

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Madison, Wisconsin

UW-Madison
Held in 1820 Van Hise Hall
Friday, December 9, 2005
9:00 a.m.

- President Walsh presiding -

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- President Walsh presiding -

PRESENT: Regents Axtell, Bradley, Connolly-Keesler, Crain, Davis, Loftus, Pruitt, Randall,
Semenas, Smith, Spector, and Walsh

ABSENT: Regents Burmaster, Gracz, McPike, Rosenzweig, and Salas

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Approval of the November 10 and 11, 2005 Meetings of the Board

There being no additions or corrections, the minutes of the November 10 and 11, 2005 meetings stood approved as distributed.

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REPORT OF THE PRESIDENT OF THE SYSTEM

Presentation by UW-Madison: University of Wisconsin Digital Collection

In introductory remarks, President Reilly remarked that the vast resource of knowledge provided by campus libraries and online archives is an important part of the UW's commitment to sifting and winnowing for the truth.

Chancellor Wiley then introduced Kenneth Frazier, UW-Madison's director of libraries and co-director of the online archives, and Patrick Wilkinson, UW-Oshkosh library director and co-director of the project.

Mr. Frazier began by stating that the vision is for UW libraries to behave as a single library in providing broad access and leveraging resources. As part of a shared commitment to innovation, the digital collection was created, currently consisting of 50 collections and one million digital objects. The collection has been growing exponentially, almost doubling every year since its creation in 2001.

The project has provided growing opportunities to work with faculty in developing the collections, which are freely available to the public and, he pointed out, a wonderful example of the Wisconsin Idea in action. Creating the collection also has forged deeper ties with students, staff, and alumni, all of whom have been involved in this innovative work.

Mr. Wilkinson observed that the digital collection has taken the Wisconsin Idea world wide. Noting that the collections tell the story of Wisconsin and its people, he showed examples of historic letters and photographs, noting that oral histories also are included in the collection.

Categories include: a collection related to ecology and natural resources, ranging from photographs of Aldo Leopold to detailed technical documents; a history of Wisconsin agricultural and rural life, including maps, historic publications, and photographs; a collection of government documents from the time of the founding of the state to the present; a collection representing Wisconsin business and industry; and a collection of Wisconsin arts and culture, including photographs, magazines, and folk songs.

Selection criteria for inclusion in the digital collection are: Direct classroom application; building on partnerships and strengths in the UW and the state, including faculty, libraries, and the State Historical Society; and consonance with the vision of one system, one library.

In discussion following the presentation, Regent Walsh inquired about national issues regarding collaborations. In response, Mr. Frazier observed that the trend is to greater standardization. In that regard, Google currently is the most popular gateway used by people to find content. Mr. Wilkinson added that it is important to learn how to harness this type of technology to represent the university's values.

Thanking the presenters, President Reilly noted that Board of Regents' records also are being added to the digital collection in order to make these historic documents easily available to interested citizens.

The President closed with a quote from novelist Doris Lessing, who said: "With a library you are free, not confined by temporary political climates. It is the most democratic of institutions because no one – but no one at all – can tell you what to read and when and how." Because of the UW librarians' good work, he pointed out, there will be more options than ever for perusing these materials.

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**National Perspective on Public Higher Education and State Competitiveness:
Presentation by C. Peter Magrath, President of the National Association of
State Universities and Land Grant Colleges**

In introductory remarks, President Reilly noted that Dr. Magrath has served as President of the National Association of State Universities and Land Grant Colleges since 1992. As CEO of the nation's oldest higher education association, he represents member institutions in Washington D.C. and in educational settings around the country on issues of importance to the higher education community. Dr. Magrath served as President of the University of Missouri System from 1985-1991 and as President of the University of Minnesota from 1974-1984.

More recently, he organized the Kellogg Commission on the Future of State and Land Grant Universities, consisting of 27 current and former college and university presidents. This commission promoted an agenda to reconnect public higher education to its roots throughout the country.

On January 1, 2006, Dr. Magrath planned to move from the presidency of NASULGC to become Senior Advisor to the College Board.

Noting that Dr. Magrath is much respected and admired throughout higher education, President Reilly thanked him for taking the time to speak to the Board at this meeting.

