

MINUTES

EDUCATION COMMITTEE, BOARD OF REGENTS
University of Wisconsin-Milwaukee
Milwaukee, Wisconsin
June 9, 2005

Regent Olivieri convened the meeting of the Education Committee at 1:45 p.m. Regents Olivieri, Burmaster, Axtell, Davis, and Gracz were present, as was Regent-elect Judith Crain.

1. Approval of the minutes of the May 5, 2005, meeting of the Education Committee.

I.1.a.: It was moved by Regent Axtell, seconded by Regent Davis, that the minutes of the May 5, 2005, meeting of the Education Committee be approved.

The resolution PASSED unanimously.

2. Report on Promotions, Tenure Designations and Related Academic Approval Items

The Committee's second order of business was to approve the annual report on promotions, tenure designations, and related academic approval items. Senior Vice President Marrett observed that each June, the UW System compiled data on tenure designations and new tenured appointments made at each of the institutions. The report includes the names of those faculty members who have been newly tenured, promoted, and hired with tenure for 2005-2006. Although tenure and promotion decisions are made at the institutional level, the Board's action becomes the final step in the process by which faculty receive tenure. In approving the report, the Committee noted what a significant milestone tenure was in the lives of faculty and the Committee expressed its congratulations to all those individuals named in the report.

The Committee further discussed information contained in a memo sent separately by Senior Vice President Marrett concerning supplementary data reflecting tenure and promotion rates for women and minorities. Senior Vice President Marrett explained that the data was limited in terms of what it could tell the Committee, but noted that such figures could be evaluated by institutions as part of the Equity Scorecard some of the UW institutions are planning to pilot as part of Plan 2008. Regent Davis asked that the supplementary data be included in the report itself in the future, in particular because of its relevance to Plan 2008. Senior Vice President Marrett agreed that next year's report would include the supplemental data.

In response to a question from Regent Olivieri, Senior Vice President Marrett explained that, for the most part, the UW System has a high tenure rate—about 92 percent of the total considered for tenure. She further explained that the UW System makes good hires to begin with, because faculty are evaluated continuously along the way to tenure, some are not renewed in the years prior to going up for tenure. The tenure process has a system of checks and balances to help institutions maintain a quality faculty.

I.1.b.: It was moved by Regent Davis, seconded by Regent Axtell, that, upon recommendation of the respective Chancellors and the President of the University of Wisconsin System, the 2005-06 tenure designations and new tenured promotions be approved.

The resolution PASSED unanimously.

3. Program Authorizations – First Readings

a. B.A./B.S. in Women’s Studies, UW-Eau Claire

UW-Eau Claire Interim Provost Steve Tallant introduced Susan Turrell, Program Coordinator of Women’s Studies and Chair of the Department of Psychology at Eau Claire, who described the proposed Women’s Studies major for the Committee. Professor Turrell noted the following: the program is already a minor with a growing number of students each year, many of whom will become majors once given the opportunity; the curriculum is already in place with an ample array of courses and is highly interdisciplinary; and, it meets a regional need as there is no Women’s Studies program in the northwest quadrant of the state. The program has in place a critical research capstone for its students, a lot of faculty-student collaboration, partnerships with the community, and a commitment to diversity reflected in its curriculum, faculty, staff and students. No new resources are needed and the program is even able to offer student scholarships through some foundation money the institution has received.

The Committee expressed its appreciation to Eau Claire for its re-deployment of resources in such a tight budgetary environment. In response to a question from Regent Axtell about what students could do with a degree in Women’s Studies, Professor Turrell assured the Committee that any and every career path is open to majors: the law, politics, health fields, human and social services, graduate study. At its core, the program provides students with a strong liberal education, which, in turn, provides them with the critical thinking, communication, multicultural competence, and problem-solving skills needed in the 21st century global and knowledge-based economy. Senior Vice President Marrett mentioned to the Committee the strength of the UW System Women’s Studies Consortium, a model for faculty and student collaboration across a variety of disciplines, for the sharing of resources and best practices, and for establishing strong national connections with higher education institutions throughout the country.

b. Consortial D.P.T., UW-La Crosse and UW-Milwaukee

Provost Liz Hitch from UW-La Crosse and Provost Rita Cheng from UW-Milwaukee introduced the key program players from their respective institutions, including UW-Milwaukee Dean Randall Lambrecht and Associate Dean Karen Palmer McLean from UW-La Crosse, who then described the Consortial D.P.T. The Doctor of Physical Therapy took six years to plan. The driving force behind the degree are changes in health care delivery, including an aging population, efforts to manage costs, issues of health disparities, efforts to improve quality, and keeping abreast of technology and an ever-changing knowledge base. The Committee was told that the scope of practice for physical therapists has expanded and changed dramatically in the last decade.

