

MINUTES

EDUCATION COMMITTEE, BOARD OF REGENTS

University of Wisconsin-Madison

Madison, Wisconsin

February 10, 2005

Regent Olivieri convened the meeting of the Education Committee at 1:45 p.m. Regents Olivieri, Axtell, Burmaster, Davis, and Richlen were present. Regents Marcovich and Randall joined the meeting in progress.

1. Approval of the minutes of the December 9, 2004, meeting of the Education Committee.

I.1.a.: It was moved by Regent Axtell, seconded by Regent Richlen, that the minutes of the December 9, 2004, meeting of the Education Committee be approved.

The resolution PASSED unanimously.

2. Follow-up Discussion of All-Regent Session on the Governor's 2005-07 Biennial Budget

The Education Committee engaged in further discussion of the full-Board presentation heard earlier on the Governor's 2005-07 Biennial Budget. In response to a question from Regent Richlen, Senior Vice President Marrett replied that the request for additional Division of Vocational Rehabilitation funding, to make up the cut from the previous budget, was not granted and the UW System continues to provide federally mandated services for disabled students without appropriate government funding. Regent Axtell asked that pay plan information, which would be taken up by the Joint Committee on Employee Relations later in the spring, be distributed to Regents ahead of time, with background and talking points they could use to advocate for the System.

Associate Vice President Freda Harris explained to the Committee that the Governor's budget did increase funding for financial aid by a small amount, but expressed doubt that it would be enough to cover both the number of students seeking aid, and the amount of dollars the students would require. As both Associate Vice President Harris and Interim Associate Vice President Sharon Wilhelm further explained, there are many complicated issues in determining funding formulas for financial aid, and there are also differing timelines for gathering all the pieces of information needed to determine total student financial aid awards. For example, tuition will not be set until later in the year. The number of eligible students will not be known for some time. UW-Parkside Provost Rebecca Martin added that there are also lots of late filers for financial aid, particularly among students of color and the most economically disadvantaged. Institutions do not want to penalize students who decide late to enroll in college, especially institutions like UW-Parkside that offer more open access, and yet financial aid is awarded on a first-come, first-served basis. Difficult questions emerge that have a huge impact on students: should the UW System make larger awards to fewer people? More awards of smaller amounts to more people?

The Committee expressed interest in re-establishing its financial aid principles and sharing those with the Governor, but also felt that more information was needed on existing policy, as well as on the process and timetable for making decisions. UW-Oshkosh Chancellor Rick Wells observed that Wisconsin is no longer a low-tuition, low-aid state. The funding model has changed and, as a result, there should probably be a total restructuring of financial aid in Wisconsin. The Committee was reminded that the "Charting the Course" study had developed some

recommendations on financial aid and UW System Administration staff were beginning to work through some of them.

3. Report of the Senior Vice President for Academic Affairs

a. Plan 2008 Phase II Roundtable Discussion

The Committee engaged in a lively and lengthy discussion of Plan 2008, as preparation for taking action on *Resolution I.1.c.(1) Revised* and determining what the resolution's final recommendations should include.

Regent Davis led a panel discussion and enumerated vital next steps in ensuring success for Plan 2008. Associate Vice President Ron Singer explained the process underway for providing feedback to institutions on their Phase II plans. He identified 4-5 key factors that were critical in developing effective institutional plans, including: sound understanding of institutional context; strategic integration of Phase II activities into institutional mission; shared, campus-wide commitment; and focused assessment and accountability plans. He also outlined the facilitating role to be played by UW System Administration in working with the institutions on Phase II implementation.

Vicki Washington, Director of Equal Opportunity & Diversity Programs and Special Assistant to the Chancellor at UW-Extension, shared with the Committee UW-Extension's process for development and implementation of its plan, which was one of the most exemplary. She highlighted, in particular, Extension's Multicultural Awareness Program which was designed to "train the trainers" and hence build internal capacity for effecting real institutional commitment and change.

Chancellor Wells addressed some of the elements included in the Regent resolution by citing UW-Oshkosh's experience. Oshkosh analyzed their situation, identified the key areas warranting the most attention for Phase II, and then developed plans for action and assessment. Chancellor Wells advocated the adoption of both a climate study and a diversity scorecard. Both these tools would provide for in-depth data collection and analysis of the experiences of students, and the (often invisible) barriers that may impede their persistence and academic achievement. He commended United Council's review of the Plan 2008 Phase II proposals, and added that the Chancellors supported the recommendations proposed in the resolution.

Regent Davis pursued the role of Regents and UWSA in overseeing accountability and suggested that there need to be rewards and consequences at all levels. Regent Burmaster recounted her experience in working with the Milwaukee Public Schools, noting that differences can be made, one student at a time, but that this takes time, resources, and the integration of leadership and work across every level of an institution.