Dr. Magrath pointed out first that higher education is a "brain business" that has everything to do with economic growth, both nationally and in Wisconsin. In that regard, he remarked that a better compensation system is in the interest of the people of Wisconsin because the state needs a competitive university to promote economic development.

With those thoughts in mind, Dr. Magrath made the following observations:

- The national fiscal environment for higher education is and will remain tough, requiring more resources to be generated by universities themselves.
- Economic development is critical to improving the quality of life. Higher education contributes to economic growth by educating students and conducting research.
- The university operates in a market economy and needs entrepreneurial, smart executives to be successful. Such people are scarce and highly prized.
- To remain competitive in the national economy, Wisconsin needs the best available talent to head its universities. At this time, all campus chancellors are compensated significantly below the median of peers.

Dr. Magrath then made the following suggestions:

- Develop of a plan to bring university executives to the median of Midwest universities. In that regard, he noted the need to be competitive with Minnesota, which strongly promotes economic development.
- Conduct a public education effort to promote understanding and support for the importance to the state of competitive salaries.
- Phase increased compensation over two or three years.
- Ensure transparency and openness in compensation for top leaders

In conclusion, Dr. Magrath reiterated that the interests of the State of Wisconsin require a strong university system to serve the economic and social needs of its people. To provide the necessary leadership, competitive compensation is required.

In discussion following the presentation, Regent Loftus inquired about service on boards by university presidents. Dr. Magrath observed that the trend is toward more openness and disclosure of such memberships.

In response to a question by Regent Smith, Dr. Magrath noted that Wisconsin is not a poor state and commented that it would not be unrealistic to expect that university leadership compensation should be close to the median.

Regent Crain asked if the business community could be helpful in explaining the need for competitive salaries to the public, and Dr. Magrath replied in the affirmative, noting that business understands issues of competitiveness and could be a great ally in that regard. While Wisconsin traditionally has been low in terms of compensation, he suggested that the enthusiasm of the people for their university should help to open the door to better understanding of this need.

Regent Pruitt pointed out that 12 years previously Minnesota and Wisconsin had been even in baccalaureate degree production but that now Wisconsin had fallen considerably behind. He asked how competitive compensation could affect the effort to close that gap.

Dr. Magrath noted that the two states are very similar in geography and population. While new faculty are hired at competitive salaries, slippage can occur as they move through their careers, making them targets for outside offers.

Regent Bradley asked Dr. Magrath to comment on the competitive environment for top university executive positions, given a cost of at least \$100,000 when a CEO leaves.

Dr. Magrath replied that the competitive market is tough, that talented leaders are in high demand, and that they are subject to intensive recruitment from other institutions. Noting that it is disruptive and costly when a CEO leaves, he added that search firms are expensive and that the cost can often be higher than \$100,000.

Regent President Walsh observed that the challenge is to convince the public and decision makers that a more competitive compensation system is in the best interest of the state as a whole and that there is a direct correlation between per capita income and the number of baccalaureate degrees in the population.

Dr. Magrath replied that he favors anecdotes as a means of personalizing examples of what effective leadership has meant to a community.

In response to a question by Regent Walsh as to how Minnesota decision makers became convinced of the importance in investing in their leaders, Dr. Magrath noted that Minnesota has always had a deep commitment to education and that perhaps strong business support helped to prompt the state's willingness to invest. Wisconsin's salaries, he added, have a long-term pattern of lagging behind Minnesota's.

Regent Loftus inquired about whether there is a trend in hiring more university leaders from outside academia. Replying in the affirmative, Dr. Magrath added that non-academic leaders can succeed very well if they have a value system centered on the importance of higher education.

President Reilly thanked Dr. Magrath for his valuable national perspective.

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REPORT OF THE PRESIDENT OF THE BOARD

Report on the November 29, 2005 meeting of the Wisconsin Technical College System Board

A written report on the November 29th meeting was provided.

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Report on the December 7, 2005 meeting of the Hospital Authority Board

A written report on that meeting was provided.

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Discussion of Financial Aid and Tuition

Stating his pride in the Board's substantive discussion of financial aid and tuition the preceding day, Regent President Walsh noted that addressing matters of student access is among the Board's most important responsibilities.

Referring to legislative press releases issued in response to that discussion, Regent Walsh emphasized the need for dialogue with legislators and others on these core issues. He stated that it is the board's challenge to begin that dialogue and that he would make every effort in that regard.

