



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

May 28, 2008

REVISED 5/29/08

TO: Each Regent

FROM: Judith A. Temby

A handwritten signature in black ink, appearing to read "J. A. Temby".

PUBLIC MEETING NOTICE

RE: Agendas and supporting documents for meetings of the Board and Committees to be held at UW-Milwaukee Union, 2200 East Kenwood Boulevard, Milwaukee, Wisconsin on June 5 and 6, 2008.

Thursday, June 5, 2008

9:00 a.m. – 10:30 a.m. All Regents

- Closed Session
Union – Wisconsin Room

10:30 a.m. – 11:30 a.m. All Regents

- UW-Milwaukee Presentation: Building the Research University of the Future
 - Guest Speakers: Milwaukee Mayor Tom Barrett and Milwaukee Business Leader and Philanthropist Joseph Zilber
- Union – Wisconsin Room

11:30 a.m. – 12:30 p.m. All Regents

- Growth Agenda and Need-Based Financial Aid
 - Guest Speaker: Mary Gulbrandsen, Executive Director, Fund for Wisconsin Scholars
- Union – Wisconsin Room

12:30p.m. – 1:15 p.m. Lunch

1:15 p.m. – 2:15 p.m. All Regents

- Approval of UW System 2008-09 Annual Operating Budget and Tuition and Fee Schedules
[Resolution A]
Union – Wisconsin Room

2:15 p.m. – 4:15 p.m. Committee meetings:

Education Committee
Union – Wisconsin Room

Business, Finance, and Audit Committee
Union – E280

Physical Planning and Funding Committee
Union – Fireside Lounge

4:15 p.m. – 6:15 p.m. All Regents
• Closed Session
Union – Wisconsin Room

Friday, June 6, 2008

7:30 a.m. – Continental Breakfast Buffet
Wisconsin Room Lounge

9:00 a.m. – Board of Regents meeting
Union – Wisconsin Room

Persons wishing to comment on specific agenda items may request permission to speak at Regent Committee meetings. Requests to speak at the full Board meeting are granted only on a selective basis. Requests to speak should be made in advance of the meeting and should be communicated to the Secretary of the Board at the above address.

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

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

The meeting will be webcast at <http://www.uwex.edu/ics/stream/regents/meetings/> Thursday, June 5, 2008, at 10:30 a.m. until approximately 2:15 p.m., and Friday, June 6, 2008, at 9:00 a.m. until approximately 12:00 p.m.

Revised 5/22/08

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

June 5, 2008

9:00 a.m. – 10:30 a.m.

Wisconsin Room
UW-Milwaukee Union
2200 East Kenwood Boulevard
Milwaukee, Wisconsin

Convene in open session and act on a motion to move into closed session to consider appointments of chancellors for UW-Madison, UW-Parkside, and UW-Whitewater, as permitted by s.19.85(1)(c), (e), and (f), *Wis. Stats.*, and to consider annual personnel evaluation and salary adjustment, as permitted by s.19.85(1)(c), *Wis. Stats.*

4:15 p.m. – 6:15 p.m.
(ending time approximate)

Wisconsin Room
UW-Milwaukee Union
2200 East Kenwood Boulevard
Milwaukee, Wisconsin

Convene in open session and act on a motion to move into closed session to consider annual personnel evaluations, as permitted by s.19.85(1)(c), *Wis. Stats.*

2008-09 Operating Budget
including Rates for Academic Tuition,
Segregated Fees, Textbook Rental,
Room and Board, and Apartments;
Academic Tuition Refund
Policy and Schedule; and Annual
Distribution Adjustments

BOARD OF REGENTS

Resolution A.

That, upon the recommendation of the President of the University of Wisconsin System, the 2008-09 operating budget be approved, including rates for academic tuition, segregated fees, textbook rental, room and board, and apartments; the tuition refund policy and schedule; and annual distribution adjustments as attached in the document 2008-09 Operating Budget and Fee Schedules, June, 2008. The 2008-09 amounts are:

GPR	\$1,189,756,579	25.1%
<u>Academic Tuition</u>	<u>\$980,981,001</u>	<u>20.7%</u>
Total GPR/Fees	\$2,170,737,580	45.8%
<u>Other</u>	<u>\$2,560,958,961</u>	<u>54.2%</u>
Total	\$4,731,696,541	100.0%

6/5/08

A.



2008-09 Operating Budget and Fee Schedules

The University of
Wisconsin System
June, 2008

2008-09 OPERATING BUDGET AND FEE SCHEDULES

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2008-09 OPERATING BUDGET AND FEE SCHEDULES

EXECUTIVE SUMMARY

The 2008-09 Operating Budget for the University of Wisconsin System is based on Wis. Stats. s. 36.27(1)(am) and includes estimated supplements for health insurance and salary increases for the upcoming year. The 2007-09 biennial budget bill, 2007 Wisconsin Act 20, includes funding for the Growth Agenda which provides greater access, improved affordability, and increased success of students as defined by greater retention and graduation rates for students entering the UW System. The Growth Agenda also includes increased outreach to businesses and communities within the state and expanded workforce development efforts. Act 20 also includes funding for continued operations through debt service and utilities increases.