Regent Olivieri recognized several students who were present, some of whom questioned their institution's commitment to diversity and whether the Board's proposed action on Resolution I.1.c.(2) would have any real impact on students of color and those areas most needing to change. Regent Olivieri also recognized David Glisch-Sanchez, Academic Affairs Director at United Council, who countered that a good climate study, like the one being explored by the UW System Inclusivity Initiative, would dig deeply into the reasons for why students of color are not performing as well in the classroom as their white peers. He also advocated for adoption of the Diversity Scorecard developed by Dr. Estela Mara Bensimon of

the Center for Urban Education at the University of Southern California, noting that it was a well-developed and -tested instrument for effecting institutional change.

In response, Regents Richlen and Davis moved and seconded an amendment to Resolution I.1.c.(1), that “a scorecard modeled after that of Bensimon” be added to the language of the resolution. Regent Axtell questioned whether the Board should really be making such specific recommendations to the institutions, preferring that they be allowed to meet their Plan 2008 goals as best they see fit. A vote was taken and the amendment to Resolution I.1.c.(1) failed.

Regent Richlen moved and Regent Davis seconded an additional amendment to Resolution I.1.c.(1), as proposed by United Council that “Subsequent changes to campus Phase II plans must describe their accountability process, including incentives and penalties for success and failure to close the achievement gap.” That amendment was adopted by voice vote and included as part of the final resolution.

Further discussion of the climate study resulted in its removal from the resolution. Regents reached consensus that it was premature to include the climate study as one of the recommendations, but that the topic would be returned to later. Regent Randall, who had joined the meeting in progress, asked that the Board of Regents pay close attention to the impact the additional administrative cuts the UW System has been asked to make will have on students of color. He also asked that Chancellor evaluation include accountability on Plan 2008 goals. Regent Davis asked that the Board consider the whole person, that is, an individual’s multiple identities in addition to race and ethnicity.

The Committee’s final decision to be made before voting on Resolution I.1.c.(1) Revised was how to refer to the Diversity Scorecard. The Committee debated what to call the diagnostic tool, what its true function would be, and whether the UW System should adopt the model of Dr. Bensimon, or adapt something similar and mold it to UW institutions and their specific needs. The Committee ultimately agreed on the term “diversity accountability report card,” for the purposes of the resolution, and that they would take up the topic in greater detail in March.

I.1.c.(1) Revised: WHEREAS, it is fundamental to the statutory mission of the University of Wisconsin System to enable students of all ages, backgrounds and levels of income to participate in the search for knowledge and individual development, to foster diversity of educational opportunity, and to develop human resources, as set forth in s. 36.01(1), Wisconsin Statutes; and

WHEREAS, achieving the educational benefits that flow from a diverse student body advances the core academic and governmental goals of improving all students' intellectual growth, readiness for citizenship, and preparation for successful participation in and contribution to the economic, civic, and cultural vitality of the State; and

WHEREAS, the Board of Regents of the University of Wisconsin System and its institutions have long been committed to ensuring that all students receive the educational benefits that flow from a diverse student body, and this commitment is reflected in an array of programs, ranging from admissions policies to the University of Wisconsin System *Plan 2008*; and

WHEREAS, the United States Supreme Court, in *Grutter v. Bollinger* and *Gratz v. Bollinger*, has recognized that colleges and universities have a compelling interest in securing the benefits of educational diversity for all students;

BE IT RESOLVED: That the Board of Regents of the University of Wisconsin System reaffirms its compelling interest in and commitment to achieving educational diversity at all UW System institutions, through an array of programs including *Plan 2008*, in order to fully develop advanced human potential, the jobs that employ that potential, and the flourishing of communities that sustain it.

BE IT FURTHER RESOLVED: That the Board of Regents of the University of Wisconsin System recommends that the following steps be taken by the University of Wisconsin System Administration and the institutions:

1. Adopt systemwide a diversity accountability report card with measurable goals that will track the progress made by UWSA and the institutions in closing the achievement gap between UW students of color and white students; and this will be done by June 2005.
2. Institute a systemwide Diversity Award, similar to the Regents Teaching Excellence Award, recognizing excellence in diversity programming or achievement.
3. Working with the Board, the President will refocus the evaluation of Chancellors with respect to their work on diversity on progress with Plan 2008 Phase II and integration with institutional mission. Evaluation of the President also will incorporate progress on Plan 2008 Phase II.
4. Subsequent changes to campus Phase II plans must describe their accountability process, including incentives and penalties for success and failure to close the achievement gap.