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REPORT OF THE PRESIDENT OF THE SYSTEM

Inside Wisconsin Sports

Continuing his report, President Reilly called attention to the January edition of *Inside Wisconsin Sports*, which included several articles of particular interest. One of them described how Commissioner Gary Karner and his staff elevated the Wisconsin Intercollegiate Athletic Conference to one of the premier Division III conferences in the country. Another reported on the success of UW-Eau Claire athletes, from golf to cross country to academics. A third article described recent inductions into the Wisconsin Athletic Hall of Fame, including UW-Madison Head Boxing Coach John Walsh, father of Regent President David Walsh, whose talent produced a Badger dynasty in that sport over the course of a 23 year career.

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PROGRESS REPORT OF THE COMMITTEE REGARDING FACULTY/ACADEMIC STAFF DISCIPLINARY PROCESS

Regent Spector, Chair, reported that the committee so far had met twice and continued to focus on the substance and speed of the disciplinary process employed for a person charged with or convicted of criminal behavior. The next meeting was scheduled for December 15th and the committee expected to complete its work in January.

Reforms and related matters being contemplated included:

- Self reporting of criminal behavior
- Separating criminal behavior into major and lesser crimes
- Possible suspension without pay in certain cases
- Speeding up the disciplinary process for serious crimes
- Maintaining shared governance participation
- Harmonizing just cause considerations with the changes being contemplated

Thanking the committee and others for their input and participation, Regent Spector expressed particular appreciation to Russ Whitesel and Mary Mathias, of the Legislative Council; Pam Matthews, assistant to Representative Sue Jeskewitz; and representatives of the American Federation of Teachers, the Association of UW Professionals, and the Academic Staff Professional Representation Organization for their ongoing advice and counsel.

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REPORT OF THE PHYSICAL PLANNING AND FUNDING COMMITTEE

Regent Crain presented the Committee's report.

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UW-Madison Campus Master Plan Presentation

The Physical Planning and Funding Committee met jointly with the Business, Finance and Audit Committee to hear a presentation of the UW-Madison Master Plan.

Chancellor John Wiley introduced Alan Fish, Associate Vice Chancellor for Facilities Planning and Management, who presented a campus plan that supports recommendations for sustainability, student life, buildings and design guidelines, open space, transportation, utilities, and community, academic and research connections. The plan is long-term, looking 20 years into the future, and is based on creative uses of existing space.

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Report on Apportionment of Energy Costs for the UW System

Associate Vice President Freda Harris reported that between 1999 and 2005 energy costs increased 68%. During that time GPR contributed about 74% of the increased costs, with the remainder coming from other sources. However, in 2005-07, GPR will cover only 51% of energy costs, with tuition revenue making up 49%. She pointed out that this biennium begins a fundamental shift in funding for energy cost increases. Historically, tuition revenue funded about 25% of the total increase; but in 2005-07, tuition will fund about 90% of the increase, or \$43 million. She also reported on energy conservation measures being undertaken.

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Naming the UW-La Crosse Stadium the "Roger Harring Stadium"

This request was made in recognition of Mr. Harring's distinguished career as one of the most successful football coaches in the history of NCAA Division III football during his 31 years as head coach at UW-La Crosse. Regent Smith joined the committee discussion to explain that the local controversy over a previous naming had been largely resolved and that the city and most others now supported the naming. The committee approved the request for inclusion in the consent agenda.

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UW-Madison: Authority to Construct Under the Terms of a Land Agreement and Accept the Completed Facility as a Gift-in-Kind

This request was for authority to construct a potato storage facility at the Hancock Agricultural Research Station under the terms of a land use agreement and to accept the completed facility as a gift-in-kind. The committee approved the request for inclusion in the consent agenda.

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UW-Milwaukee: Authority to Lease Space for WUWM Milwaukee Public Radio Station

This request was for authority to amend an existing lease of space to increase the amount of space leased for the UW-Milwaukee Public Radio station WUWM at the Grand Avenue Mall. The committee approved the request for inclusion in the consent agenda.

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UW-Platteville: Authority to Increase the Budget of the Dairy Center Improvement Project

This request was for authority to increase the budget for the UW-Platteville Dairy Center Improvement project due to recent price increases in fuel and building materials. The committee approved the request for inclusion in the consent agenda.

