBride proponents were able to achieve some agreements, and

three resolutions were withdrawn. The proposals at Crane, Interpublic Group, and Raytheon earned double-digit support ranging from 10 to 12 percent.

### *Political Contributions*

The year's big new shareholder effort, the labor-led proposals to get companies to reveal all their political contributions, produced 27 votes and a few withdrawals. The new campaign is based on a draft proposal developed by the Center for Political Accountability, a new watchdog group in Washington, D.C., and it has so far averaged vote support of just over ten percent. All the proposals where vote results are known have earned enough for resubmission. In general, the unions' version of the proposal not only called on companies to itemize their political contributions, but also to identify the rationale and corporate decision-makers behind each one.

### *Sustainability*

Proposals asking companies to engage in broad-based "sustainability" reporting have risen from a mere blip on the proxy season radar in 2002 to one of the leading issues in 2004, with 27 proposals filed for the spring season. Calvert Social Investments was one of the lead filers and was particularly successful in negotiating withdrawals. All told, 11 of the proposals were withdrawn after agreements, but five others were tossed out by the SEC when companies challenged them as vague and misleading. In a few short years, sustainability reporting has emerged as one of the most strongly supported areas in social issues proxy voting. The average of the preliminary and final vote results for the ten proposals voted on through June 30 now stands at 25 percent, and all gained enough support for resubmission.

### *Tobacco Issues*

The number of resolutions on tobacco issues, which had spiked upwards in 2003, fell back in 2004. The major new initiative involved resolutions asking media companies to review data linking tobacco use by teens with tobacco use in youth-rated movies; these proposals, however, fell victim to the SEC's ordinary business exclusion. But religious investors continued to press the issue of divestment of tobacco stocks by insurance and healthcare companies, and to prod the U.S. tobacco manufacturers on subjects such as passive smoking and the effects of smoking by pregnant women. The proposals that came to votes averaged only about five percent, down from an unusually high eight percent in 2003, and only four earned enough support for resubmission.