The Committee was further informed that the Consortial D.P.T. would be the only public D.P.T. education program in Wisconsin, although several of the privates have them (Marquette, Carroll, Concordia). There is growing demand for physical therapists, nationally and in Wisconsin. Further, almost 98 percent of programs nationally will be doctoral programs by 2008. In response to Regent questions, Associate Dean McLean explained the consortial nature of the degree, i.e., that students graduating would have a joint degree from both UW-La Crosse and UW-Milwaukee. Joining forces would allow for the maximizing of resources, greater efficiencies, and the uniting of the differing strengths of each institution (e.g., faculty and student exchanges; providing students with both rural and urban health care experiences). Associate Dean McLean clarified that the program would offer

two tracks: an entry-level track that would prepare students to become physical therapists; and a transitional track, that would allow practicing therapists to obtain the additional knowledge and skills they needed to get the doctoral degree. The program also has an early entrance option for pre-baccalaureate students, which allows for a reduction of costs and credits-to-degree. Regent Olivieri strongly encouraged the expansion of this second option. Regent Davis asked how the program would work to create a diverse graduate student body. Dean McLean described the program's strong commitment to diversity, through faculty hiring, and through scholarships and graduate assistantships for targeted minorities. In response to a question from Regent Axtell, Dean Lambrecht explained that the program would charge UW-Milwaukee graduate-level tuition, a compromise that the two institutions had worked out over time.

Unlike the Occupational Therapy degree the Committee approved several months ago, the physical therapy degree change is not mandated by accreditation but, the Committee was told, most institutions are moving towards offering the D.P.T. The Committee expressed its hope that should UW-Madison move towards offering the DPT, it would join the consortium. Regent Olivieri also conveyed his concern that such a program could adversely impact the articulation agreements the UW System has with WTCS. He expressed his hope that the UW System would continue to look for ways to facilitate transfer between the UW and the WTCS Systems, at all levels.

This was the second consortial degree program approved by the Board in the current academic year, and Committee members expressed their appreciation to the institutions and UW System Administration for making such collaborative activity happen, given the challenges of working through the logistical and budgetary details of these programs.

4. Elimination of the College of Education, Exercise Science, and Health & Recreation at UW-La Crosse, and Reassignment of its Programs

The Committee's next item of business concerned the elimination of the College of Education, Exercise Science, and Health & Recreation at UW-La Crosse. Regent Olivieri reminded the Committee that at the May meeting, action on the elimination of the College was deferred, technically placed on file at the call of the Education Committee Chair. UW-La Crosse Chancellor Hastad had recommended the elimination in response to administrative budget cuts required for the 2005-07 biennium, a decision within his authority but requiring Board approval. The Committee delayed action in May pending clarification of several issues raised by the proposed elimination, including how teacher education would be organized and whether shared governance procedures were appropriately followed in the decision-making process.

Regent Olivieri informed the Committee that, since the May meeting, Chancellor Hastad and members of his staff had met with members of the Department of Public Instruction and the Office of the Senior Vice President at UW System. In May, Regent Burmaster had stated her concerns about the organizational structure for teacher education. Regent Burmaster emphasized that her concerns had subsequently been adequately addressed by UW-La Crosse through the submission of a remediation plan to D.P.I. The plan proposed the hiring of a Director of Teacher Education, to be appointed at the level of Associate Dean and reporting to the Dean of the College of Liberal Studies. D.P.I. had recently approved the plan. Regent Olivieri further noted that both he and Senior Vice President Marrett had received a written chronology of the contacts made by the Chancellor to inform and work with members of the University community on making what everyone acknowledged was a very difficult budget decision.

Regent Olivieri recognized Professor Bruce Riley, Chair of the UW-La Crosse Faculty Senate. Professor Riley conveyed to the Committee the strong disagreement from the La Crosse Faculty Senate on whether campus policy and hence faculty governance were appropriately followed. He contended that the Chancellor did not submit a plan for the college elimination and subsequent reorganization, nor allow time for faculty input, as required by campus policy. He asked that the Committee delay its action until the Faculty Senate at La Crosse was able to engage in a thorough review and evaluation of the plan regarding both the elimination and the reassignment of the affected faculty and programs.

After further debate, the Committee declined to delay. The Committee thanked Professor Riley for making his remarks, expressed its strong respect for faculty governance, and concluded that Chancellor Hastad's decision was needed given the exigencies of the budget situation.

I.1.d.: It was moved by Regent Davis, seconded by Regent Gracz, that, upon recommendation of the Chancellor at UW-La Crosse and the President of the University of Wisconsin System, the College of Education, Exercise Science, Health and Recreation be eliminated.

The resolution PASSED unanimously.

5. Revised Faculty Personnel Rules

The Committee's final action items included two sets of faculty personnel rule changes: the first from UW-Milwaukee; the second from UW-Stevens Point. Per standard practice, both sets of rule changes had been vetted before appropriate faculty governance units, recommended by the respective Chancellors, and reviewed by the UW System Office of the General Counsel. UW-Milwaukee had developed a conflict of interest policy for researchers and scholars, a policy previously absent from their personnel rules. Although the policy was newly developed, Chancellor Santiago explained that it would codify existing practice on campus. In the case of UW-Stevens Point, the campus brought its University Handbook into better alignment with Wisconsin Open Meeting Law.

a. UW-Milwaukee

I.1.e.(1): It was moved by Regent Davis, seconded by Regent Gracz, 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 amendments to the UW-Milwaukee Faculty Personnel Rules.