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UW-Whitewater: Approval of the Design Report and Authority to Construct and Increase the Budget of the Connor University Center Addition and Remodeling Project

This request was for authority to construct the Connor University Center addition and remodeling project and to increase the budget to provide for utility upgrades within the Connor Center construction site in the Wyman Mall. The committee approved the request for inclusion in the consent agenda.

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UW System: Authority to Construct a Maintenance and Repair Project

This request was for authority to construct a maintenance and repair project to replace fire alarm systems in two residence halls on the UW-La Crosse campus. The committee approved the request for inclusion in the consent agenda.

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UW System: Ranking Criteria for GPR Major Projects

The committee reviewed the ranking criteria, which followed past practice, as the basis for prioritizing and categorizing GPR major projects for UW capital budget requests. The resolution was approved for inclusion in the consent agenda.

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UW-Stevens Point: Authority to Lease Space for Temporary University Center Functions

The committee reviewed a request for authority for the Department of Administration to execute a lease for space to temporarily locate university center functions during the renovation of the Lee Sherman Dreyfus University Center. The resolution was approved for inclusion in the consent agenda.

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Building Commission Actions

Assistant Vice President David Miller reported that the Building Commission approved about \$66 million for projects at its combined November/December meeting. Of that amount, \$14.5 million was general fund supported borrowing, \$49 million was program revenue, and \$2.5 million was gift funds.

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Consent Agenda

Adoption of Resolutions 9100 – 9107 as consent agenda items was moved by Regent Crain and seconded by Regent Smith. Resolutions 9100 and 9102 were removed from the consent agenda at the requests of Regent Smith and Regent Randall respectively.

The question was put on Resolutions 9101 and 9103-9107, and they were adopted on a unanimous voice vote.

UW-Madison: Authority to Construct Under the Terms of a Land Agreement and Accept the Completed Facility as a Gift-in-Kind

Resolution 9101: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to execute a land use agreement between the Board of Regents and the Wisconsin Potato and Vegetable Growers Association, Inc. (WPVGA) to allow the association to construct a potato storage research building at the Hancock Agricultural Research Station, and to accept

the gift-in-kind of the completed new facility valued at approximately \$2,000,000.

UW-Platteville: Authority to Increase the Budget of the Dairy Center Improvement Project

Resolution 9103: That, upon the recommendation of the UW-Platteville Chancellor and President of the University of Wisconsin System, authority be granted to increase the budget of the Dairy Center Improvement Project by \$948,520 (\$948,520 General Fund Supported Borrowing – All Agency) for a total revised budget of \$2,775,520 (\$1,725,000 General Fund Supported Borrowing, \$948,520 General Fund Supported Borrowing–All Agency, and \$100,000 Institutional Non-GPR Funds).

UW-Whitewater: Approval of the Design Report and Authority to Construct and Increase the Budget of the Connor University Center Addition and Remodeling Project

Resolution 9104: That, upon the recommendation of the UW-Whitewater Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority be granted to construct the Connor University Center Addition and Remodeling project; and increase the project budget by \$612,000 (\$355,000 General Fund Supported Borrowing-Utilities Repair and Renovation and \$257,000 Program Revenue-Cash) for a total estimated cost of \$20,249,000, (\$8,854 General Fund Supported Borrowing, \$16,310,000 Program Revenue Supported Borrowing, \$390,000 Gift Funds, \$3,185,146 Program Revenue-Cash and \$355,000 General Fund Supported Borrowing-Utilities Repair and Renovation Funds).

UW System: Authority to Construct a Maintenance and Repair Project

Resolution 9105: That, upon the recommendation of the President of the University of Wisconsin System, authority be granted to construct a maintenance and repair project at an estimated total project cost of \$373,500 Program Revenue-Cash.

UW System: Ranking Criteria for GPR Major Projects

Resolution 9106: That, upon the recommendation of the President of the University of Wisconsin System, the Ranking Criteria for GPR Major Projects be adopted as the basis for prioritizing and categorizing GPR major projects for inclusion in UW System capital budget requests.