In accordance with Act 20, the University of Wisconsin System was required to lapse \$25 million biennially. In 2007-08, \$12.5 million was lapsed. An additional \$12.5 million will need to be lapsed in 2008-09. Other state agencies were required to lapse \$200 million biennially as part of Act 20. The state recently completed a Budget Repair Bill that, as vetoed by the Governor, increased the lapses by \$270 million biennially. The Secretary of the Department of Administration is responsible for allocating these lapses to state agencies, including the UW System. Based on these actions, the lapse amount for the UW System is expected to grow during the 2008-09 fiscal year.

This executive summary is divided into the following three sections:

- I. 2008-09 Annual Budget
- II. 2008-09 Recommended Tuition Rates
- III. Auxiliary Operations and Other Funds

I. 2008-09 ANNUAL BUDGET

2007 Wisconsin Act 20, the 2007-09 biennial budget, adds \$40.5 million of new GPR resources, along with \$13.0 million of tuition revenue increases to the UW System budget for 2008-09, a total increase of \$53.5 million GPR/Fees. New funding includes:

- ✓ \$30.3 million for the Growth Agenda for the State of Wisconsin. See Appendix B for details regarding the Growth Agenda initiatives.
- ✓ \$13.8 million in increases for utilities, financial aid, and the student technology fee.
- ✓ \$3.3 million in increased funding to recruit and retain high demand faculty.
- ✓ \$3.2 million in debt service.
- ✓ \$2.5 million in one-time funding for Lung Cancer Research.
- ✓ \$.4 million for Medical Practice in Underserved Areas.

Although not included in the Legislative Budget (Act 20), the 2008-09 Operating Budget for the UW System has been increased to reflect estimated increases in health insurance and

compensation that will be paid in 2008-09. The following table details these estimates, including a 1% increase in pay plan effective July 2008 and an additional 2.0% increase in pay plan effective June 2009 as revised by the Joint Committee on Employment Relations (JCOER) on May 27, 2008. The estimated health insurance and pay plan amounts also reflect a decrease in funding due to the 2% pay plan increase in 2007-08 that was approved by JCOER in November, 2007, instead of the estimated 4% that was approved by the Board of Regents in August 2007 for inclusion in the *2007-08 Operating Budget and Fee Schedules* document. As shown below, the calculation of the 2008-09 UW System budget starts with the 2007-08 base and adds the amounts in the Legislative Budget, the estimated health insurance and pay plan amounts, and academic fee continuing appropriation changes, including increases in credit outreach revenues.

GPR/Fee Funding Changes from 2007-08 to 2008-09

	GPR	Fees	Total
2007-08 Operating Budget Document	\$1,141,216,541	\$938,056,612	\$2,079,273,153
Pay Plan Adjustments	(12,836,274)		(12,836,274)
Academic Fee Continuing Appropriation Changes, including Credit Outreach		1,414,606	1,414,606
2007-08 Final Annual Budget	\$1,128,380,267	939,471,218	2,067,851,485
Adjustments for 2008-09			
Legislative Budget*	40,490,800	14,113,600	\$54,604,400
Estimated Health Insurance and Pay Plan	20,885,512	3,654,365	24,539,877
Academic Fee Continuing Appropriation Changes, including Credit Outreach	\$0	5,741,818	5,741,818
One time Veterans Remissions Funds		18,000,000	18,000,000
Subtotal – 2008-09 Changes	\$61,376,312	\$41,509,783	\$102,886,095
2008-09 Budget	\$1,189,756,579	\$980,981,001	\$2,170,737,580

*Includes \$1.1 million for Application fee increases which were not implemented in 2007-08.

After pay plan and other adjustments, GPR will increase by \$61.4 million (5.4%), and tuition revenue will increase by \$41.5 million (4.4%). Table A-1 provides a detailed allocation of changes in GPR/Fee funding by institution from 2007-08 to 2008-09.

II. 2008-09 RECOMMENDED ANNUAL TUITION RATES

The recommended tuition increases for 2008-09 include \$18 million of one-time funding for remissions to veterans. This funding will not increase revenue to the UW System, it will simply replace a portion of the tuition revenue that is not generated or reimbursed by the state. For the 2008-09 fiscal year, the UW System is conservatively estimating that there will be \$23 million in total remissions, with approximately \$5 million in state reimbursements from the Higher Educational Aids Board, leaving an \$18 million funding gap. The one time funding will eliminate the need for the UW System institutions to base reallocate to cover this gap.

Since 2005-06, the UW System has been managing the Veterans Remissions without tuition increases, through reallocations of base resources. However, the \$12.5 million in required lapses, plus the anticipation of additional state lapses in the 2008-09 fiscal year make it

impossible for the institutions to continue to reallocate for this revenue shortfall. The funding would be used one-time in 2008-09, in anticipation of either the implementation of a proposed new federal tuition assistance program for veterans, or full funding by the state of the Veterans Remissions program in the next biennial budget.

