

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 8, 2006
9:00 a.m.

- President Walsh presiding -

APPROVAL OF MINUTES OF THE NOVEMBER 9 AND 10, 2006 MEETINGS	4
REPORT OF THE PRESIDENT OF THE BOARD	4
REPORT ON THE NOVEMBER 28, 2006 MEETING OF THE WISCONSIN TECHNICAL COLLEGE SYSTEM BOARD	4
REPORT ON THE DECEMBER 6, 2006 MEETING OF THE HOSPITAL AUTHORITY BOARD.....	5
MEETINGS WITH STATE LEADERS	5
REPORT OF THE PRESIDENT OF THE SYSTEM.....	5
REMARKS BY MAYOR TOM BARRETT REGARDING PUBLIC HEALTH IN MILWAUKEE	5
RESOLUTION OF APPRECIATION: CORA B. MARRETT.....	7
RESOLUTION OF APPRECIATION: MARGARET S. LEWIS.....	8
GROWTH AGENDA FOR WISCONSIN	11
COMMUNICATIONS AND EXTERNAL RELATIONS TEAM.....	12
RECOGNITION OF ERICA KAUTEN	12
ERROLL DAVIS AWARDS	13
REPORT OF THE PHYSICAL PLANNING AND FUNDING COMMITTEE	13
UW-MADISON: AUTHORITY TO ENTER INTO A LAND USE AGREEMENT TO CONSTRUCT AN OLIN HOUSE RENOVATION PROJECT AND ACCEPT THE COMPLETED RENOVATIONS AS A GIFT-IN-KIND	13
UW-MADISON: AUTHORITY TO REQUEST RELEASE OF FUNDS FOR WEST CAMPUS UTILITY IMPROVEMENTS PROJECT	14
UW-MADISON: AUTHORITY TO ADJUST THE BUDGET AND SCOPE OF THE STERLING HALL RENOVATION PROJECT, REALLOCATE FUNDS TO THE BIOCHEMISTRY II PROJECT AND THE WEST CAMPUS UTILITY IMPROVEMENTS PROJECT, AND INCREASE GIFT FUNDING FOR THE BIOCHEMISTRY II PROJECT	14
UW SYSTEM: AUTHORITY TO CONSTRUCT VARIOUS MAINTENANCE AND REPAIR PROJECTS	14
UW-SYSTEM: AUTHORITY TO SEEK ENUMERATION OF ADDITIONAL PROJECTS AS PART OF THE 2007-09 CAPITAL BUDGET	14
UW-MADISON: AUTHORITY TO INCREASE THE BUDGET OF THE CHADBOURNE RESIDENCE HALL RENOVATION	15
CONSENT AGENDA.....	15

UW-Madison: Authority to Enter Into a Land Use Agreement for the Renovation of Olin House and Accept the Renovations as a Gift-In-Kind.....	15
UW-Madison: Authority to Request the Release of Funds for the West Campus Utility Improvements Project	15
UW-Madison: Authority to Adjust the Budget and Scope of the Sterling Hall Renovation Project, Reallocate Funds to the Biochemistry II Project and the West Campus Utility Improvements Project, and Increase Gift Funding for the Biochemistry II Project.....	16
UW System: Authority to Construct Various Maintenance and Repair Projects.....	16
UW System: Authority to Seek the Enumeration of Additional Projects as Part of the 2007-09 Capital Budget	16
UW-Madison: Authority to Increase the Budget of the Chadbourne Residence Hall Renovation.....	17
BUILDING COMMISSION ACTIONS.....	17
REPORT OF THE EDUCATION COMMITTEE.....	17
PLANNING REPORT: PUBLIC HEALTH NEEDS IN MILWAUKEE.....	18
UW-PARKSIDE: CHARTER SCHOOL CONTRACT EXTENSION WITH 21 ST CENTURY PREPARATORY SCHOOL	19
GUIDELINES AND CRITERIA FOR PROPOSED WISCONSIN TECHNICAL COLLEGE SYSTEM LIBERAL ARTS AND PRE-PROFESSIONAL OFFERINGS	19
PROGRAM AUTHORIZATIONS: M.S. IN INFORMATION AND COMMUNICATION TECHNOLOGIES AT UW-STOUT AND PH.D IN COMMUNICATION AT UW-MILWAUKEE.....	19
FRESHMAN ADMISSION POLICY	20
REPORT OF THE SENIOR VICE PRESIDENT FOR ACADEMIC AFFAIRS	21
<i>Status of UW-Waukesha Report.....</i>	<i>21</i>
<i>2007-08 Sabbatical Assignments.....</i>	<i>21</i>
<i>“The Role of Academic Leadership in Planning for Student Success” – Farewell Remarks by Senior Vice President Cora B. Marrett.....</i>	<i>22</i>
CONSENT AGENDA.....	22
UW-Stout: Program Authorization (Implementation) M.S. in Information and Communication Technologies	22
UW-Milwaukee: Program Authorization (Implementation) Ph.D. in Communication	22
PLANNING REPORT ON PUBLIC HEALTH NEEDS IN MILWAUKEE.....	23
UW-PARKSIDE: CHARTER SCHOOL CONTRACT EXTENSION – 21 ST CENTURY PREPARATORY SCHOOL.....	24
REPORT OF THE BUSINESS, FINANCE, AND AUDIT COMMITTEE	24
2007-09 UNCLASSIFIED PAY PLAN RECOMMENDATIONS.....	24
CRIMINAL BACKGROUND CHECK POLICY.....	27
CONSIDERATION OF SALARY ADJUSTMENTS FOR SENIOR ACADEMIC LEADERS TO ADDRESS RECRUITMENT AND RETENTION CHALLENGES FOR CHANCELLORS AT UW-GREEN BAY, UW-OSHKOSH, AND UW-PARKSIDE	28
UW SYSTEM AUDIT UPDATE.....	28
<i>Quarterly Status Update</i>	<i>28</i>
COMMITTEE BUSINESS	28
<i>Approval of 2007-09 Administrative Reduction Plan.....</i>	<i>28</i>
<i>Policy on Recognition of Student Organizations.....</i>	<i>29</i>
REPORT OF THE VICE PRESIDENT.....	29
<i>Joint Audit Committee Hearing</i>	<i>29</i>
CONSENT AGENDA.....	29
Consideration of Salary Adjustments for Senior Academic Leaders to Address Recruitment and Retention Challenges for Chancellors at UW-Green Bay, UW-Oshkosh, and UW-Parkside	30
2007-09 Administrative Reduction Plan.....	31
University of Wisconsin System Criminal Background Check Policy	31
POLICY ON RECOGNITION OF STUDENT ORGANIZATIONS	33
Policy on Recognition of Student Organizations.....	34
REPORT OF THE COMMITTEE REGARDING FACULTY/ACADEMIC STAFF DISCIPLINARY PROCESS	35
Administrative Rules.....	35

ADDITIONAL RESOLUTIONS 37
 CANCELLATION OF MEETINGS SCHEDULED FOR JANUARY 4 AND 5, 2007 37

UNFINISHED OR ADDITIONAL BUSINESS 37
 APPRECIATION TO SENIOR VICE PRESIDENT CORA MARRETT 37

CLOSED SESSION..... 37
 APPROVAL OF SALARY: INTERIM SENIOR VICE PRESIDENT FOR ACADEMIC AFFAIRS, UNIVERSITY OF
 WISCONSIN SYSTEM 38
 UW-PARKSIDE: AUTHORITY TO NAME THE COMMUNICATION ARTS BUILDING “DHALI WAL HALL” 38

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
December 8, 2006
9:00 a.m.

- President Walsh presiding -

PRESENT: Regents Bartell, Bradley, Burmaster, Connolly-Keesler, Crain,
Cuene, Davis, McPike, Pruitt, Randall, Rosenzweig, Salas,
Semenas, Smith, Spector, and Walsh

UNABLE TO ATTEND: Regent Loftus

- - -

Approval of Minutes of the November 9 and 10, 2006 Meetings

There being no additions or corrections, the minutes of the November 9 and 10, 2006 meetings of the Board stood approved as distributed.