**UW TRUST FUNDS**  
**2004 Proxy Season Voting List: Preapproved Issue Proposals**

<b>UW TRUST FUNDS</b>					
<b>Spring 2004 Proxy Voting List</b>					
Please direct questions to: Portfolio Analyst, Tom Reinders (608) 265-4174					
Security Description	Mtg Date	Proposal	Policy	Vote	Result
<i>Note: A "CG" designation represents a non-routine Corporate Governance proposal.</i>					
3M	5/13	Redeem or vote on poison pill	CG	Affirmative	Omitted
AGCO	4/1	Report using GRI guidelines	74-3/97-1	Affirmative	38.3%
ALBERTSON'S	6/13	Report using GRI guidelines	74-3/97-1	Affirmative	Omitted
ALBERTSON'S	6/13	Vote on future golden parachutes	CG	Affirmative	56.1%
ALTRIA	4/29	Redeem or vote on poison pill	CG	Affirmative	Omitted
ALTRIA	4/29	Report on cigarette filter health effects	97-1	Affirmative	3.7%
AMERICAN ELECTRIC POWER	4/27	Limit consulting by auditors	CG	Affirmative	14.0%
AMERICAN ELECTRIC POWER	4/27	Vote on future golden parachutes	CG	Affirmative	58.0%
AMERICAN ELECTRIC POWER	4/27	Report on global climate change	74-3	Affirmative	Withdrawn
AMERICAN INTL GROUP	5/16	Report on global climate change	74-3	Affirmative	Omitted
AMERICAN INTL GROUP	5/16	Report on AIDS impact on company	97-1	Affirmative	Omitted
AMERICAN STANDARD	5/17	Adopt sexual orientation non-discrimination policy	78-1	Affirmative	Withdrawn
AVON PRODUCTS	5/6	Report on parabens in products	74-3	Affirmative	8.7%
AVON PRODUCTS	5/6	Report on phthalates	74-3	Affirmative	Withdrawn
BALL	4/28	Limit consulting by auditors	CG	Affirmative	Omitted
BANK OF AMERICA CORP	5/26	Limit consulting by auditors	CG	Affirmative	Withdrawn
BANK OF AMERICA CORP	5/26	Redeem or vote on poison pill	CG	Affirmative	Omitted
BANK OF AMERICA CORP	5/26	Review social impact of merger	97-1	Affirmative	Withdrawn
BANK OF AMERICA CORP	5/26	Adopt fair lending policy in emerging markets	78-1/97-1	Affirmative	Withdrawn
BOEING	5/3	Redeem or vote on poison pill	CG	Affirmative	Omitted
BOEING	5/3	Vote on future golden parachutes	CG	Affirmative	27.9%
BOEING	5/3	Adopt comprehensive human rights policy	97-1	Affirmative	17.4%
BRISTOL-MEYERS SQUIBB	5/6	Redeem or vote on poison pill	CG	Affirmative	Omitted
BRISTOL-MEYERS SQUIBB	5/6	Respond to AIDS pandemic in Africa	97-1	Affirmative	7.9%
BRISTOL-MEYERS SQUIBB	5/6	Adopt drug price restraint policy	97-1	Affirmative	Omitted
BURLINGTON NORTHERN CO	4/21	Redeem or vote on poison pill	CG	Affirmative	Omitted
BURLINGTON RESOURCES	4/21	Report policy on indigenous peoples	78-1/97-1	Affirmative	Withdrawn
CAPITAL ONE FINANCIAL	4/29	Limit consulting by auditors	CG	Affirmative	Withdrawn
CHESAPEAKE ENERGY	6/1	Report using GRI guidelines	74-3/97-1	Affirmative	Withdrawn
CHEVRON TEXACO CORP	4/28	Report on land development policy	74-3	Affirmative	Omitted
CHEVRON TEXACO CORP	4/28	Redeem or vote on poison pill	CG	Affirmative	Omitted
CHEVRON TEXACO CORP	4/28	Report AIDS pandemic impact	97-1	Affirmative	8.4%
CHEVRON TEXACO CORP	4/28	Report on toxic waste cleanup	74-3	Affirmative	9.5%
CITIGROUP	4/20	Redeem or vote on poison pill	CG	Affirmative	Omitted
CITIGROUP	4/20	Adopt fair lending policy in emerging markets	78-1/97-1	Affirmative	Withdrawn
COCA COLA ENTERPRISES	4/21	Adopt Code of Conduct for China Operations	97-1	Affirmative	Withdrawn
COCA COLA ENTERPRISES	4/21	Report AIDS pandemic impact	97-1	Affirmative	Withdrawn
COCA COLA ENTERPRISES	4/21	Report on stock options by race/sex	78-1/97-1	Affirmative	Withdrawn
COMCAST	5/26	Vote on future golden parachutes	CG	Affirmative	Omitted
CONOCO PHILIPS	5/6	Report on plans to drill in National Artic Refuge	74-3	Affirmative	9.2%
COSTCO WHOLESALE	1/29	Implement ILO Global Labor Standards	97-1	Affirmative	Withdrawn
COSTCO WHOLESALE	1/29	Report on ethics policy	97-1	Affirmative	Omitted
COSTCO WHOLESALE	1/29	Report on land development policy	74-3	Affirmative	6.5%
CVS	5/12	Report on Equal Employment Opportunity	78-1	Affirmative	Withdrawn
DISNEY	3/3	Review China labor standards	97-1	Affirmative	29.0%
DISNEY	3/3	Report on amusement park safety	97-1	Affirmative	10.5%
DISNEY	3/3	Adopt Code of Conduct for China Operations	97-1	Affirmative	8.3%
ENTERGY	5/14	Vote on future golden parachutes	CG	Affirmative	54.5%
ENTERGY	5/14	Redeem or vote on poison pill	CG	Affirmative	Omitted
EXXON MOBIL CORP	5/28	Report on greenhouse gas emissions	74-3	Affirmative	8.8%
EXXON MOBIL CORP	5/28	Implement ILO Global Labor Standards	97-1	Affirmative	Withdrawn
EXXON MOBIL CORP	5/28	Redeem or vote on poison pill	CG	Affirmative	Omitted
EXXON MOBIL CORP	5/28	Report on stock options by race/sex	78-1/97-1	Affirmative	7.0%