UW-Stevens Point: Authority to Lease Space for Temporary University Center Functions

Resolution 9107: That, upon the recommendation of the UW-Stevens Point Chancellor and the President of the University of Wisconsin System, authority be granted for the Department of Administration to execute a 23-month temporary lease of 20,543 square feet of space at 200 Division Street in Stevens Point, Wisconsin, at an estimated total cost of approximately \$345,000, paid monthly using Program Revenue-Cash. This space will provide a temporary location for university center functions during the renovation of the Lee Sherman Dreyfus University Center.

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UW-La Crosse: Naming the UW-La Crosse Stadium the “Roger Harring Stadium”

Adoption of the following resolution was moved by Regent Smith and seconded by Regent Randall. Noting that the matter had been an issue in the La Crosse area for some time, Regent Smith observed that Coach Harring had been a great credit to the university and La Crosse area and that he deserved the recognition of having the stadium named in his honor. He added that the La Crosse mayor, city council, area veterans groups, and Chancellor Hastad all deserved credit for resolving the matter successfully.

The question was put on Resolution 9100, and it was adopted on a unanimous voice vote.

Resolution 9100: That, upon the recommendation of the UW-La Crosse Chancellor and the President of the University of Wisconsin System, the Board of Regents name the UW-La Crosse stadium the “Roger Harring Stadium” and waives the closed session required in policy 96-1.

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UW-Milwaukee: Authority to Lease Space for WUWM Milwaukee Public Radio Station

Adoption of the following resolution was moved by Regent Randall and seconded by Regent Crain. In response to a question by Regent Randall, Assistant Vice President David Miller explained that the total cost for space would be \$300,000 per year, which would be paid from donations to the radio station. The additional space was intended to house staff needed to provide more local programming.

The question was put on Resolution 9102, and it was adopted on a unanimous voice vote.

Resolution 9102: That, upon the recommendation of the UW-Milwaukee Chancellor and the President of the University of Wisconsin System, authority be granted to amend the existing lease with Polacheck Property Management to increase the present 9,900 square feet of space by 10,100 square feet for a new total of 20,000 square feet for the WUWM Milwaukee Public Radio station in the Plankinton Building at the Grand Avenue Mall.

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REPORT OF THE BUSINESS AND FINANCE COMMITTEE

The committee's report was presented by Regent Pruitt, Chair.

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Continued Review of Personnel Policies and Practices – Fixed Term Contracts

In discussion of this matter, Associate Vice President Al Crist asked the committee to consider the reasons for shifting away from "at will" appointments to fixed term contracts. Another option would be a combination of "at will" and fixed term contracts as currently used for some coaches. This type of contract also is used by the Minnesota State Colleges and Universities System.

General Counsel Pat Brady discussed the statutory considerations in a shift from "at will" limited appointments to fixed term contracts, noting that a statutory change would need to be approved by the Legislature.

After much input from the chancellors, Regent Loftus moved and Regent Smith seconded a resolution directing the chancellors to provide a recommendation on whether fixed term contracts should be further considered.

Adoption by the board of the following resolution was moved by Regent Pruitt and seconded by Regent Loftus. Regent Crain asked if there was a decision on when the matter would be returned to the board, and Regent Pruitt replied that it would be brought back after the chancellors completed their deliberations.

The question was put on Resolution 9108, and it was adopted on a unanimous voice vote.

Resolution 9108: That, at the request of the Business, Finance, and Audit Committee, the Chancellors develop and present the Board of Regents with a recommendation regarding the possible use of fixed term contracts and improving the employment climate in which they might be used. The recommendation should address how such contracts might be utilized or established as a means of maximizing management flexibility and maintaining or enhancing our ability to recruit and retain senior executives and other key administrators.

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UW-Madison Presentation on Conflict of Interest Reporting

Senior Legal Counsel Kathleen Irwin reported on how UW-Madison meets the “Outside Activity” reporting requirements in the *Wisconsin Administrative Code*. Both UW-Madison and UW-Milwaukee had success in piloting use of an electronic reporting form that combines state outside activity reports and federal reports of financial interests.

The committee approved for inclusion in the consent agenda a resolution to permit the electronic submission form to replace the paper form that was previously used for reporting.