- - -

REPORT OF THE PRESIDENT OF THE BOARD

**Report on the November 28, 2006 Meeting of the Wisconsin Technical
College System Board**

A written report on the November 28, 2006 meeting of the Wisconsin Technical College System Board was provided.

-

Report on the December 6, 2006 Meeting of the Hospital Authority Board

A written report on the December 6, 2006 meeting of the Hospital Authority Board was provided.

-

Meetings with State Leaders

Regent President Walsh reported that he recently had met with several legislators, including Senator Judith Robson, incoming Senate Majority Leader, who had assured him that pending appointments to the Board of Regents would be given priority.

He met with Senator Carol Roessler and Representative Suzanne Jeskewitz, co-chairs of the Joint Audit Committee, regarding the Legislative Audit Bureau report on UW Personnel Policies and Practices, and also submitted written comments. Reporting that it was an excellent meeting, he noted that there are many issues identified by the report and that the university is moving forward to address them in a positive manner, with leadership by a special committee chaired by Regent Loftus.

They discussed the many actions already taken to address personnel issues, including the work of the Committee Regarding Faculty/Academic Staff Disciplinary Process and reforms in the areas of sick leave and concurrent appointments. The committee's hearing on November 29th also went well.

President Reilly added that one of the co-chairs remarked that they were pleased with the university's response and that this is an example of the way that an audit should work.

Regent President Walsh reported that he met with Governor Doyle regarding the university's biennial budget submission and that the Governor is considering the Growth Agenda initiatives, although there continue to be difficulties in terms of the state's financial situation.

- - -

REPORT OF THE PRESIDENT OF THE SYSTEM

Remarks by Mayor Tom Barrett Regarding Public Health in Milwaukee

Thanking Mayor Barrett for his commitment to improving public health in Milwaukee, President Reilly remarked that the mayor has been a strong advocate for improving fire, police, housing, and public works services and for eliminating health disparities among city residents.

Mayor Barrett began his remarks by noting his conviction that the university can play a great role in meeting Milwaukee's health care needs. He expressed appreciation to the group that developed the plan for creating a school of public health at UW-Milwaukee and to the Education Committee for its positive action with regard to the group's report.

As evidence that disparities in health are severe, he referred to a set of indicators in the report that showed high infant mortality rates, low immunization levels and teen birth rates that are among the highest in the country and correlate with poverty and crime. On all health indicators, he said, Milwaukee ranks close to the bottom among the state's 72 counties.

To create a school of public health in Milwaukee, he remarked, would apply the Wisconsin Idea in a way that would lead to important improvements in the lives of Milwaukee and state residents. Cautioning that a large percentage of public health workers are nearing retirement age, he observed that many of those who could be trained to replace them are not able to leave home and go to a school of public health in Minnesota. It is important, he said, to have a school of public health located in Milwaukee where the greatest health care disparities exist and where a work force, consisting of people who look like the population in need and are sensitive to their needs, can be trained to serve them.

Mayor Barrett commented that hospitals are constructing facilities in affluent areas, not in areas of poverty, and that the closing of St. Michael's hospital in Milwaukee has left another area underserved. If the private hospital system is moving toward serving the more affluent, he remarked, the choices are either to not serve the poor or to strengthen the role of public health in meeting their needs.

He felt that creation of a school of public health at UW-Milwaukee would be a great benefit to the university and would enhance its ties to the community. While he understood that resources are limited, he indicated that creation of such a school has great community support and that he would take the lead in obtaining funds from private interests and foundations. Support from the board, he said, would provide momentum to start these fundraising efforts.

Regent President Walsh thanked Mayor Barrett for his strong message and willingness to work with all parties going forward. Regents Davis and Rosenzweig also commended the mayor for his vigorous leadership on this important issue.

President Reilly added that four legislators approached him about the issue of health care costs, wanting to draw on university knowledge to help inform the conversation. He was pleased to respond, and people from the School of Medicine and Public Health, along with others will work with the legislators to address these matters.

-

Resolution of Appreciation: Cora B. Marrett

In introductory remarks, Regent Davis listed the following words that come to mind in describing Senior Vice President Marrett: “Brilliant, classy, leadership, passion, ethical, integrity, dedication to service, hard work, and humor. She walks the talk around commitment to academic excellence.”

Thanking Dr. Marrett for enhancing her understanding of the university’s academic mission and commitment to diversity, Regent Davis expressed the board’s appreciation for her legacy and extended best wishes for her service with the National Science Foundation.

The following resolution, presented by Regent Davis, was adopted by acclamation and accompanied by a standing ovation in honor of Dr. Marrett.

- Resolution 9263: WHEREAS, Cora B. Marrett has served the University of Wisconsin System for more than five years with humor, grace, and aplomb, leading the Office of Academic Affairs in advancing education as a public good that can build the human resources necessary for Wisconsin’s future; and
- WHEREAS, Marrett integrated the work of Academic Affairs and encouraged collaboration across the units of Academic Diversity and Development, Policy Analysis and Research, Learning and Information Technology, and Academic and Student Services; and
- WHEREAS, the state’s public university system is enhanced due to Marrett’s insistence that quality and student success drive the UW System’s program planning, faculty development, collegiate transfer, international education, and PK-16 collaboration; and
- WHEREAS, she has demonstrated a deep commitment to and respect for shared governance, building community with constituent groups throughout the UW System, including the Provosts, Faculty, Academic Staff, and Student Representatives; and
- WHEREAS, Cora has shared her profound understanding of diversity as a societal imperative that plays a critical role in developing an educated citizenry dedicated to strengthening democracy and advancing equal opportunity for all people; and

WHEREAS, Cora's vision for inclusive excellence is evident across university efforts such as the Inclusivity Initiative, Women's Studies Consortium, Equity Scorecard Project, President's Council on Diversity, Wisconsin Alliance for Minority Participation, statewide public health initiatives, and the UW System's Liberal Education and America's Promise Initiative; and

WHEREAS, Cora is nationally known and respected for her roles and insight on higher education, issues, and her optimistic vision and actions in the face of adversity and challenge will be a legacy that continues to improve the quality and future of public higher education in Wisconsin;

BE IT THEREFORE RESOLVED that the University of Wisconsin System Board of Regents extends its most sincere gratitude to Cora B. Marrett for her service to the university and the state of Wisconsin, and extends its best wishes as she begins her work with the National Science Foundation.

Expressing her appreciation for the resolution, Senior Vice President Marrett recalled an earlier move that she made from the UW-Madison faculty to the National Science Foundation, noting that she remains connected to the UW System in that capacity. There will continue to be connections with the UW System through NSF programs that support undergraduate education and with the WTC System through advanced technical education programs. She hoped that these kinds of connections would expand even further in the future as part of a shared sense of values about the importance of education to this country's future.

The vision of the National Science Foundation, she said, is to work at the frontier of knowledge, with dedication to excelling, investing in the future, and fostering broadly inclusive partnerships in an accountable manner.

In conclusion, she remarked that this vision sustains her and reflects what she has tried to do to make the world a better place. There would be no break, she said, in her commitment to those ideals.

-

Resolution of Appreciation: Margaret S. Lewis

Introducing presentation of the resolution, Regent Rosenzweig recalled that she had served in the Legislature with both Margaret Lewis and Mayor Barrett, who proved to be among the best, brightest and most passionate about public service.

Expressing the hope that Ms. Lewis would go on to devote her talents to other worthy public service endeavors, Regent Rosenzweig presented the following resolution, which was adopted by acclamation, with a standing ovation in honor of Ms. Lewis.

Regent Rosenzweig presented her with a plaque bearing the resolution, and President Reilly presented a UW System medallion.