**UW TRUST FUNDS**  
**2004 Proxy Season Voting List: Preapproved Issue Proposals**

EXXON MOBIL CORP	5/28	Review human rights in Guinea	78-1/97-1	Affirmative	7.6%
EXXON MOBIL CORP	5/28	Urge MacBride Principles on franchisees	78-1	Affirmative	Withdrawn
EXXON MOBIL CORP	5/28	Report on global climate change	74-3	Affirmative	8.8%
EXXON MOBIL CORP	5/28	Report on AIDS pandemic impact	97-1	Affirmative	Withdrawn
FIRST DATA	5/16	Limit consulting by auditors	CG	Affirmative	Withdrawn
FIRST ENERGY	5/18	Vote on future golden parachutes	CG	Affirmative	63.7%
FIRST ENERGY	5/18	Redeem or vote on poison pill	CG	Affirmative	70.0%
FLEET BOSTON FINANCIAL	4/1	Disclose executive compensation	CG	Affirmative	Cancelled
FLEET BOSTON FINANCIAL	4/1	Adopt fair lending policy in emerging markets	78-1/97-1	Affirmative	Cancelled
FLEET BOSTON FINANCIAL	4/1	Review social impact of merger	97-1	Affirmative	Cancelled
FORTUNE BRANDS INC	4/27	Redeem or vote on poison pill	CG	Affirmative	67.8%
GENERAL ELEC CO	4/23	Issue sustainability report	74-3/97-1	Affirmative	7.3%
GENERAL ELEC CO	4/23	Limit consulting by auditors	CG	Affirmative	Withdrawn
GENERAL ELEC CO	4/23	Redeem or vote on poison pill	CG	Affirmative	Omitted
GENERAL ELEC CO	4/23	Report on costs of PCB cleanup delay	74-3	Affirmative	12.7%
GENERAL ELEC CO	4/23	Report on waste storage at nuclear plant	74-3	Affirmative	7.2%
GENERAL ELEC CO	4/23	Review executive compensation	CG	Affirmative	8.6%
GENERAL MOTORS CORP	6/2	Vote on future golden parachutes	CG	Affirmative	23.9%
GENERAL MOTORS CORP	6/2	Report on global climate change	74-3	Affirmative	Omitted
GENERAL MOTORS CORP	6/2	Redeem or vote on poison pill	CG	Affirmative	Omitted
GENERAL MOTORS CORP	6/2	Report on greenhouse gas emissions	74-3	Affirmative	7.0%
HASBRO	5/1	Implement ILO Global Labor Standards	97-1	Affirmative	10.1%
HEWLETT PACKARD CO	3/17	Redeem or vote on poison pill	CG	Affirmative	Omitted
HOME DEPOT INC	5/30	Vote on future golden parachutes	CG	Affirmative	55.2%
HOME DEPOT INC	5/30	Implement ILO Global Labor Standards	97-1	Affirmative	9.5%
HOME DEPOT INC	5/30	Redeem or vote on poison pill	CG	Affirmative	67.0%
INTEL CORP	5/19	Vote on future golden parachutes	CG	Affirmative	Omitted
INTEL CORP	5/19	Report on water use	74-3	Affirmative	Withdrawn
IBM	4/27	Adopt Code of Conduct for China Operations	97-1	Affirmative	10.6%
IBM	4/27	Redeem or vote on poison pill	CG	Affirmative	Omitted
JP MORGAN CHASE	5/20	Review social criteria in financial ventures	97-1	Affirmative	Withdrawn
JP MORGAN CHASE	5/20	Limit consulting by auditors	CG	Affirmative	14.3%
JP MORGAN CHASE	5/20	Review executive compensation	CG	Affirmative	8.2%
JOHNSON & JOHNSON	4/22	Report AIDS pandemic impact	97-1	Affirmative	Withdrawn
JOHNSON & JOHNSON	4/22	Report on drug price restraint efforts	97-1	Affirmative	Pending
JOHNSON CONTROLS	1/28	Issue sustainability report	74-3/97-1	Affirmative	Withdrawn
JONES APPARREL	5/1	Implement ILO Global Labor Standards	97-1	Affirmative	Withdrawn
KERR MCGEE	5/11	Report using GRI guidelines	74-3/97-1	Affirmative	Withdrawn
KIMBERLY CLARK CORP	4/29	Redeem or vote on poison pill	CG	Affirmative	76.1%
KOHL'S	4/1	Rotate auditors	CG	Affirmative	Omitted
LEAR	5/1	Redeem or vote on poison pill	CG	Affirmative	85.8%
LEAR	5/1	Adopt sexual orientation non-discrimination policy	78-1	Affirmative	Withdrawn
LOUISIANA PACIFIC	5/3	Report on greenhouse gas emissions	74-3	Affirmative	9.1%
LOWES CO	5/1	Implement ILO Global Labor Standards	97-1	Affirmative	Omitted
LOWES CO	5/1	Report using GRI guidelines	74-3/97-1	Affirmative	Omitted
LOWES CO	5/1	Redeem or vote on poison pill	CG	Affirmative	Omitted
MASCO	5/11	Adopt sexual orientation non-discrimination policy	78-1	Affirmative	Withdrawn
MASCO	5/11	Report using GRI guidelines	74-3/97-1	Affirmative	Withdrawn
MCGRAW HILL	4/28	Redeem or vote on poison pill	CG	Affirmative	68.5%
MERCK & CO	4/27	Develop ethical criteria for patent extension	97-1	Affirmative	7.8%
MERCK & CO	4/27	Report on ethics policy	97-1	Affirmative	Omitted
MERCK & CO	4/27	Report AIDS pandemic impact	97-1	Affirmative	13.6%
MOODYS	4/27	Redeem or vote on poison pill	CG	Affirmative	Omitted
MORGAN STANLEY	4/20	Vote on future golden parachutes	CG	Affirmative	43.8%
NCR	4/28	Limit consulting by auditors	CG	Affirmative	11.6%
NEXTEL COMMUNICATIONS	5/1	Limit consulting by auditors	CG	Affirmative	Withdrawn
NORTHROP GRUMMAN CORP	5/18	Limit consulting by auditors	CG	Affirmative	Omitted
OCCIDENTAL PETROLEUM	4/30	Redeem or vote on poison pill	CG	Affirmative	Omitted
OCCIDENTAL PETROLEUM	4/25	Adopt comprehensive human rights policy	97-1	Affirmative	Withdrawn
PEPSICO INC	5/1	Review AIDS pandemic impact	97-1	Affirmative	7.4%
PFIZER INC	4/22	Report on drug price restraint efforts	97-1	Affirmative	5.0%
PFIZER INC	4/22	Review AIDS pandemic impact	97-1	Affirmative	9.8%
PFIZER INC	4/22	Redeem or vote on poison pill	CG	Affirmative	Omitted