The resolution PASSED unanimously.

b. Revision to Include Gender Identity or Expression in the UW System Regent Policy Documents on Non-Discrimination

Senior Vice President Marrett concluded her report by asking the Committee to take action on Resolution I.1.c.(2), amending the Regent Policy Documents on Non-Discrimination to include “gender identity or expression.” Committee members observed how impressed they were with the panel of students heard during the presentation of the UW System Inclusivity Initiative for Lesbian, Gay, Bisexual, Questioning, and Transgender People in December, 2004. They also noted how pleased they were to be able to act decisively in response to the students’ request that the UW System policy documents on non-discrimination be revised to include the words: “gender identity and gender expression.”

I.1.c.(2): It was moved by Regent Richlen, seconded by Regent Davis that, upon the recommendation of the President of the University of Wisconsin System, Regent Policy Document 75-5 be amended to include the words "gender identity or expression" after the word "sex" in paragraphs one and three of the policy statement; and that Regent Policy Document 88-12 be amended to include the words "gender identity or expression" after the word "sex" in the first line of paragraph two.

The resolution PASSED unanimously.

4. UW-Milwaukee Charter Schools

The Committee heard two requests from UW-Milwaukee’s Office of Charter Schools: the first to approve a new charter school called the *Career Education Academy*; and the second to approve the contract extension for the *Milwaukee Urban League Academy of Business and Economics*.

Professor Bob Kattmann, Director of the UW-Milwaukee Office of Charter Schools, described the *Career Education Academy* as UW-Milwaukee's eighth charter school, but as the first high school the Committee has been asked to authorize. Its graduates will receive both a high school diploma and a certificate from Milwaukee Area Technical College (MATC). The school will be administered by a group called Seeds of Health. Professor Kattmann observed that Seeds of Health has a proven track record, has received Gates Foundation funding, and has a solid agreement with MATC for the certificate component of the program.

The *Milwaukee Urban League Academy of Business and Economics* (MULABE) was the second charter school that has been approved by the Board of Regents, back in 1999. Based on a comprehensive evaluation administered by the Office of Charter Schools, the Committee was asked to extend the contract for an additional four years. Professor Kattmann explained that although five years was the maximum contract extension, instability in the school's leadership led to the four-year recommendation. Professor Kattmann assured the Committee that the leadership problems are being satisfactorily addressed. Regent Randall expressed concern that MULABE was an Edison School. Regent Axtell asked whether the Office of Charter Schools had too many schools to oversee and administer. Professor Kattmann reiterated that the Office could accommodate up to ten or twelve schools and was not yet up to capacity with eight. He also noted that the addition of a high school to the repertoire was welcome in its potential as a feeder school for the other elementary and middle charter schools already operating.

The Committee expressed its confidence that both charter schools would serve as competent alternatives for students for whom the Milwaukee Public Schools were just not working, and who included some of the most challenging youth populations in the city.

I.1.d.(1): It was moved by Regent Davis, seconded by Regent Axtell, that, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Board of Regents approves the charter school contract with Seeds of Health, Inc., to establish the Career Education Academy.

The resolution PASSED unanimously.

I.1.d.(2): It was moved by Regent Davis, seconded by Regent Axtell, that, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Board of Regents approves the charter school contract amendment with the Milwaukee Urban League Academy of Business and Economics, Inc..

The resolution PASSED unanimously.

5. Program Authorization – First Readings

The Committee next heard first readings of two programs: the M.A. in Women's/Gender Studies at UW-Madison; and the Joint Doctor of Audiology at UW-Madison and UW-Stevens Point. UW-Madison Provost Peter Spear introduced the Women's/Gender Studies program by noting that UW-Madison's Women's Studies program was thirty years old and one of the first in the country. Professor Jane Collins, Chair of Women's Studies, continued by noting that, while the program has offered an undergraduate major since 1985, and a Ph.D. minor since 1984, there has been no Master's program until now. The proposed Master's degree will take students two years and will prepare

students for professional careers in such fields as law, social policy, social services, health, and education, as well as for Ph.D. work in a range of traditional and emerging disciplines. In addition to women's and gender studies topics, the program's curriculum has a distinctive multi-cultural and international focus, which makes it unique in the country. The degree requirements include a demonstrated competency in a language other than English. The undergraduate program already attracts a more diverse group of students than represented elsewhere on campus, and has strong collaborations and connections with ethnic and area studies programs. There are no existing master's programs in Women's Studies or Gender Studies in Wisconsin, and comparable programs outside Wisconsin are experiencing strong demand. In response to a question from Regent Davis, Professor Collins responded that the small number of students the program will enroll is a function of resources, not interest in the program. The Committee expressed its appreciation for the multicultural and international focus of the program.