- Resolution 9264: WHEREAS, Margaret S. Lewis has earned wide recognition and respect during her career in public service roles in the University of Wisconsin System and the state of Wisconsin, serving with honor, integrity, and distinction for nearly three decades; and
- WHEREAS, as Associate Vice President for University Relations, Margaret has been a trusted adviser to the president, vice presidents, chancellors, and the Board of Regents as she managed public and government relations efforts for the UW System; and
- WHEREAS, Margaret has honorably and vigorously represented the UW System's interests to Wisconsin's elected officials, drawing upon her years of experience to promote beneficial legislation, and to work with stakeholders to ensure the university's success; and
- WHEREAS, Margaret's accomplishments include leading campaigns to ensure the best possible biennial budgets with state support for the UW System, recognizing the opportunity for a UW System federal relations program, and managing legislative communications about complex state matters, including collective bargaining, tuition and fees, services to veterans, and employee benefits and salaries; and
- WHEREAS, Margaret sought a higher level of coordination among the UW's legislative liaisons and public information officers around the state toward ensuring more-cohesive representation of all UW System institutions; and
- WHEREAS, Margaret was elected to three terms as a Representative of the 38th District in the Wisconsin State Assembly, where from 1985 to 1991, she was a proud supporter and advocate for the UW System, and was the first Wisconsin legislator to propose that new faculty and academic staff become immediately eligible

for employer contributions toward health insurance, legislation she was instrumental in helping to pass during her service to the university; and

WHEREAS, Margaret is a skilled diplomat who has combined her passion for education, her legislative experience, and her political expertise to successfully build bridges between academia, politics, and Wisconsin communities in the true spirit of the Wisconsin Idea;

BE IT THEREFORE RESOLVED that the Board of Regents of the University of Wisconsin System offers its most sincere gratitude to Margaret S. Lewis for her service and dedication to the University of Wisconsin System and the state of Wisconsin, and wishes her well in future endeavors.

Expressing appreciation for the recognition, Ms. Lewis recalled that, when she came to the UW System more than 12 years ago, she had recently returned from a trip to Japan – an experience that transformed her perspective on what was important to the future of Wisconsin and the nation. At that time, American manufacturing jobs were shifting to the Pacific Rim, and there was uncertainty about whether the United States could sustain its quality of life and leadership in the world.

What she learned was that the United States did not need to become more like Japan, but more like itself. Japan was strong because of its groups, while the United States was strong because of its individuals, its diversity, and its culture that encourages risk taking and learning from mistakes. This allows the country to be creative, assimilate new people and ideas, and adapt to change.

Referring to the book, *More Like Us*, she quoted the author, James Fallows, as saying: “When ordinary people believe they have a fair chance, they usually do their best, and the whole country benefits from those efforts.” A fair chance and sometimes a second chance, she pointed out, is what this country provides with access to quality public higher education.

Noting that other countries are investing in higher education, Ms. Lewis stated that Wisconsin must reinvest in access for all its residents and cannot allow talented faculty, staff and leadership become second rate. Noting that this year the UW will receive less state tax support than it did in 2002, she pointed out that, as a result, 40% of today’s UW classes are taught not by tenured or tenure-track faculty, but by academic staff and teaching assistants; and 7,000 fewer non-traditional and adult students are being educated today than 10 years ago. This, she said, does not fulfill Wisconsin’s obligation to its young people.

In conclusion, she remarked that initiatives to improve financial aid, such as the Wisconsin Covenant, the Hold Harmless and Veterans Tuition Grants, along with the

board's competitive compensation plan, begin to address these concerns and that the future of coming generations depends on success in these endeavors.

Regent President Reilly thanked Senior Vice President Marrett and Associate Vice President Lewis for their dedicated service and countless contributions to the UW System.

-

Growth Agenda for Wisconsin

President Reilly reported that people all over the state were stepping up to voice support for the Growth Agenda for Wisconsin. To date, more than 40 letters and resolutions of support had been received from business leaders, community organizations, and academic governance groups. Among those received since the November board meeting were the following:

- Whitewater City Manager Kevin Brunner wrote to say that the city welcomes the opportunities for economic growth that would come with UW-Whitewater's plans to add 1,000 more students over the next five years.
- Wausau Mayor James Tipple and Roger Luce, executive director of the Wausau Region Chamber of Commerce, both wrote to endorse the Growth Agenda and collaboration between UW-Platteville and the UW Colleges to provide engineering education in Marathon County, which would help retain and expand companies in Wausau and to develop the workforce and local economy.
- Douglas Pearson, of the Oshkosh Industrial Development Corporation, described UW-Oshkosh's Growth Agenda as an important public policy initiative and wrote to report that the 33 members of his board of directors voted unanimously to support it.
- Those who have urged the Governor to include the UW-La Crosse Growth and Access Plan in his budget include:
 - James Hill, executive director of the La Crosse Area Development Corporation;
 - Bud Miyamoto, executive director of La Crosse's Downtown Mainstreet, Inc.;
 - Janie Spencer, executive director of the UW-La Crosse Alumni Association; and
 - Dick Granchalek president of the La Crosse Area Chamber of Commerce.
- The UW-Stout Academic Staff Senate and Faculty Senate passed resolutions in favor of the Growth Agenda, joining colleagues at UW-River Falls and UW-Superior.
- The UW-Green Bay Student Association voted to support the Growth Agenda as an important way to help achieve success and affordability for present and future UW students.
- The Growth Agenda also will be promoted by supporters during United St. Croix Valley Legislative Days in February.

President Reilly thanked all those and other advocates for helping to advance the Growth Agenda at this important time in development of the Governor's budget. The following week, he planned to talk with groups on and off campus at UW-Stevens Point and UW-Parkside to advocate for their support of the Growth Agenda.

-

Communications and External Relations Team

President Reilly reported that Dave Giroux began work recently as the new executive director of communications and external relations. He came to the position from UW-Extension, where he served for six years as director of public information. Prior to that, he held media, public relations and management positions at Alliant Energy and the American Red Cross.

In January, Grant Huber and Jessica Tormey will join the team as special assistants for communications and external relations.

Mr. Huber had been serving in the office of State Senator Judith Robson and previously served as senior policy analyst for Senator Mark Miller. He is an alumnus of UW-Stevens Point and UW-Madison.

Ms. Tormey had been serving as chief of staff and legislative director for State Senator Alberta Darling. Her previous experience included work as a field director for U.S. Congressman Steve Gunderson. She is an alumna of UW-La Crosse.

Noting that the team includes a combination of experiences and skills in government relations, communications, media relations and public policy, President Reilly expressed confidence that they, along with current staff and colleagues at the UW institutions, will help revitalize how the UW System demonstrates its value to Wisconsin taxpayers and other stakeholders.

-

Recognition of Erica Kauten

President Reilly welcomed Erica Kauten, who recently retired as director of UW-Extension's Business and Manufacturing Division.

Under her leadership, the Small Business Development Center helped to double the amount of state funding available for entrepreneurs. The SBDC used web-based tools to assist people in starting companies and was the first agency to offer second-stage entrepreneurs the chance to learn from their peers. Ms. Kauten also was a chief architect of the Wisconsin Entrepreneurs Network, a statewide system that includes 75 members and serves more than 23,000 people.

Her leadership, the President observed, played an important role in the U.S. Commerce Department's recognition of Wisconsin as one of two states with strong entrepreneurial performance.

In honor of her many contributions, Ms. Kauten recently was named the national winner of the Ernst & Young Entrepreneur of the Year 2006 award in the “Supporter of Entrepreneurship” category. Congratulating her on receipt of this well-deserved recognition, President Reilly thanked her for her efforts to improve the small-business climate in Wisconsin and to strengthen the state’s economy for the future.

-

Erroll Davis Awards

Noting that Alliant Energy already presents the Underkofler Excellence in Teaching Awards, President Reilly reported that the company and Regent Emeritus Erroll Davis, who was CEO of Alliant and currently is chancellor of the University System of Georgia, wish to recognize the other side of the instructional equation – students who display the greatest commitment to their education.

To honor the academic dedication of such students and Mr. Davis’ contributions to higher education in Wisconsin, four students have been selected as recipients of the first Alliant Energy/Erroll B. Davis Jr. Achievement Awards.

Alliant has created a \$400,000 endowment for these awards that will honor the outstanding scholarship and community service of students from traditionally underrepresented minority groups pursuing a degree in business or engineering at UW-Madison or UW-Platteville – campuses that are in Alliant’s service area.

The awards will be presented at the board’s February meeting.