**UW TRUST FUNDS**  
**2004 Proxy Season Voting List: Preapproved Issue Proposals**

PFIZER INC	4/22	Report on stock options by race/sex	78-1/97-1	Affirmative	Omitted
PITNEY BOWES INC	5/10	Redeem or vote on poison pill	CG	Affirmative	Withdrawn
PRAXAIR	4/27	Redeem or vote on poison pill	CG	Affirmative	Omitted
SBC COMMUNICATIONS INC	4/30	Redeem or vote on poison pill	CG	Affirmative	Omitted
SEARS ROEBUCK	5/13	Redeem or vote on poison pill	CG	Affirmative	62.5%
SEMPRA ENERGY	5/4	Redeem or vote on poison pill	CG	Affirmative	66.3%
SEMPRA ENERGY	5/4	Limit consulting by auditors	CG	Affirmative	17.3%
SMITH INTERNATIONAL	4/20	Report on board diversity	CG	Affirmative	Withdrawn
TELETECH HOLDINGS	5/20	Implement MacBride Principles	78-1	Affirmative	6.1%
TEXAS INSTRUMENTS	4/15	Limit consulting by auditors	CG	Affirmative	Omitted
TIME WARNER	5/1	Adopt Code of Conduct for China Operations	97-1	Affirmative	8.5%
TIME WARNER	5/1	Review executive compensation	CG	Affirmative	Withdrawn
TIME WARNER	5/1	Limit consulting by auditors	CG	Affirmative	Omitted
TIME WARNER	5/1	Report on board agenda and voting record	CG	Affirmative	Omitted
TJX	6/1	Implement ILO Global Labor Standards	97-1	Affirmative	10.5%
TJX	6/3	Report on vendor labor standards	97-1	Affirmative	7.4%
TYCO INTERNATIONAL	5/6	Review toxic emissions	74-3	Affirmative	92.2%
UNITED RENTALS	5/1	Vote on future golden parachutes	CG	Affirmative	33.8%
UNITED TECHNOLOGIES CORP	5/1	Disclose executive compensation	CG	Affirmative	18.6%
UNITED TECHNOLOGIES CORP	5/1	Vote on future golden parachutes	CG	Affirmative	Withdrawn
WACHOVIA	4/20	Limit consulting by auditors	CG	Affirmative	Withdrawn
WAL MART STORES INC	6/1	Issue sustainability report	74-3/97-1	Affirmative	14.2%
WAL MART STORES INC	6/1	Equal Employment Opportunity reporting	78-1	Affirmative	16.1%
WASHINGTON MUTUAL	4/20	Limit consulting by auditors	CG	Affirmative	Withdrawn
WINN DIXIE STORES	10/1	Redeem or vote on poison pill	CG	Affirmative	Pending
WYETH	4/22	Redeem or vote on poison pill	CG	Affirmative	Omitted
WYETH	4/22	Report on drug price restraint efforts	97-1	Affirmative	5.9%
ZIMMER HOLDINGS	5/1	Redeem or vote on poison pill	CG	Affirmative	77.9%

REVISED

I.3. Physical Planning and Funding Committee

Thursday, October 7, 2004  
Health and Wellness Center Conference Room  
UW-Superior

- 10:00 a.m. Campus Tours starting at Rothwell Student Center
- 11:00 a.m. Business and Finance Committee with All Regents Invited to attend  
Rothwell Student Center – Ballroom
- Legislative Audit Bureau – An Evaluation: University of Wisconsin System Staffing
- 12:15 p.m.
- Lunch presentation on The Liberal Arts Mission at UW-Superior
- 1:30 p.m. Joint Meeting with Business and Finance Committee – Rothwell Student Center – Room 111
- Presentation by Jan Hanson, Vice Chancellor for Administration and Finance; and Jill Schoer, Assistant Chancellor for University Advancement, on the Physical Development Plan and Campaign Superior
- 2:00 p.m. Physical Planning and Funding Committee Meeting - Health & Wellness Center Conference Room
- a. Approval of the Minutes of the September 9, 2004 Meeting
  - b. Report of the Assistant Vice President
    - Building Commission Actions
    - Equis Study Update
  - c. UW-Madison: Kemp Residence Hall (Design Report)  
[Resolution I.3.c.]
  - d. UW-Madison: Middleton Library Renovation (Design Report)  
[Resolution I.3.d.]
  - e. UW-Madison: Biotechnology Building Addition Scope and Budget Increase  
[Resolution I.3.e.]

- f. UW-River Falls: New Student Union Budget Increase and Authority to Seek a Waiver of the DSF Project Management Fee  
[Resolution I.3.f.]
- x. Additional items may be presented to the Committee with its approval
- z. Closed session for purposes of considering personal histories, as permitted by s.19.85(1)(f), *Wis. Stats.*, related to naming a facility at UW-Stevens Point



Approval of the Design Report and Authority  
to Construct a Kemp Residence Hall 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, the Design Report be approved and authority be granted to construct a Kemp Residence Hall project at the Kemp Natural Resources Station in Woodruff, Wisconsin, at an estimated project cost of \$696,000 Gift and Grant Funds.