Provost Spear and Provost Virginia Helm introduced the Committee to a small cadre of deans and faculty from UW-Madison and UW-Stevens Point, proposers of the joint Doctor of Audiology. Provost Helm described the Doctor of Audiology as a truly groundbreaking program that was a triumph of individual faculty persistence, creativity, and unprecedented collaboration. The Doctor of Audiology or Aud.D. is the first program in the UW System to offer a genuinely joint degree that will be bestowed to graduates by a consortium of institutions. Joan North, Dean of the College of Professional Studies at UW-Stevens Point described the Aud.D. as a professional degree program for training clinical audiologists. It took two years to develop the consortial degree between the School of Communicative Disorders at UW-Stevens Point, and the Department of Communicative Disorders at UW-Madison. The two institutions' complementary faculty expertise and program resources allowed for the development of such an unusual consortium, in which students at both campuses take the same curriculum concurrently, either through in-class participation at their home institution or via web-based distance technology at the partner institution. There are consortial committees for program oversight, admissions, and advising.

Like other recent allied health professional programs to come before the Education Committee, the elevation of the entry-level degree from a Master's to a professional doctorate was mandated by professional accreditation groups. After 2012, students must graduate with an Aud.D. if they want to be licensed practitioners. Both Madison and Stevens Point joined the professional debate with colleagues around the country on whether the degree elevation was necessary. Once mandated, however, schools have no recourse but to comply. Both institutions believe that although the degree will take more time to complete, the expanding scope of practice necessitates the additional coursework and preparation for students. Audiology has a rapidly expanding knowledge base in clinical science; hearing health care has become increasingly complex; and there is a documented need for independent practitioners of audiology. Between the aging of baby-boomers and state-mandated screening of newborn hearing, the demand for audiologists continues to grow. The projected job growth for audiologists from 2000-2010 is 45 percent in the United States, and 33 percent in Wisconsin. The consortial degree program will be the sole clinical training program for audiologists in Wisconsin. In response to a question from Regent Richlen, Dean North explained that students at both institutions would be charged Madison *graduate* tuition (not professional school tuition). The Committee commended the consortial members for their persistence and dedication in making this program happen.

Both programs will return to the Committee for a second reading in March.

6. Program Authorization – Second Reading

The Committee then approved the B.A./B.S. in International Studies at UW-River Falls, which had been presented for a first reading in December, 2004.

I.1.f.: It was moved by Regent Davis, seconded by Regent Richlen, that, upon recommendation of the Chancellor of the University of Wisconsin-River Falls and the President of the University of Wisconsin System, the Chancellor be authorized to implement the B.A./B.S. in International Studies, UW-River Falls.

The resolution PASSED unanimously.

7. Mission Revision – Second Reading: UW-Whitewater

The Committee next took action on the University of Wisconsin-Whitewater's revised mission, which had come before the Education Committee for a first reading in September, 2004. As required by Regent policy, the institution conducted a public hearing on the revised mission in December, which was presided over by Regent Salas and attended by students, faculty and staff, and members of the community.

I.1.g.: It was moved by Regent Davis, seconded by Regent Axtell, that, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves the University of Wisconsin-Whitewater's revised mission statement.

The resolution PASSED unanimously.

8. Revised Faculty Personnel Rules: UW-Stout

I.1.h.: It was moved by Regent Richlen, seconded by Regent Burmaster, that, upon recommendation of the Chancellor of the University of Wisconsin-Stout and the President of the University of Wisconsin System, the Board of Regents approves the amendments to the UW-Stout Faculty Personnel Rules.

The resolution PASSED unanimously.

9. Authorization to Recruit: Chancellor, UW-Eau Claire

The Education Committee approved the authorization to recruit a new Chancellor at UW-Eau Claire, a move necessitated by UW System President Reilly's hiring of current Chancellor Don Mash as the new Executive Vice President for Administration.

I.1.i.: It was moved by Regent Davis, seconded by Regent Axtell, that the President of the University of Wisconsin System be authorized to recruit for a Chancellor of the University of Wisconsin-Eau Claire, at a salary range within the Board of Regents salary range for university senior executive salary group three.

The resolution PASSED unanimously.

Resolutions I.1.c.(2), I.1.d.(1), I.1.d.(2), I.1.f., I.1.g., I.1.h., and I.1.i. were referred as consent agenda items to the full session of the Board of Regents at its Friday, February 11, 2005, meeting. Resolution I.1.c.(1) was referred to the full Board for discussion at its Friday session.

The meeting adjourned at 5:02 p.m.