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Audit Issues

Review of Audit Scope for Segregated Fees

Regent Connolly-Keesler led the committee in reviewing a proposed scope document that outlined the upcoming audit of student segregated fees. The review would seek to provide information about:

- The major reasons for segregated fee increases;
- The process for determining the level of and obtaining approval for those fees; and
- The roles of the Board of Regents, System Administration, campus administrations, and students in the process.

The committee considered whether to expand the scope to include differential tuition and decided not to do so at this time.

Quarterly Status Update: Operations Review and Audit

Audit Director Ron Yates updated the committee on recent audit activity and indicated that a comprehensive audit plan would be brought to the committee in the spring.

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Trust Fund Issues

Follow-up on Investment Forum

Assistant Trust Officer Doug Hoerr led the committee in a discussion of the issues raised at the Annual Trust Funds Forum in November, which had a larger audience than in previous years. Students and others primarily raised concerns regarding investments in companies doing business with the State of Israel and companies that they believe exploit labor. The committee was advised that the board's holdings are in compliance with board policy. Several presenters planned to provide their concerns in writing and asked that they be disseminated to the regents.

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Business, Finance, and Audit Committee Goals and Plans for 2005-06

In discussion of what the committee would like to accomplish during the year, Vice President Durcan indicated that, in addition to responsibilities for audit and trust fund issues, the committee would be instrumental in addressing the board's goal of quality through an analysis of competitive compensation. The committee concluded that this priority would be addressed at the February meeting.

It was noted that the committee might be asked to take a leadership role in development of the next biennial budget and that analysis of tuition options could also be continued.

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Overview of Differential Tuition

Assistant Vice President Lynn Paulson reviewed a listing of the current differential tuitions at UW institutions and the procedures used in establishing institution-wide and program-specific differential tuitions.

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UW-Whitewater Food Services Contract Extension

The committee approved for inclusion in the consent agenda a resolution granting a three-year extension to UW-Whitewater's existing food services contract to ensure continued operations through a period of construction on campus.

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Report of the Vice President

Big 10 Business Officers Meeting

Vice President Durcan reported on some items from the recent Big 10 business officers meeting. With regard to energy costs, she indicated that Michigan State is charging an energy fee of \$65 per semester and Illinois is considering one of \$125-\$150 per semester.

On endowment-related issues, she reported that the UW's spending policy of 4 percent is on the conservative side, as most are in the 4.5 percent to 5 percent range.

Veterans Remissions

Vice President Durcan informed the committee that over 700 veterans and their family members were taking advantage of the new veterans' remission provisions. Since this would amount to another budget cut to UW campuses, the committee endorsed making a 13.10 funding request once the second semester impact could be assessed.

TABOR

It was reported by Vice President Durcan that the UW has been advised that a new version of TABOR would be introduced. If the bill proceeds, an analysis of the new proposal and further background information would be prepared for the committee to consider at the next meeting.

ACE Invoices

Vice President Durcan reported that the UW has received the first bill from the Department of Administration, representing 50 percent of fiscal year 2006 billing for ACE savings and investment costs. The total owed by the end of the fiscal year will be about \$1.4 million, which will result in another cut to the campuses.

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Trust Funds

In closed session, the committee approved asset manager recommendations.

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Consent Agenda

Regent Pruitt moved adoption of the following consent agenda resolutions by the Board of Regents. The motion was seconded by Regent Loftus and carried on a unanimous voice vote.

Conflict of Interest Reporting

Resolution 9109: That, upon the recommendation of the Chancellors of UW-Madison and UW-Milwaukee, and the President of the UW System, the Board approves the use of an electronic reporting system consistent with that described in Attachments A and B for purposes of compliance with Chapter UWS 8, Wisconsin Administrative Code at UW-Madison and UW-Milwaukee, and further authorizes any UW System institution to implement such a system, if it chooses.

UW-Whitewater: Food Service Contract Extension

Resolution 9110: That, upon recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Whitewater, the Board of Regents approves a three-year contract extension with the provision of an additional year if construction is not completed on the current timeline with Chartwells providing Dining Services to the University according to existing contract provisions.

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REPORT OF THE EDUCATION COMMITTEE

Regent Axtell presented the committee's report.

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Follow-up Discussion: All-Regent Session on Financial Aid and Tuition

Regent Axtell reported that the committee had a very interesting discussion regarding tuition and financial aid. It was noted that there are more families of color than white families living below the poverty line in Wisconsin and that maximum caps on federal loans have a significant impact on middle-income students.