# THE UNIVERSITY OF WISCONSIN SYSTEM

## Request for Board of Regents Action October 2004

1. Institution: The University of Wisconsin-Madison
2. Request: Requests approval of the Design Report and authority to construct a Kemp Residence Hall project at the Kemp Natural Resources Station in Woodruff, Wisconsin, at an estimated project cost of \$696,000 Gift and Grant Funds.
3. Description and Scope of Project: This project will consist of a 6,650 ASF/7,200 GSF, wood frame building to provide short-term lodging for visiting university faculty and students. The new building will join a complex of seven other buildings near the shore of Lake Tomahawk. The building will have a walkout basement and a main floor. Construction will consist of concrete walls below grade and wood exterior walls above grade. Exposed walls will have masonry and log siding to match the aesthetic of the other buildings at Kemp Station. The building will have a pitched roof with asphalt shingles, and interior finishes will be primarily wood.

The project will require a well, septic tank and drain field, in-ground grease trap, 10,000 gallon sprinkler storage tank and pump, and electrical service. The project will also require a generator for emergency power and a propane tank for the heating system and generator.

4. Justification of the Request: Kemp Natural Resources Station is a multi-disciplinary research and teaching facility operated by the College of Agricultural & Life Sciences. The 235-acre station is located in the ecologically diverse Northern Highland Region of north central Wisconsin. The station is home to several unique terrestrial and aquatic ecosystems, including some of the last remnants of old-growth forest in the Great Lakes Region. This setting makes Kemp Station an exceptional environmental research and education center.

The station has a rich history dating back to 1900. It was originally the summer estate of the Kemp family. In 1960, Susan Spencer-Small and Sally Greenleaf, granddaughters of the original owners, donated the property to the University of Wisconsin-Madison for “research on the management, preservation and wise use of land and water resources.”

The station quickly became a center for pioneering research in the fields of ecology, soil science, forest insects and disease, plant physiology, and wildlife management. In 1996, a major laboratory refurbishment project was completed. Since then the station has experienced a dramatic increase in research and instructional activity. To address this need, the university has planned for a moderately-sized residence hall that provides four season accommodations for 20 scientists/students.

The facility enables Kemp Station to provide cost-effective lodging for visiting scientists and students. It also gives researchers, instructors, and students convenient access to Kemp Station's modern laboratory, office, and computer resources and its unique biotic features. Finally, the residence hall will allow Kemp Station to accommodate diverse groups simultaneously, creating a stimulating environment that fosters interdisciplinary research and instruction. When completed, this new facility will allow Kemp Station to build upon its tradition of research and instruction, generating vital new knowledge about the environment.

The project will be funded with gift and grant funds. Fundraising will include the potential for some building materials (windows, log siding, and lumber) for the Kemp Station project. There are commitments of donated items, and other items are still being sought. The university's goal is to take occupancy of the building on October 15, 2005.

5. Budget:

Budget Kemp Station	%	Cost
Construction		\$564,000
Contingency	7%	40,000
A/E Fees	10%	61,000
DSF Management	4%	25,000
Plan Review/Testing		1,700
Movable Equipment		2,500
Percent for Art		1,800
Total Project Cost		\$696,000
Construction Cost/GSF		\$83.88
Total Cost/GSF		\$96.66

6. Previous Action: None.

Approval of the Design Report and Authority  
to Construct a Middleton Library 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, the Design Report be approved and authority be granted to construct a Middleton Library Renovation project, at an estimated project cost of \$497,600 Institutional Non-GPR Funds.

# THE UNIVERSITY OF WISCONSIN SYSTEM

## Request for Board of Regents Action October 2004

1. Institution: The University of Wisconsin-Madison
2. Request: Requests approval of the Design Report and authority to construct a Middleton Library Renovation project, at an estimated project cost of \$497,600 Institutional Non-GPR Funds.
3. Description and Scope of Project: This project will remodel approximately 27,000 ASF on the first, second, and third floors of the Middleton Library which is located at 1305 Linden Drive on the UW-Madison campus. New tenants will include the McBurney Disability Resource Center, Career Services for the Colleges of Letters and Sciences and School of Human Ecology, the Office of Continuing Studies, and the PEOPLE/POSSE program.

Demolition will be minor, making maximum use of existing construction and infrastructure. New work will include the construction of full height walls to create private offices, partial height walls to create semi-private open workstations, and new wall and floor finishes. The existing electrical and mechanical systems will be updated and modified as necessary. Improvements will be made to second floor restrooms to provide access for those with disabilities.

4. Justification of the Request: This project will enable relocation of the McBurney Center, Career Services, and Continuing Studies from their current location at 905 University Avenue, and the PEOPLE/POSSE programs from their current location in Bascom Hall and the Education Building. The University Avenue location is the site of the addition to the Grainger School of Business which is currently under design and slated to begin construction in Summer 2005. Occupants must be relocated by May 15, 2005, so that the construction of the Grainger addition can begin.