- - -

REPORT OF THE PHYSICAL PLANNING AND FUNDING COMMITTEE

The committee’s report was presented by Regent Salas, chair.

-

UW-Madison: Authority to Enter into a Land Use Agreement to Construct an Olin House Renovation Project and Accept the Completed Renovations as a Gift-in-Kind

The committee was advised by Chancellor Wiley that a study group determined that the property should be renovated rather than sold. No public funds will be used for the renovation, which will be directed by the Olin House Trust.

The committee approved a resolution granting the requested authority for inclusion in the consent agenda.

-

UW-Madison: Authority to Request Release of Funds for West Campus Utility Improvements Project

The committee considered requesting release of funds to complete the design through bidding phase of the project. A resolution to that effect was approved for inclusion in the consent agenda.

-

UW-Madison: Authority to Adjust the Budget and Scope of the Sterling Hall Renovation project, Reallocate funds to the Biochemistry II Project and the West Campus Utility Improvements Project, and Increase Gift Funding for the Biochemistry II Project

The committee was informed that the intent had been for Sterling Hall to house the Psychology Department; but, as the project moved forward, it was found that the budget would not accommodate the department's needs. Instead, Sterling Hall will be renovated to accommodate other campus space needs.

A resolution to grant the requested authority was approved for inclusion in the consent agenda.

-

UW System: Authority to Construct Various Maintenance and Repair Projects

The committee was informed that the projects involve a parking ramp repair project at UW-Madison and installation of a new chiller at UW-Milwaukee.

The committee approved a resolution granting the requested authority for inclusion in the consent agenda.

-

UW-System: Authority to Seek Enumeration of Additional Projects as Part of the 2007-09 Capital Budget

The request was to add three additional program revenue and gift-funded projects to the UW's 2007-09 capital budget request. The student union projects at UW-Madison and UW-Eau Claire involve segregated fee funding. The requests were brought forward at this time because, when the board adopted the budget in August, the projects were still in planning and two were awaiting student votes.

In that regard, the committee was informed that UW-Madison students approved fee funding for the project in a referendum, a decision that was upheld by the student judiciary. The project would remodel the South Campus Union and the Memorial Union Theater for \$139.7 million of program revenue cash, borrowing and gift funds.

The UW-Eau Claire project would remodel and build an addition to the Davies University Center for \$48.8 million of program revenue cash and borrowing. It was

noted that this project was originally proposed a number of years ago and took considerable time to come to fruition.

The committee was pleased to hear from UW-Madison and UW-Eau Claire students who appeared to speak in support of the projects.

The third project involved construction of a residence hall for UW-Parkside at a cost of \$17 million in program revenue-supported borrowing.

The committee approved a resolution adding these projects to the capital budget for inclusion in the consent agenda.

-

UW-Madison: Authority to Increase the Budget of the Chadbourne Residence Hall Renovation

The committee was advised that the need for the budget increase was caused by higher-than-expected bids due to increased prices of materials and labor.

A resolution granting the requested authority was approved for inclusion in the consent agenda.

-

Consent Agenda

Adoption by the Board of Regents of Resolutions 9265-9270 as consent agenda items was moved by Regent Salas, seconded by Regent Bartell, and carried on a unanimous voice vote.

UW-Madison: Authority to Enter Into a Land Use Agreement for the Renovation of Olin House and Accept the Renovations as a Gift-In-Kind

Resolution 9265: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to enter into a use agreement with the Olin House Trust for the renovation of Olin House, located at 130 North Prospect Avenue in Madison, and to accept the renovations as a gift-in-kind.

UW-Madison: Authority to Request the Release of Funds for the West Campus Utility Improvements Project

Resolution 9266: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to: (a) seek the advance release of \$2,600,000 (\$1,929,200 General Fund Supported Borrowing, and \$670,800 Program

Revenue Supported Borrowing) from the 2005-07 West Campus Utility Improvements project to complete the design through bidding of the project; (b) fund the purchase of chilled water piping; and (c) fund the construction of steam, steam condensate, air, and chilled water piping and signal/power ductbanks within the American Family Children's Hospital (AFCH) and Interdisciplinary Research Complex (IRC) project sites.

UW-Madison: Authority to Adjust the Budget and Scope of the Sterling Hall Renovation Project, Reallocate Funds to the Biochemistry II Project and the West Campus Utility Improvements Project, and Increase Gift Funding for the Biochemistry II Project

Resolution 9267: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to: (a) reduce the project scope and budget of the Sterling Hall Renovation project from \$39,500,000 (\$17,500,000 2005-07 General Fund Supported Borrowing(GFSB), \$20,000,000 2007-09 General Fund Supported Borrowing and \$2,000,000 Gift Funds) to \$16,500,000(\$16,500,000 General Fund Supported Borrowing); (b) reallocate \$15,000,000 General Fund Supported Borrowing to the Biochemistry II project, increase the gift funding for the Biochemistry project by \$10,000,000; and (c) reallocate \$6,000,000 General Fund Supported Borrowing to the West Campus Utility Improvements project.

UW System: Authority to Construct Various Maintenance and Repair Projects

Resolution 9268: That, upon the recommendation of the President of the University of Wisconsin System, authority be granted to construct various maintenance and repair projects at an estimated total cost of \$2,971,300 (\$2,009,700 General Fund Supported Borrowing; \$354,600 Program Revenue Supported Borrowing; \$404,650 Program Revenue Cash; and \$202,350 Gifts Funding).

UW System: Authority to Seek the Enumeration of Additional Projects as Part of the 2007-09 Capital Budget

Resolution 9269: That, upon the recommendation of the President of the University of Wisconsin System, authority be granted

to amend the 2007-09 Capital Budget to include three additional major program revenue and gift funded projects which are:

- UW-Eau Claire: Davies Center Replacement Project
\$48,385,000 (\$39,500,000 PRSB and \$8,885,000 Program Revenue-Cash,
- UW-Madison: South Campus Union and Memorial Theater Wing Renovation
\$139,700,000 (\$126,200,000 PRSB and \$13,500,000 Gift Funds),
and
- UW-Parkside: Suite Style Residence Hall
\$17,013,000 PRSB

UW-Madison: Authority to Increase the Budget of the Chadbourne Residence Hall Renovation

- Resolution 9270: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to increase the budget of the Chadbourne Residence Hall Renovation project by \$1,075,000 (\$946,000 existing Program Revenue Supporting Borrowing and \$129,000 Gift Funds) for a total revised project cost of \$7,674,000 Program Revenue Supported Borrowing.

-

Building Commission Actions

The committee was informed by Assistant Vice President David Miller that the Building Commission approved about \$50 million in projects, including \$25 million in general fund supported borrowing, \$13 million in program revenue, and \$12 million in gift and grant funds.

- - -

REPORT OF THE EDUCATION COMMITTEE

Regent Davis, Chair, presented the committee's report.

-

Planning Report: Public Health Needs in Milwaukee

To present the report to the committee, UW-Milwaukee Provost Rita Cheng introduced Bevan Baker, commissioner of health for the City of Milwaukee, and Randy Lambrecht, dean of the College of Health Sciences, who co-chaired the planning team that prepared the report.

The planning team was charged with conducting a feasibility study for a school of public health in Milwaukee, with the goals of identifying public health needs and academic resources, determining gaps in the resource base, and determining the best means of filling the gaps that exist. The process involved bringing in three national public health experts who remarked that there is an obvious commitment to service and community engagement at UW-Milwaukee and that the university should be commended for recognizing the importance of public health in its community. It was their conclusion that about \$10 million in ongoing resources would be needed for a school of public health.

The planning team's report presented data illustrating the serious public health problems faced by the City of Milwaukee, including high infant mortality and low immunization levels. The report also showed the need for additional public health workers in the city.

In concluding remarks, Chancellor Santiago indicated that the goal is to develop an accredited school of public health, which would provide a highly qualified and diversified workforce; research that examines the root causes of public health problems; and strategies that improve overall health outcomes.

The timeline for a school of public health involves working sequentially over eight years to add faculty, facilities and programs. Chancellor Santiago reported that efforts already have begun to raise additional resources and that five million dollars from the UW-Milwaukee budget request also would be used for this purpose.