The resolution PASSED unanimously.

b. UW-Stevens Point

I.1.e.(2): It was moved by Regent Davis, seconded by Regent Gracz, that, upon recommendation of the Chancellor of the University of Wisconsin-Stevens Point and the President of the University of Wisconsin System, the Board of Regents approves the amendments to the UW-Stevens Point Faculty Personnel Rules.

The resolution PASSED unanimously.

6. Report of the Senior Vice President for Academic Affairs

Senior Vice President Marrett’s report included several distinct topics and presentations.

a. Presentation by UW-Milwaukee on “The Synergy of Research and Student Access

The Committee heard a presentation by UW-Milwaukee Provost Rita Cheng on “The Synergy of Research and Student Access.” Provost Cheng illuminated for the Committee how the campus agenda was being shaped to implement Chancellor Santiago’s two pillars of success: becoming a leading research university, and increasing the success and diversity of Milwaukee’s students. Provost Cheng shared statistics concerning UW-Milwaukee’s systemwide impact on the number of degrees conferred and the number of minority and low-income students served, including the fact that UW-Milwaukee serves more low-income students than any other institution in the System, and has a higher percentage of ethnic/minority degrees conferred.

Provost Cheng continued by delineating the serious challenges associated with these statistics, remarking that ensuring access was one thing; ensuring successful completion another. Analysis of data by UW-Milwaukee revealed gaps compared to peer institutions in the numbers of minority students graduating. Provost Cheng reported how these numbers mobilized a group of faculty and administrators to probe more deeply into identifying where the problems lay, and how they could be resolved. In response to the campus findings that many students were lost after the first year, UW-Milwaukee developed a host of programs targeting students in their first year, including summer bridge programs, first-year transition courses, mentoring and advising. Certain freshman courses were redesigned, especially those for remedial math and composition. Student support services were centralized to aid students in knowing where to go for help. Provost Cheng expressed Milwaukee’s interest in serving as one of the pilot institutions for the Equity Scorecard, given that a lot of what they are doing already centers on using existing data to identify strategic action for reducing the achievement gap.

Provost Cheng also gave an overview of UW-Milwaukee’s plan to strengthen its array of doctoral programs in strategic areas, particularly those focused on allied health fields, urban education, and lake management. She noted that the budget situation would have an impact on some of these plans, but referred to several programs that had already received entitlement to plan by UW System Administration, and several others that would come before the Committee for its approval in the near future. The Committee expressed its support for the directions being taken by UW-Milwaukee.

b. Follow-up Discussion on All-Regent Presentation on the Equity Scorecard

The Committee also engaged in follow-up discussion on the Equity Scorecard presentation given earlier in the day. Vicki Washington, Interim Assistant Vice President for Academic Diversity and Development, clarified for the Committee how the Bensimon scorecard would work, i.e., the model for the Equity Scorecard being adopted by the UW System. The Equity Scorecard advocates using existing institutional data, and not the widespread collection of new data, something that would slow the process down immensely. Rebecca Martin, Provost from UW-Parkside, reiterated that what the institution’s Criminal Justice program data did so effectively was to allow Parkside to ask why students of color were not graduating at the same rate as majority students. Only once the reason was identified, could changes be made that specifically targeted the problem. Senior Vice President Marrett explained that this was exactly how the Equity Scorecard worked. Regent-elect Crain asked whether the data collected could be disaggregated by income. Provosts Cheng and Spear (UW-Madison) explained that data can be and is disaggregated by income but that it is limited and therefore unreliable.

Regent Davis conveyed her appreciation for System's intention to pilot the scorecard and not mandate it, observing that a monolithic, universally applied system model, mandated for all UW institutions, would not be appropriate. She also expressed her fervent hope that the Chancellors would take up this topic at their retreat or use some of their meeting time soon to delve more deeply into a discussion of how best to implement evidence-based models of assessment and change.

Senior Vice President Marrett acknowledged the extraordinary leadership of the Committee's outgoing Chair, Jose Olivieri, who was completing his term as Regent. She presented him with a book by Harvard Professor Richard Light, entitled *Making the Most of College*. Regent Olivieri noted that one of the best parts of the Regent role was meeting so many higher education people and gaining exposure to their ideas and knowledge. He thanked his fellow Regents on the Committee, and Senior Vice President Marrett and her System colleagues and staff, including Dr. Rebecca Karoff, the Committee's secretary.

Resolutions I.1.b., I.1.d., I.1.e.(1), and I.1.e.(2) were referred as consent agenda items to the full session of the Board of Regents at its Friday, June 10, 2005, meeting.

The meeting adjourned at 4:26 p.m.