5. Budget:

Budget	%	Cost
Construction		\$400,000
A/E Fees	10.0%	\$40,000
DSF Management	4.0%	\$17,600
Contingency	10.0%	\$40,000
Total Project Cost		\$497,600

6. Previous Action: None.

1004MiddletonLibraryRenovBOR.doc

Authority to Increase the Scope and Budget of the  
Biotechnology Building Addition, 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 increase the project scope and budget of the Biotechnology Building Addition project by \$726,500 Gift/Grants and Institutional Non-GPR funds, for a revised total project cost of \$27,726,500 (\$18,000,000 General Fund Supported Borrowing – BioStar, and \$9,726,500 Gifts/Grants and Institutional Non-GPR Funds).

# THE UNIVERSITY OF WISCONSIN SYSTEM

## Request for Board of Regents Action October 2004

1. Institution: The University of Wisconsin-Madison
2. Request: Requests authority to increase the project scope and budget of the Biotechnology Building Addition project by \$726,500 Gift/Grants and Institutional Non-GPR funds, for a revised total project cost of \$27,726,500 (\$18,000,000 General Fund Supported Borrowing – BioStar, and \$9,726,500 Gifts/Grants and Institutional Non-GPR Funds).
3. Project Description and Scope: This project involves the construction of a 52,367 ASF/90,732 GSF addition to the existing Biotechnology Building at 425 Henry Mall, as well as some renovation to the existing facility. The scope of this work includes renovation of the existing vivarium to include areas for a zebrafish facility, accommodations for growth chambers, fly media, and electrophysiology, as well as remodeling of the existing loading dock and constructing connections between the existing building and the new addition.

Over the course of two years of construction, minor changes to the project scope were requested by the institution. These changes included:

- Additional architectural and engineering fees for work that was not part of the original consultant contract. This work provided assistance in preparation of documents for a National Institutes of Health (NIH) grant submittal.
  - Revisions to the labs on the fourth and fifth floors.
  - The addition of an 800 ASF computer server room.
  - Revision of the card access system.
4. Justification of the Request: The Biotechnology Building Addition project was approved by the Board of Regents and State Building Commission as part of the 2001-03 Capital Budget and was subsequently enumerated at \$27 million.

This request is for funding to cover revisions to the original project scope to either complete or enhance the project, and to accommodate the needs of new faculty hired after planning of this facility occurred. The additional architectural and engineering consulting work resulted in a successful grant from the NIH. The fourth floor, originally designed to accommodate infectious pathogen work, was modified to serve standard cell research. The pathogen work was moved to the fifth floor, thus requiring minor modifications there to accommodate it. A new server room with associated cooling was added to accommodate

new technology being used by the biotech addition occupants, while the card access system was revised from the equipment that was bid to equipment that has since become the campus standard.

5. Project Budget:

Construction	\$22,277,900
Server Room Construction	494,294
A/E Design	2,258,147
EIS Fee	11,800
DSF Management	922,000
Demolition and Abatement	212,000
Contingency	182,859
Allowances (Completion Incentive)	300,000
Movable Equipment	1,000,000
Percent for Art	<u>67,500</u>
Estimated Total Project Cost	\$27,726,500

6. Previous Action:

August 25, 2000  
Resolution 8175

Endorsed the BioStar Initiative, a ten-year \$317 million program funded overall with 50 percent GPR and 50 percent non-GPR funds to supplement biotechnology-related facilities at UW-Madison.

December 7, 2001  
Resolution 8484

Approved the design report and granted authority to demolish the ROTC Building at 1402 University Avenue; and construct the Biotechnology Building addition project at an estimated cost of \$27,000,000 (\$18,000,000 General Fund Supported Borrowing-BioStar and \$9,000,000 Gifts and Grants).



Authority to Increase the Budget of the New  
Student Union Project and Seek a Waiver,  
UW-River Falls

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-River Falls Chancellor and the President of the University of Wisconsin System, authority be granted to (1) increase the project budget of the New Student Union project by \$4,527,000 (\$2,017,000 Program Revenue Supported Borrowing and \$2,510,000 Program Revenue–Cash) and (2) seek a waiver of the four percent DSF management fee, estimated at \$176,000, for the amount of construction cost increase, for an estimated total project cost of \$32,927,000 (\$22,367,000 Program Revenue Supported Borrowing, \$10,310,000 Program Revenue-Cash, and \$250,000 Building Trust Funds-Contingency).