Regents commented on the importance of public health in Milwaukee and commended UW-Milwaukee for its commitment to making contributions to the community. Michelle Bryant, legislative aide to State Senator Lena Taylor, read a letter of support from the senator for a school of public health at UW-Milwaukee. Regent Davis asked that the report be sent to legislators who wrote about the matter in order to keep them informed of its status.

In conclusion, Regent Davis thanked President Reilly, Chancellor Santiago and Mayor Barrett for their vision and leadership. She also thanked Senior Vice President Marrett, Provost Cheng, and Sharon Cook, director of intergovernmental relations for the City of Milwaukee, for putting together a dynamic planning team who provided a report that is filled with potential.

The committee approved for inclusion in the consent agenda a resolution accepting the report and supporting UW-Milwaukee's commitment to move forward in addressing Milwaukee's public health needs.

-

UW-Parkside: Charter School Contract Extension with 21st Century Preparatory School

The committee was advised that a contract with the school was first approved by the Board of Regents in 2002 and that the request at this time was to extend the contract for an additional five years.

Dr. Paul Haubrich, Director of the Charter School Office, explained that the 21st Century Preparatory School is very modern, with small class sizes and an excellent facility. The school has been supported financially by the Johnson Foundation, which will continue to provide such support through the next contract period. A review team of community and faculty members found that the school has met community standards, and parents and staff provided positive evaluations. While there was some concern about fourth and fifth grade achievement, educational outcomes overall were considered satisfactory

Members of the Education Committee raised questions about the impact of the charter school on UW-Parkside resources, about how the charter school fits into the university's mission and about whether an extension of fewer than five years was considered given the concerns raised in the evaluation.

-

Guidelines and Criteria for Proposed Wisconsin Technical College System Liberal Arts and Pre-Professional Offerings

Regent Davis recalled that action on this matter had been postponed in November and that the issue came to the board following legislative consideration two years previously of a bill that would have expanded the number of Wisconsin Technical College System liberal arts institutions. At the time, both systems opposed the legislation on the grounds that statutes provide a process for expansion of collegiate transfer programs that requires approval of both the WTCS Board and the Board of Regents.

Since the November meeting, conversations have continued that have resulted in significant progress, with a few issues remaining unresolved. The Education Committee agreed to schedule a special meeting in January, prior to the WTCS Board meeting, to consider principles, guidelines and criteria. In the meantime, WTCS presidents, UW chancellors, and staffs of both systems would continue discussions to address remaining issues.

-

Program Authorizations: M.S. in Information and Communication Technologies at UW-Stout and Ph.D in Communication at UW-Milwaukee

The committee reconsidered the UW-Stout program that was originally presented in March 2006. Provost Julie Furst-Bowe described the program design and delivery as a distance education program consisting of online and weekend courses offered throughout the state. She addressed the strong relationship of the program to the university's

mission, the high demand for professionals in the field, and career opportunities for graduates. She also addressed questions that committee members raised in March.

UW-Milwaukee Provost Rita Cheng introduced Professor Mike Allen, chair of the Department of Communication, who described the PhD program and its need, noting the national and state shortage of qualified faculty in the field, and the program's focus on the practical consequences of communication on organizational goals and structure, processes of interpersonal communication and conflict resolution, and the conduct of public policy discussions. He also highlighted the outstanding quality of the faculty and their strong community, national and international research foci as program strengths. It was noted that this program has the potential to provide a cadre of diverse faculty to state institutions of higher education.

Resolutions authorizing implementation of the programs were approved for inclusion in the consent agenda.

-

Freshman Admission Policy

Senior Vice President Cora Marrett and Assistant Vice President Larry Rubin provided background information on the UW System Freshman Admission Policy.

Dr. Marrett expressed concern about the implication of some comments that persons from underrepresented groups gain admission only if qualifications are overlooked and that benefits accrue only to those individuals. She also noted that it has been disheartening to hear from faculty and staff that they have chosen to leave the UW in quest of more supportive settings. "A setting that is unwelcome to the 'different' imperils opportunities for more than the underrepresented," she pointed out. As a member of the Wisconsin International Trade Council, she often heard that knowledge of different cultures and people serves the economic interest of the state.

Recalling the positive work done by the board in support of diversity, she noted that the UW System was the first university system to adopt a long-range plan for racial/ethnic diversity. That plan, *Design for Diversity*, was based on the conviction that a public university must serve all the people of the state and must lead the way in increasing educational opportunity for targeted racial/ethnic groups and focusing on diversity as a critical component of quality education for all students.

Prompted by recent Supreme Court decision, the UW System examined its admission policies and practices to ensure that they were:

- Educationally sound and helpful in achieving the educational benefits that flow from a diverse student body;
- Consistent with Board of Regents policy; and
- In compliance with federal law.

The review confirmed that institutional admissions practices and procedures are supportive of academic quality, consistent with board policy, and use a comprehensive review of academic and non-academic factors in a manner compliant with federal law.

The analysis showed that board policies on admissions had not been reviewed in recent years and that some policies dated back as far as 1972. It also revealed a need for some modifications that would include combining a number of documents, adopted over the years, into one coherent policy.

Committee members raised numerous questions about admissions, including the role of class rank, the ACT and SAT tests, and transfer from the UW Colleges and the Technical Colleges. Tom Reason, associate director of admissions at UW-Madison, and Beth Weckmueller, director of admissions at UW-Milwaukee, joined the committee for this discussion; and chancellors, provosts and other admissions officers also responded to questions that arose.

The committee decided that further discussion with the Legislature and the public would be needed regarding the admissions policy. Therefore action on this matter was deferred.

In discussion at the board meeting, Regent Bartell stated his support for deferring action at this time. While he supported updating the policy and was strongly in favor of considering multiple indicators in admission decisions, he agreed that it would be important to take more time to promote understanding of the proposed policy and how it would be applied and to provide opportunity for more input. For Wisconsinites, he observed, admission of their children and grandchildren to the UW is a cherished objective; and it makes sense to take time to give the matter thorough consideration. Referring to two cases before the Supreme Court that involve assigning students to K-12 school districts, he added that the UW's policy may need some adjustment on the basis of those decisions.

Regent Crain added that how the policy would affect different institutions also is an important part of the discussion; and Regent McPike suggested that everyone could benefit from a better understanding of the admissions policy.

Regent President Walsh concluded the discussion by stating that the board will provide an opportunity for further input on this issue.

-

Report of the Senior Vice President for Academic Affairs

Status of UW-Waukesha Report

The committee was informed that a financial analysis of a number of options has been prepared and forwarded to Chancellor Santiago and Chancellor Wilson. After reviewing the report, they would forward their conclusions to President Reilly.

2007-08 Sabbatical Assignments

Remarking on the importance of this program to faculty and students, Senior Vice President Marrett noted that the board establishes criteria to which UW institutions adhere in considering sabbatical assignments through a competitive process. She also

pointed out that the program is unfunded and that the faculty members must submit reports on what was accomplished during their sabbaticals.

“The Role of Academic Leadership in Planning for Student Success” – Farewell Remarks by Senior Vice President Cora B. Marrett

In her remarks, Dr. Marrett acknowledged the advice and input she received from regents, provosts, faculty, and academic staff colleagues. From the provosts she received the message that the chief academic officer must look to the future to anticipate changes that may occur. She referenced the Association of Governing Boards in stressing the Education Committee’s role, on behalf of the entire board, in supporting leadership that links administrators, faculty, academic staff and others into a “well-functioning partnership, purposefully devoted to a well-defined, broadly affirmed institutional vision”. She also suggested ways in which the board could ensure high quality educational opportunities as the university’s the core mission.

Dr. Marrett’s remarks, Regent Davis observed, “were a reminder of how much we will miss her vision, dedication, and commitment”.

-

Consent Agenda

On behalf of the Education Committee, Regent Davis moved adoption of Resolutions 9271-9273 by the Board of Regents as consent agenda items; and the motion was seconded by Regent Spector.

At the request of Regent Bradley, Resolution 9271 was removed from the consent agenda.