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Report of the Senior Vice President for Academic Affairs

Cultivating Excellence: The University of Wisconsin-Madison's Challenging Undergraduate Experience

Interim Provost Gina Sapiro gave a presentation on how UW-Madison provides challenging academic enrichment experiences for its undergraduates through programs such as study abroad, residential learning communities, and involvement in faculty research projects. About 80 percent of the university's undergraduate students participate in one or more of these programs.

Review of 2007-09 Sabbatical Guidelines and Announcement of 2006-07 Sabbatical Assignments

The committee agreed with Senior Vice President Marrett's recommendation that the existing guidelines be retained, since they continue to represent the board's goals and priorities. Dr. Marrett emphasized the importance of the sabbatical program in maintaining educational quality by renewing the vibrancy of faculty teaching and scholarship. It was noted that the program is largely self-funded through salary savings.

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ADDITIONAL RESOLUTIONS

Cancellation of January 2006 Meetings

It was noted that the meeting schedule provided for cancellation of the January 5 and 6, 2006 meetings, circumstances permitting.

Upon motion by Regent Randall, seconded by Regent Semenas, the following resolution was adopted on a unanimous voice vote:

Resolution 9111: That the Board of Regents meetings scheduled for January 5 and 6, 2006, be cancelled.

Regent Loftus commented that it will be necessary to have a plan and vision for the future in which increased compensation, student access, enrollment and aid are brought together in a package, demonstrating how they will serve good public policy.

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Resolution of Appreciation to UW-Madison

The following resolution was presented by Regent Smith and adopted by acclamation:

Resolution 9112: WHEREAS, the members of the University of Wisconsin System Board of Regents are pleased to recognize UW-Madison as the official host campus for the Board's December 2005 meeting; and

WHEREAS, the Regents are much more aware of the extraordinary progress of the UW-Madison campus master plan thanks to a presentation to both the Physical Planning and Funding and Business, Finance and Audit Committees; and

WHEREAS, the board's Education Committee received valuable insight on the ways the UW-Madison campus is preparing its undergraduates for productive 21st century citizenship through opportunities for academic enrichment; and

WHEREAS, the October digitization of Lois Ireland's image "Harvest Time" marked the 1 millionth object digitized by the University of Wisconsin's Digital Collection Center, keeping this university well ahead of the curve as we move into an increasingly digital age; and

WHEREAS, the Regents were treated to a lively musical performance by Professors David Perry and Christopher Taylor at the recently completed Porter Boathouse; and

WHEREAS, the Board applauds the UW-Madison's continued commitment to excellence and achievement; and

WHEREAS, the Regents wish the Badgers success in their upcoming January 2 bowl game with Auburn University in Orlando, Florida and extends congratulations to all men's and women's athletics for their successes, particularly in the classroom;

THEREFORE BE IT RESOLVED that the University of Wisconsin System Board of Regents hereby thanks

Chancellor John Wiley, Interim Provost Gina Sapiro and all of their colleagues for their exceptional hospitality, outstanding presentations, forward thinking spirit, and never-ending contributions to the Wisconsin Idea.

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Memorial Resolution: Dr. H. Rupert Theobald

Presenting Resolution 9113, Regent Loftus reflected that Dr. Theobald, born in Germany in 1930, had been taught as a child that democracy does not work. He then came to the United State where he earned a PhD degree from the University of Wisconsin and went to work for the Legislature, where he was instrumental in making democracy work in Wisconsin.

The following resolution, moved by Regent Loftus, was adopted by acclamation.

Resolution 9113: WHEREAS, Dr. H. Rupert Theobald dedicated nearly four decades of service to the Wisconsin State Legislature, its constituents, and the University of Wisconsin System by supplying invaluable resources and information as the chief of the Legislative Reference Bureau; and

WHEREAS, after earning a journalism scholarship to study in America, he emigrated from Germany in 1950 and obtained bachelor's and doctorate degrees in political science from UW-Madison; and

WHEREAS, he went on to return the state's investment in his education through his contributions to Wisconsin leaders and residents; and

WHEREAS, Rupert's work at the Legislative Library and his published articles informed Wisconsin residents and state leaders about Wisconsin state government, redistricting, and parliamentary procedures; and