# THE UNIVERSITY OF WISCONSIN SYSTEM

## Request for Board of Regents Action October 2004

1. Institution: The University of Wisconsin-River Falls
2. Request: Requests authority to (1) increase the project budget of the New Student Union project by \$4,527,000 (\$2,017,000 Program Revenue Supported Borrowing and \$2,510,000 Program Revenue–Cash) and (2) seek a waiver of the four percent DSF management fee, estimated at \$176,000, for the amount of construction cost increase, for an estimated total project cost of \$32,927,000 (\$22,367,000 Program Revenue Supported Borrowing, \$10,310,000 Program Revenue-Cash, and \$250,000 Building Trust Funds-Contingency).
3. Description and Scope of Project: This project will construct a new 142,660 GSF/92,665 ASF student union building in the center of the UW-River Falls campus on a site occupied by the former Ames Teacher Education Center, which was demolished as a part of this project. Construction of the new four story building will contain the following functions:
  - all campus food service operations,
  - an entertainment complex,
  - retail operations including a bookstore, convenience store, and bank,
  - student life offices (Involvement Center),
  - ballroom, and
  - meeting rooms and lounges.

Work will also include reconstruction of an existing parking lot, site work, and landscaping. A new child care facility was constructed to replace space in the Ames Teacher Education Building as part of this project at a cost of \$1,133,000, which, when added to the estimated total project cost of the student union portion, brings the total estimated project cost to \$34,060,000 (\$22,900,000 Program Revenue Supported Borrowing, \$600,000 Residual Program Revenue Supported Borrowing, \$10,310,000 Program Revenue–Cash, and \$250,000 Building Trust Funds–Contingency).

This project was bid on August 26, 2004. Total project costs as a result of bidding increased by \$5.6 million. The architect worked with the low bidders to identify material changes and scope reductions that will make up part of this deficit with the goal of identifying \$1.1 million in cost savings. To date, eighty-four cost saving items have been identified. Some of the significant changes include:

- simplifying interior finishes,
- simplifying the exterior materials using less stone, larger brick, and more metal panels,
- simplifying and revising the exterior glazing system while retaining thermal

- performance,
  - deleting some accent lighting and choosing less expensive light fixture types, and
  - reducing some of the audio/visual and telecommunications components.
4. Justification of the Request: This project was enumerated in the 2001-2003 biennium, with an increase enumerated in the 2003-2005 biennium. A full justification of the project and the increase were provided at those times.

In summary, the purpose of the project is to replace the existing Hagestad Student Center which is no longer capable of adequately meeting current student union needs. The new student union will provide space for new student life programming facilities, more meeting and lounge areas, larger student government and staff offices integrated into an “involvement center,” and improved food service offerings.

The bid results that were over budget are believed to be caused by recent steep cost increases in steel, concrete, and fuel prices. Since the bid results were all very close, it is unlikely that re-bidding would result in better prices. In fact, continued construction market volatility may result in more hedging by potential bidders and even higher bids. Rather than re-bidding the projects, a process of negotiating reasonable deductions without compromising quality, or impacting the program, was chosen as the best course of action. While cost saving negotiations that do not compromise the integrity of the project have resulted in approximately \$1.1 million of savings, additional funding of approximately \$4.5 million is still needed in order to build a project that meets the intended scope.

UW-River Falls raised segregated fee rates by \$50 in years 2000-01, 2001-02, and 2002-03 and by \$25 in 2003-04 for a total of \$175 per FTE student per year to support this project. The entire \$175 is currently incorporated into the student center fee. Students will be charged an additional \$50 for segregated fees to cover the increased bonding costs. This amount stays within the \$225 segregated fee impact authorized by student shared governance groups. Board plan food service rates will be increased by approximately \$17 per year to cover increased operating costs of the new facilities. Student center and food service rates will be increased in future years by the amount needed for programs and inflation, with no further increase needed for debt service on the construction. (A \$16 fee was approved to pay for debt service for the new child care center portion of this project and has been in place for the past two years.)

5. Budget:

Budget Student Union	%	Cost
Construction		\$26,310,000
A/E Fees	9.0%	2,358,000
Other Fees		217,000
DSF Mgmt. Fee	3.3%	911,000
Contingency	3.7%	982,000
Moveable Equipment		2,064,000
Percent for Art*		<u>85,000</u>
Total Project Cost – Student Union		\$32,927,000
Total Project Cost – Child Care		<u>\$1,133,000</u>
Total Project Cost		\$34,060,000

\* Percent for Art also includes amount allocated to the child care project.

6. Previous Action:

- August 25, 2000  
Resolution 8175
- Recommended that the New Student Union project be submitted to the Department of Administration and the state Building Commission, as part of the university's 2001-03 Capital Budget request, at an estimated total project cost of \$20,350,000 Program Revenue Supported Borrowing. The project was subsequently enumerated in the 2001-03 Capital Budget at \$20,451,000 Program Revenue Supported Borrowing.
- May 10, 2002  
Resolution 8542
- Authorized construction of the Child Care Center project at an estimated total project cost of \$600,000 residual Program Revenue Supported Borrowing and an increase to the New Student Union project for that purpose.
- August 22, 2002  
Resolution 8582
- Recommended that the Student Center Building–Increase project be submitted to the Department of Administration and the state Building Commission, as part of the university's 2003-05 Capital Budget request, at \$8,334,200 (\$3,684,000 Program Revenue Supported Borrowing and \$4,650,000 Program Revenue–Cash) for a revised total estimated project cost of \$29,386,000 (\$24,135,800 Program Revenue Supported Borrowing, \$600,000 Residual Program Revenue Borrowing, and \$4,650,200 Program Revenue-Cash).