The question was put on Resolutions 9272 and 9273, which were adopted on a unanimous voice vote.

UW-Stout: Program Authorization (Implementation) M.S. in Information and Communication Technologies

Resolution 9272: That, upon recommendation of the Chancellor of the University of Wisconsin-Stout and the President of the University of Wisconsin System, the Chancellor be authorized to implement the M.S. in Information and Communication Technologies.

UW-Milwaukee: Program Authorization (Implementation) Ph.D. in Communication

Resolution 9273: That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President

of the University of Wisconsin System, the Chancellor be authorized to implement the Ph.D. in Communication.

-

Planning Report on Public Health Needs in Milwaukee

Adoption of Resolution 9271 was moved by Regent Randall and seconded by Regent Rosenzweig.

Resolution 9271: That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents accepts the Planning Report on the public health needs of Milwaukee; commends the collaborative work overseen on behalf of their institutions by the three principals, UW System President Kevin Reilly, Milwaukee Mayor Tom Barrett, and UW-Milwaukee Chancellor Carlos Santiago; and appreciates and supports UW-Milwaukee's commitment to moving forward with advancing the report's recommendations to address the public health needs of the city of Milwaukee.

Regent Bradley asked for comments by Chancellor Santiago in view of the question raised in a recent editorial by the *Wisconsin State Journal* on whether a school of public health in Milwaukee would be a good use of taxpayer dollars. He asked what such a school could offer that could not be offered by the UW-Madison School of Medicine and Public Health.

Chancellor Santiago explained that, while both UW-Madison and UW-Milwaukee have accredited programs in the public health field, the advantage to having an accredited school is the ability to tap into resources that are available only to accredited schools of public health. While both schools could apply for accreditation, he explained, they would have different cultures, with one focused on curative medicine and the other on preventive medicine. A public health school in Milwaukee would create public/private partnerships with a local focus that would have a uniquely beneficial impact on the city.

Regent Salas commented that, while the UW-Madison School of Medicine and Public Health is outstanding, it is too far from Milwaukee to adequately serve areas of the city that are deprived of access to health care. He urged that establishing a school of public health in Milwaukee be moved forward with multiple sources of funding.

Regent Rosenzweig remarked that the proposed school provides an opportunity to make an important contribution in an area where needs are striking.

Regent Spector added that, when the board approved naming the UW-Madison school the School of Medicine and Public Health, there also was support for establishing a school in Milwaukee.

Regent Davis pointed out that the report reflected collaboration among UW-Milwaukee, the City of Milwaukee, and the School of Medicine and Public Health. Expanded collaborations would be needed to make the school a reality.

The question was put on Resolution 9271, and it was adopted on a unanimous voice vote.

-

UW-Parkside: Charter School Contract Extension – 21st Century Preparatory School

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

Resolution 9274: That, upon recommendation of the Chancellor of the University of Wisconsin-Parkside and the President of the University of Wisconsin System, the Board of Regents approves the extension of the charter school contract with Racine Charter One, Inc., together with amendments to the contract, maintaining a charter school known as the 21st Century Preparatory School.

- - -

REPORT OF THE BUSINESS, FINANCE, AND AUDIT COMMITTEE

Regent Pruitt, chair, presented the committee's report.

-

2007-09 Unclassified Pay Plan Recommendations

All regents were invited to participate in consideration of 2007-09 unclassified pay plan recommendations for faculty, staff, and academic leaders. The discussion emphasized the importance of a solid pay plan to the goal of recruiting and retaining the best faculty, academic staff, and academic leaders to provide a quality educational experience to students.

Regent Pruitt reported that the pay plan request would be for 5.23% per year for two biennia, with full funding from state GPR in order to hold tuition down to cost of

living increases. The recommendation also asks, in the interest of fairness and competitiveness, that the university be permitted to offer domestic partner benefits.

Adoption by the board of the following resolution was moved by Regent Pruitt, seconded by Regent Rosenzweig, and carried on a unanimous voice vote.

Resolution 9275: Whereas, pursuant to s.230.12(3)(e) *Wis. Stats.*, the Regents are charged with the responsibility to recommend to the Director, Office of State Employment Relations a proposal for adjusting compensation and employee benefits for faculty, academic staff, and senior academic leaders for the 2007-09 biennium; and,

Whereas, the Director shall submit a proposal for same, which shall be based upon the competitive ability of the Board of Regents to recruit and retain qualified faculty, academic staff, and senior academic leaders, data collected as to rates of pay for comparable work in other public universities, recommendations of the Board of Regents, and any special studies carried on as to the need for any changes in compensation and employee benefits to cover each year of the biennium; and,

Whereas, the Board of Regents in their operating budget requested \$10 million over the biennium to address critical recruitment and retention needs for unclassified staff, and

Whereas, the Board of Regents has considered those factors and concluded that to recruit and retain faculty and academic staff a salary increase of 7.35% each year is needed; and,

Whereas, the Board of Regents is cognizant of the difficulty of funding the needed pay plan in the current fiscal climate, and

Whereas, a 5.23% increase each year over two biennia will close the gap between median faculty salaries and faculty peer median salaries, and

Whereas, traditional funding of a 5.23% increase would require a tuition increase of 2.6% each year and \$33 million of GPR, and

Whereas, a 5.23% increase would require approximately \$48 million per year from the compensation reserve, and

Whereas, the Board of Regents is committed to holding increases in tuition to no more than inflationary increases for the 2007-09 biennium.

Now, therefore be it resolved;

That upon the recommendation of the UW System President, and pursuant to s. 230.12(3)(e) *Wis. Stats.*, the Board of Regents directs the UW System President to notify the Governor and the Legislature that the UW System has identified a need for a 7.35% salary increase each year of the 2007-09 biennium for faculty, academic staff, and senior academic leaders in order to obtain competitive salaries by the end of the biennium. The Board directs the UW System President to transmit to the Director of the Office of State Employment Relations, currently available information on unclassified salaries for UW System peer institutions and related economic indices, and request that the Director recommend to the Joint Committee on Employment Relations a salary increase of **5.23%** each year provided sufficient funds are placed in the biennial budget to address current critical recruitment and retention needs for unclassified staff.

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

Tuition not be used to fund any portion of this pay plan request, but rather sufficient funds be allocated to the compensation reserve for this purpose.

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

The salary ranges for senior academic leaders assigned to salary group one (Vice Chancellor/Provosts at non-doctoral institutions)

and salary group two (Vice Presidents) be adjusted by the full amount of the pay plan each year.

The Board of Regents endorses state group health insurance for domestic partners of all state employees and encourages the Governor and the Legislature to amend state statutes to provide that benefit.

Further, the Board of Regents adopts the 2003-05 pay plan distribution guidelines for 2007-09 if the pay plan exceeds 2% each year. However, the Board suspends those pay plan distribution guidelines if the authorized amount for an unclassified pay plan is 2% or less in any year, and directs that in such instance the pay plan percentage be distributed across-the-board to all those who have at least a solid performance rating, with any unused funds distributed by the Chancellor to address critical salary needs.

Further, the Board of Regents directs that any and all recruitment and retention funds that may be provided in the biennial budget shall be distributed to correct market needs and salary compression with due regard to establishing average salaries as close to peer group medians as possible.

-

Regent Smith reported for the committee on the following two items.

Criminal Background Check Policy

Al Crist, associate vice president for human resources, presented a proposed resolution to adopt a system-wide policy requiring criminal background checks for all new hires prior to their employment. He advised that, while some governance groups have voiced opposition to the proposed policy, others have been supportive, and still others believe the policy needs more work.

The committee approved the resolution for inclusion in the consent agenda.

-

Consideration of Salary Adjustments for Senior Academic Leaders to Address Recruitment and Retention Challenges for Chancellors at UW-Green Bay, UW-Oshkosh, and UW-Parkside

Regent Smith noted that in February 2006 the board endorsed a new process for periodic review of individual chancellors' salaries to determine whether there is need for adjustment to recognize competitive factors or to correct salary inequities.

Under this process, President Reilly presented recommendations; and the committee discussed and approved for inclusion in the consent agenda a resolution on salary adjustments for chancellors at UW-Green Bay, UW-Oshkosh, and UW-Parkside.