WHEREAS, at the time of his retirement, Dr. Theobald's tenure was the longest in the nation for a director of a legislative service agency; and

WHEREAS, Dr. Theobald's diligence reminded many Wisconsin leaders about the ideals of democracy and their responsibilities to the citizens they represent, and

made the Legislative Reference Bureau an integral part of the Wisconsin Legislature; and

WHEREAS, he is remembered as a trusted public servant whose reliable and nonpartisan counsel was essential to making policy decisions that have impacted the lives of countless Wisconsin residents; and

WHEREAS, Dr. H. Rupert Theobald passed away on November 9, 2005, leaving a legacy of public work that epitomizes the Wisconsin Idea;

THEREFORE BE IT RESOLVED that the Board of Regents of the University of Wisconsin System commends Dr. H. Rupert Theobald's lifelong work and dedication to the state of Wisconsin and all its citizens.

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CLOSED SESSION

The meeting was recessed at 11:00 a.m. and reconvened at 11:20 a.m., at which time the following resolution, moved by Regent Bradley and seconded by Regent Randall was adopted on a unanimous roll-call vote, with Regents Walsh, Spector, Smith, Semenas, Randall, Pruitt, Loftus, Davis, Crain, Connolly-Keesler, Bradley, and Axtell (12) voting in the affirmative. There were no negative votes and no abstentions.

Resolution 9114: That, the Board of Regents recess into closed session, to consider UW-Milwaukee Honorary Degree Nominations, as permitted by s.19.85(1)(f), *Wis. Stats.*, to consider UW-Madison Salary Adjustments, as permitted by s.19.85(1)(c), *Wis. Stats.*, to consider appointment of a Chancellor of the UW Colleges and UW-Extension, as permitted by s.19.85(1)(c), *Wis. Stats.*, to confer with legal counsel regarding pending and potential litigation, as permitted by s.19.85(1)(g), *Wis. Stats.*, and to consider appointment of a Dean, UW-Rock County, as permitted by s.19.85(1)(c), *Wis. Stats.*

The following resolutions were adopted in closed session:

Authorization to Appoint: Chancellor, University of Wisconsin Colleges and University of Wisconsin-Extension

Resolution 9115: That, upon recommendation of the Special Regent Committee and the President of the University of Wisconsin System, David Wilson be appointed Chancellor of the University of Wisconsin Colleges and University of Wisconsin-Extension, effective May 1, 2006, at a salary of \$178,000 and with the other terms, conditions, and benefits as stated in the attached letter of appointment.

Authorization to Appoint: Dean, UW-Rock County

Resolution 9116: That, upon recommendation of the Interim Chancellor of the University of Wisconsin Colleges and the President of the University of Wisconsin System, the Interim Chancellor be authorized to appoint Diane Pillard as Dean at the University of Wisconsin-Rock County, effective January 1, 2006 at an annual salary of \$92,000.

Contract with UW-Madison Head Football Coach

Resolution 9117: WHEREAS, the Board of Regents passed a resolution at its November, 2005 meeting limiting severance payments for limited appointees to six months notice, and

WHEREAS, pursuant to Regent Policy Document #87-15, the University of Wisconsin-Madison has requested approval of a contract with Bret A. Bielema for the position of head football coach “(Coach”) at UW-Madison, and

WHEREAS, said contract includes a number of provisions granting additional job security to Coach and in particular including severance payments in excess of a six month notice, and,

WHEREAS, the justification for said exceptions is that said provisions are reflective of the market place for the position of head football coach at a major Division 1 University,

NOW THEREFORE BE IT RESOLVED, that the Board of Regents does hereby approve the proposed employment agreement between the Division of Intercollegiate Athletics University of Wisconsin-Madison and Bret A. Bielema including the severance payments contained therein, provided however that any changes to such contract including extension(s) or payment of additional compensation or benefits from whatever source shall be reviewed and approved by the Board of Regents and that all terms and provisions of the contract shall then be subject to renegotiation and in particular the amount of proposed severance payments under the then existing facts and circumstances taking into consideration the Board's desire to have a standard form agreement with all coaches such that negotiations of said contracts do not take place after the announcement of the hiring of a Coach.

The meeting was adjourned at 12:45 p.m.

Submitted by:

Judith A. Temby, Secretary