June 6, 2003  
Resolution 8700

Authorized an increase to the scope and budget of the Child Care Center project of \$476,000 Program Revenue Supported Borrowing for a revised estimated total project cost of \$1,076,000 Program Revenue Supported Borrowing (\$600,000 Residual Program Revenue Supported Borrowing and \$476,000 Program Revenue Supported Borrowing). Subsequent to this action, the state Building Commission authorized an increase of \$533,000 of Program Revenue Supported Borrowing for a revised total project budget of \$1,133,000.

February 6, 2004  
Resolution 8794

Approved the design report and granted authority to: (1) construct the New Student Union project, (2) increase the project budget by \$147,000 Program Revenue–Cash, (3) seek a waiver of s. 16.855 under s. 13.48(19) to allow selection through an RFP process of a construction manager-at-risk, should it be determined that a LEED rating will be sought for this project, and (4) seek release of \$250,000 Building Trust Funds–Contingency to demolish the Ames Teacher Education Center, at an estimated total project cost for the new student union of \$28,400,000 (\$20,350,000 Program Revenue Supported Borrowing, \$7,800,000 Program Revenue–Cash, and \$250,000 Building Trust Funds–Contingency).

REVISED

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

October 8, 2004

Rothwell Student Center Ballroom  
UW-Superior  
Superior, Wisconsin

9:00 a.m.

II.

1. Calling of the roll
2. Approval of the minutes of the September 9<sup>th</sup> and 10<sup>th</sup>, 2004 meeting
3. Report of the President of the Board
  - a. Resolution of appreciation: Associate Vice President Frank Goldberg
  - b. Presentation of Governor's Award to UW-Superior Library
  - c. Report from the Wisconsin Technical College System Board
  - d. Report on the October 6, 2004 meeting of the Hospital Authority Board
  - e. Presentation by Chequamegon Bay Area Alumni Club of UW-Madison on initiatives in support of the Wisconsin Technology Council's goals for the Lake Superior region.
  - f. Additional items that the President of the Board may report or present to the Board
4. Report of the President of the System
5. Report of the Physical Planning and Funding Committee
6. Report of the Business and Finance Committee
7. Report of the Education Committee
8. Additional resolution
  - a. Resolution of appreciation to UW-Superior
9. Communications, petitions, memorials
10. Additional or unfinished business

11. Recess into closed session to consider a UW-Madison honorary degree nomination, as permitted by s.19.85[1][c] and s.19.85[1][f], *Wis. Stats.*; to confer with legal counsel regarding pending or potential litigation, as permitted by s.19.85[1][g], *Wis. Stats.*; and to consider personal histories related to naming a facility at UW-Stevens Point, as permitted by s.19.85[1][f], *Wis. Stats*

The closed session may be moved up for consideration during any recess called during the regular meeting agenda. The regular meeting will reconvene in open session following completion of the closed session.

Agenda100804

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

**Meeting Schedule 2004-05**

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

September 9 and 10

October 7 and 8 (UW-Superior)

November 4 and 5

December 9 and 10

2005

January 6 and 7 (cancelled, circumstances  
permitting)

February 10 and 11

March 10 and 11

April 7 and 8

May 5 and 6

June 9 and 10 (UW-Milwaukee)  
(Annual meeting)

July 7 and 8

August 18 and 19  
(Cancelled, circumstances permitting)

September 8 and 9

October 6 and 7

November 10 and 11

December 8 and 9



## 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  
Jose A. Olivieri  
Jesus Salas

#### Business and Finance Committee

Mark J. Bradley (Chair)  
Eileen Connolly-Keesler (Vice Chair)  
Gerard A. Randall  
Peggy Rosenzweig

#### Education Committee

Jose A. Olivieri (Chair)  
Elizabeth Burmaster (Vice Chair)  
Roger E. Axtell  
Danae D. Davis  
Gregory L. Gracz  
Charles Pruitt  
Beth Richlen

#### Physical Planning and Funding Committee

Jesus Salas (Chair)  
Guy A. Gottschalk (Vice Chair)  
Milton McPike  
Brent Smith

#### Personnel Matters Review Committee

Danae D. Davis (Chair)  
Roger E. Axtell  
Jose A. Olivieri  
Gerard A. Randall

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

Charles Pruitt (Chair)  
Milton McPike  
Brent Smith  
Beth Richlen

### OTHER COMMITTEES

#### Liaison to Association of Governing Boards

Guy A. Gottschalk

#### Hospital Authority Board - Regent Members

Charles Pruitt  
Roger E. Axtell  
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

Mark J. Bradley, 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-River Falls

##### Chancellor Search

Charles Pruitt (Chair)  
Eileen Connolly-Keesler  
Danae D. Davis  
Jesus Salas  
Brent Smith

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