The remainder of the committee's report was presented by Regent Pruitt, chair.

-

UW System Audit Update

Quarterly Status Update

Jane Radue, assistant director, Office of Operations Review and Audit, discussed the status of on-going projects, including a review of textbook costs and a review of information technology oversight, both of which are expected to be completed by March or April 2007. She also mentioned the student mental health services project, which should be completed by next fall.

Ms. Radue advised the committee that the Legislative Audit Bureau is expected to release its statewide report on information technology systems in late winter or early spring.

Vice President Durcan indicated that the work group created to develop implementation options for the recommendations contained in the report of the Office of Operations Review and Audit regarding segregated fees held its third meeting the preceding day. That committee's recommendation will be vetted by administrative and student constituencies, with final recommendations coming to the Business, Finance, and Audit Committee in the spring.

-

Committee Business

Approval of 2007-09 Administrative Reduction Plan

Noting the Governor's 2007-09 budget instructions, Associate Vice President Freda Harris, Office of Budget and Planning, discussed with the committee a \$14.1 million administrative reduction plan. The university feels it could achieve \$4-\$6 million in additional efficiencies, with the balance of the plan consisting of one-time lapses of various state GPR appropriations and university program revenues.

As an alternative, the plan proposes to retain the \$14.1 million but to reallocate the entire amount into operations which would allow the university to increase enrollments by an additional 2,500 students over and above the enrollments proposed in the Growth Agenda for Wisconsin. The reallocation assumes a state investment to support the Growth Agenda.

Based on a concern expressed by Regent Burmaster that, while the Wisconsin Covenant will require university support, it may not necessarily require a dedicated staff person at each institution, the committee revised the plan to provide for more general support. The committee then approved a resolution accepting the plan for inclusion in the consent agenda.

Policy on Recognition of Student Organizations

General Counsel Pat Brady presented to the committee a proposed resolution that would allow student organizations that select their members or officers on the basis of commitment to a set of beliefs to limit participation in the organization so long as no student is excluded on the basis of several discriminating factors.

The committee approved the resolution for inclusion in the consent agenda.

-

Report of the Vice President

Joint Audit Committee Hearing

Vice President Durcan reported to the committee on the Joint Audit Committee hearing on the Legislative Audit Bureau Audit of Personnel Policies and Practices. The audit was outlined by State Auditor Jan Mueller and Audit Director Kate Wade, after which President Reilly and Regent President Walsh spoke with the committee about it. Legislators commented that the university was on the right track in making the changes that are needed.

-

Consent Agenda

Adoption by the board of Resolutions 9276-9279 as consent agenda items was moved by Regent Pruitt and seconded by Regent Burmaster.

At the request of Regent Salas, Resolution 9276 was removed from the consent agenda; and, at the request of Regent Bartell, Resolution 9279 was removed.

The question was put on the remaining consent agenda items and they were adopted on a unanimous voice vote.

Consideration of Salary Adjustments for Senior Academic Leaders to Address Recruitment and Retention Challenges for Chancellors at UW-Green Bay, UW-Oshkosh, and UW-Parkside

Resolution 9277: Whereas, pursuant to ss. 20.923(4g) and 36.09(1)(j), Wisconsin Statutes, the salaries of UW System senior academic leaders must be set within the salary ranges established by the Board of Regents, and based upon a formula derived from the salaries paid by peer institutions to their academic leaders, and

Whereas in addition, section 36.09(1)(j), Wisconsin Statutes, authorizes the Board of Regents to increase chancellors' and other university senior academic leaders' salaries to address salary inequities or to recognize competitive factors in the periods between pay plan adjustments, and

Whereas at the February 2006 Board of Regents meeting the Business, Finance and Audit Committee endorsed the recommendation that the President of the UW System periodically perform a review and assessment of individual Chancellors' salaries to determine whether there is a need for an adjustment to recognize competitive factors or correct salary inequities among senior academic leadership, as allowed by law, and

Whereas the Board of Regents affirms that leadership is critically important to the performance of our institutions and the students and citizens they serve and therefore places a high value on recruiting and retaining our outstanding senior academic leaders.

Now, therefore be it resolved;

That, upon recommendation of the President of the University of Wisconsin System, the annual salary for Chancellor Shepard, Chancellor Wells, and Chancellor Keating be adjusted due to competitive market factors and equity reasons per the attached recommendations, effective December 8, 2006.

2007-09 Administrative Reduction Plan

Resolution 9278: That, upon the recommendation of the President of the University of Wisconsin System, the 2007-09 Administrative Reduction Plan as required by the Governor's 2007-09 Major Budget Policies document, be accepted for transmittal to the Department of Administration.

-

University of Wisconsin System Criminal Background Check Policy

Adoption by the board of the Resolution 9276 was moved by Regent Smith and seconded by Regent Davis.

Resolution 9276: Whereas, the University of Wisconsin System is committed to ensuring the security of our students, faculty, staff, and all those we serve and to protecting the university's many valuable resources; and

Whereas, one practice that aids in providing a safe and secure university community is the use of criminal background checks for prospective employees; and

Whereas, Wisconsin's Fair Employment Act prohibits discrimination based on arrest and conviction record, providing that a university employer may refuse to hire an applicant on the basis of a criminal conviction or pending arrest only if the circumstances of the conviction or pending arrest substantially relate to the requirements of the particular job; and

Whereas, in pursuit of safe and secure university communities, UW System officials will continue to adhere to nondiscrimination protections that are afforded to applicants for university employment; and

Whereas, in consideration of a specific recommendation submitted to the UW System Board of Regents in the Legislative Audit Bureau's February 2006 Letter Report, System Administration officials explored various options in anticipation of the adoption of a new system-wide policy on criminal background checks for newly hired university employees; and

Whereas, under Wisconsin and federal law, university employers are currently required to conduct criminal background checks of prospective employees for certain specified jobs; and

Whereas, after considering the feedback and advice from interested parties, the UW System President has determined that the most prudent course of action is to recommend to the Board of Regents adoption of a comprehensive policy requiring all UW System institutions to conduct criminal background checks on all new hires; and

Whereas, such a policy will ensure that all prospective employees are treated consistently and equitably, and it will underscore our commitment to providing our students, faculty and staff, as well as the citizens of Wisconsin we serve, with academic communities that are safe and secure;

Now, therefore be it resolved:

That, upon recommendation of the President of the University of Wisconsin System, the attached criminal background check policy be adopted.

Recalling that the board had made a number of personnel policy changes in response to several recent incidents, Regent Salas commended the Business, Finance, and Audit Committee for its good work in that regard. However, he was concerned about the criminal background check policy because of its broad application and because of opposition expressed by faculty and academic staff governance groups.

Regent Pruitt noted that the policy would respond to concerns about absence of a system-wide policy on this matter. It would insure equitable treatment for all employees and help to assure campus safety.

Regent Salas also expressed concern about outsourcing criminal background checks to a third party without adequate oversight.

President Reilly reported that opinion among governance groups was mixed, with four having expressed support for the policy, four in opposition, and three with concerns about it. Indicating that the issues raised by Regent Salas would be addressed, he said that governance groups would be involved in implementing the policy and that oversight of any outside groups involved in doing the checks would be assured.

Regent Salas commented that statutorily mandated background checks were developed for positions involved in child care and human services. He felt that it would be a stretch to apply this language to an institution of higher education.

Noting that pre-college programs bring increasing numbers of children to campus, President Reilly added that UW-Extension already had successfully implemented criminal background checks for all employees.

In response to a question by Regent Smith, Mr. Crist said that the cost of implementation would depend on whether the checks are performed by internal staff or contracted out. Work would be done on how to secure the information so that it would not be subject to misuse.

Regent President Walsh noted that the work of the Committee Regarding Faculty/Academic Staff Disciplinary Process had shown that this type of issue is taken very seriously by the public. The governance process was successfully employed by that committee, and he was confident that it also would be well employed in implementing this policy.

The question was put on Resolution 9276, and it was adopted on a voice vote, with Regent Salas voting in opposition.

-

Policy on Recognition of Student Organizations

Adoption of the following resolution was moved by Regent Rosenzweig and seconded by Regent Smith:

Resolution: That, upon recommendation of the UW System President, the Board of Regents adopts the following policy on the recognition of student organizations:

Student organizations that select their members or officers on the basis of commitment to a set of beliefs (e.g., religious or political beliefs) may limit membership, officer positions, or participation in the organization to students who, upon individual inquiry, affirm that they support the organization's goals and agree with its beliefs, so long as no student is excluded from membership, officer positions, or participation on the basis of his or her race, color, creed other than commitment to the beliefs of the organization, religion, national origin, disability, ancestry, age, sexual orientation, pregnancy, marital status or parental status, or, unless exempt under Title IX, sex.

This policy is in addition to other requirements for the official recognition of student organizations set forth in UW System or institutional policy documents, except that, to the extent that such UW System or institutional

policy documents are inconsistent with this policy statement, they are superseded.

While he understood that the policy was drafted to comply with court decisions, Regent Bartell expressed concern about students having to publicly state their adherence to beliefs.

General Counsel Brady noted that student organizations want to assure that members share their belief systems. The proposed policy attempted to strike a balance that responds to the expressive association interests of student organizations and, at the same time, prohibits discrimination on the basis of individual characteristics. A similar model had been adopted in North Carolina.

Because of his concern that individuals might be required to publicly profess their beliefs, Regent Bartell moved that the words “upon individual inquiry” be stricken from the sixth line of the resolution. The motion was seconded by Regent Smith and carried on a unanimous voice vote.

The question then was put on Resolution 9279, as amended, and it was adopted on a unanimous voice vote.

Policy on Recognition of Student Organizations

Resolution 9279: That, upon recommendation of the UW System President, the Board of Regents adopts the following policy on the recognition of student organizations:

Student organizations that select their members or officers on the basis of commitment to a set of beliefs (e.g., religious or political beliefs) may limit membership, officer positions, or participation in the organization to students who affirm that they support the organization’s goals and agree with its beliefs, so long as no student is excluded from membership, officer positions, or participation on the basis of his or her race, color, creed other than commitment to the beliefs of the organization, religion, national origin, disability, ancestry, age, sexual orientation, pregnancy, marital status or parental status, or, unless exempt under Title IX, sex.

This policy is in addition to other requirements for the official recognition of student organizations set forth in UW System or institutional policy documents, except that, to the extent that such UW System or institutional policy documents are inconsistent with this policy statement, they are superseded.

- - -

REPORT OF THE COMMITTEE REGARDING FACULTY/ACADEMIC STAFF DISCIPLINARY PROCESS

Regent Spector, chair, presented the committee's report.

Reporting that the committee was ready to recommend transmission of proposed rules to the Legislature, Regent Spector thanked the other committee members, General Counsel Pat Brady, Professor Walter Dickey, Chancellor David Markee, Regent Peggy Rosenzweig, Regent Brent Smith, and Regent President David Walsh, for their dedicated work.

He also thanked the faculty and academic staff representatives and the legislative personnel who worked with the committee, noting that their suggestions played an integral role in forming the committee's recommendations; and he conveyed the recommendation of governance groups that a more systematic means be developed for implementing shared governance processes.

President Reilly indicated that conversations with faculty representatives on this matter had already begun; and Professor Chris Sadler, UW-Stevens Point, added that the hope was to form a small task force. Regent Spector suggested that UW-Madison Professor Rob Mathieu be included in that group.

In conclusion Regent Spector thanked General Counsel Pat Brady and System Counsel Chris Ashley for the excellent support that they provided to the committee.

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

Administrative Rules

Resolution 9280: Whereas, in October 2005, Regent President David G. Walsh appointed a special Committee on Faculty and Academic Staff Disciplinary Process, to review disciplinary procedures relating to, and to recommend any necessary rule or policy changes to address situations involving criminal misconduct by faculty and indefinite academic staff; and

Whereas, the Board, the faculties and the academic staff have affirmed the importance and necessity of working together to develop rules relating to faculty and academic staff dismissal, consistent with Chapter 36, Wisconsin Statutes; and

Whereas, consistent with the provisions of Chapter 36, Wisconsin Statutes, the Board, and members of the several faculties and the academic staff governance groups have worked together to develop recommended rules relating to discipline of faculty and academic staff in situations involving certain categories of felony misconduct that pose a substantial risk to the safety of members of the university community or that seriously impair its missions or operations; and

Whereas, the Board and the several faculties and academic staff governance groups agree that such rules serve the best interests of the State, its citizens, the System, the faculties and the academic staff; and

Whereas, the Board and the several faculties and academic staff governance groups agree that it is appropriate that such rules, among other things, specify just cause for dismissal, ensure due process, and protect academic freedom;

Now, therefore, be it resolved:

That the attached proposed rules creating Chapter UWS 7, Wisconsin Administrative Code, and revising Chapters UWS 2, 4 and 11, Wisconsin Administrative Code, are hereby approved; and

That the Secretary of the Board of Regents, pursuant to s. 227.19, Wis. Stats., notify the presiding officer of each house of the Legislature that the proposed rules are in final draft form, and cause a statement to appear in the Wisconsin Administrative Register that said proposed rules have been submitted to the presiding officer of each house of the Legislature.

Regent President Walsh congratulated and thanked the committee and others involved in developing the proposed rules. He expressed special appreciation to Regent Spector for his excellent work in bringing together people with very different views on the subject.

- - -

ADDITIONAL RESOLUTIONS

Cancellation of Meetings Scheduled for January 4 and 5, 2007

The following resolution was moved by Regent Randall, seconded by Regent Connolly-Keesler and adopted on a unanimous voice vote.

Resolution 9281: That the Regent meetings scheduled for January 4 and 5, 2007, be cancelled.

- - -

UNFINISHED OR ADDITIONAL BUSINESS

Appreciation to Senior Vice President Cora Marrett

Regent Semenas expressed his special appreciation for all that Senior Vice President Marrett had taught him and for all that she had done on behalf of students to change lives in a positive way.

- - -

CLOSED SESSION

The meeting was recessed at 11:50 a.m. and reconvened in open session at 12:00 p.m., at which time the following resolution, moved by Regent Bradley and seconded by Regent Randall, was adopted on a roll-call vote, with Regents Bartell, Bradley, Burmaster, Connolly-Keesler, Crain, Cuene, Davis, McPike, Pruitt, Randall, Rosenzweig, Salas, Semenas, Smith, Spector, and Walsh (16) voting in the affirmative. There were no dissenting votes and no abstentions.

Resolution 9282: That, the Board of Regents recess into closed session, to consider honorary degree nominations from UW-Milwaukee, as permitted by s.19.85(1)(f), *Wis. Stats.*, to consider salary for interim senior vice president for academic affairs, as permitted by s.19.85(1)(c), *Wis. Stats.*, and to confer with legal counsel regarding pending or potential litigation, as permitted by s.19.85(1)(g), *Wis. Stats.*

**Approval of Salary: Interim Senior Vice President for Academic Affairs,
University of Wisconsin System**

The following resolution was adopted during the in closed session:

Resolution 9283: That, upon recommendation of the President of the University of Wisconsin System, the salary for Rebecca Martin as Interim Senior Vice President for Academic Affairs of the University of Wisconsin System, be set at an annual salary of \$211,230, effective January 1, 2007 ending June 30, 2007, with the option to extend the appointment until we are able to fill the position on a permanent basis.

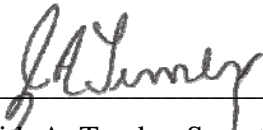
**UW-Parkside: Authority to Name the Communication Arts Building
“Dhaliwal Hall”**

The following resolution was approved at the April 2006 meeting, conditioned upon financial arrangements which have since been completed.

Resolution 9284: That, upon the recommendation of the UW-Parkside Chancellor and the President of the University of Wisconsin System, authority be granted to name the Communication Arts Building “Dhaliwal Hall”.

The meeting was adjourned at 12:35 p.m.

Submitted by:



Judith A. Temby, Secretary