Using the \$18 million for Veterans Remissions in 2008-09 will provide smoother tuition increases going forward. The 2% pay plan increases in June 2009 will need to be funded in 2009-10, along with other cost to continue items, health insurance increases and additional salary adjustments. Increasing tuition by the additional \$18 million one-time for veterans remissions will allow for lower, more responsible tuition increases in the 2009-10 fiscal year.

Concomitant with the requested increase in tuition are significant increases in need-based financial aid in 2008-09. Funding for the Wisconsin Higher Education Grant (WHEG) program will increase by 10% to \$55 million. ~~This increase will allow the WHEG maximum, and average awards, to keep pace with dollar increases in tuition in 2008-09, thereby effectively holding low-income students harmless against the increase in tuition.~~ An additional source of financial aid for low-income students will also be available through the Fund for Wisconsin Scholars (FWS), which was founded through a \$175 million gift from John and Tashia Morgridge. The FWS will award approximately ~~2,000~~ 1,200 grants worth \$3.2 \$5 million and fund some one-time stipends during the 2008-2009 school year ~~to~~ for students attending a public post-secondary institution.

Recommended tuition increases for resident undergraduate students are \$348 at UW-Madison, \$340 at UW-Milwaukee, and \$265 at the UW Comprehensive universities for the 2008-09 academic year. These are the second lowest dollar increases in six years, with only 2007-08 being lower. Consistent with recent Board practice, recommended tuition increases for most other student groups are at the same dollar amount as those for undergraduate resident students.

The recommendation for the UW Colleges is to freeze tuition at the 2006-07 rate. This would be the second consecutive year of freezing these rates, and will provide a lower-cost entry point for students at 13 campuses across the state.

Tuition rates for nonresident graduate students are \$3,500 to \$4,000 higher at UW System institutions than at peer institutions. Nonresident graduate students provide critical support to research activities and provide classroom instruction as teaching assistants at UW System institutions, particularly at UW-Madison and UW-Milwaukee. Providing nonresident tuition remissions are a must in order to compete for the best and brightest graduate students. This activity exceeds the state authorized tuition remission ceiling by millions of dollars annually, placing a significant financial burden on academic departments and a disincentive for faculty to seek research grants. Freezing nonresident graduate tuition would reduce the cost of providing these remissions, and would provide a boost to the research mission of UW System institutions. Therefore, a freeze of nonresident graduate tuition at 2007-08 rates is recommended.

Tuition for undergraduate nonresident students will go up by the same dollar amount as resident undergraduate students. With these increases, tuition will be sufficient to cover the full costs of their education plus the equivalent of the average state support for a resident student. Providing competitive nonresident undergraduate tuition rates has been successful in increasing the number of both nonresident and resident students enrolled in the UW System. Data from Fall 2007 indicate that non-resident enrollment has grown by more than 1,200 headcount while resident

enrollments are up by 1,900 since 2006-07. Increasing the number of nonresident undergraduate students provides additional resources to educate Wisconsin resident students.

III. AUXILIARY OPERATIONS AND OTHER FUNDS

Recommended segregated fee rate increases for four-year institutions average 6.9% for 2008-09. Reasons for the rate increases include:

- Student approved facility enhancements at UW-Eau Claire, UW-La Crosse, UW-Oshkosh, UW-Stevens Point, and UW-Superior.
- Higher costs associated with new student approved or initiated programs were also a factor. Table C-3 provides a more detailed explanation of all the segregated fee increases.

Recommended segregated fee increases at the UW Colleges average 13.8%. Increases are largely due to adding mental health services to campuses, student activity funding requirements, and adjustments to reflect enrollment changes.

Recommended Room and Board rates at the four year institutions increased an average of 4.8%. Increases are primarily attributed to the following:

- New and renovated residence halls and facility maintenance projects at UW-Milwaukee, UW-Green Bay, UW-Oshkosh, UW-Platteville, UW-Stevens Point, and UW-Whitewater.
- Facility maintenance projects at UW-La Crosse and UW-Superior.

The 2008-09 auxiliary operations budget includes adjustments covering increased compensation, supplies and expenses, added health care costs, new services, and additional capital expenditures. Planned expenditures will increase 5.0% in 2008-09 to \$643.1 million.

Total Other Funds, which include auxiliaries, federal and private gifts, grants, and contracts, other operating receipts, noncredit instruction, and trust funds, will increase \$95.4 million. This is a 3.9% increase over 2007-08, and will support 54.2% of the total budget, as it did in 2007-08.

A. CHANGES IN FUNDING

TABLE A-1
University of Wisconsin System
FY 2008-09 Annual Budget
Changes By Institution
GPR/Fees

	2007-2008 GPR/Fees	Growth Agenda	Recruitment and Retention	Compensation*	Tuition Targets and Differential Tuition	Financial Aid	Utilities/ Debt Service	Other**	2008-09 GPR/Fees	Total Change
Madison	632,048,153	711,200	1,449,629	4,954,632	1,789,973	342,771	18,096,482	3,730,275	663,123,115	31,074,962
Milwaukee	210,099,167	7,948,700	321,327	1,606,139	1,100,000	57,800	(2,513,482)	316,833	218,936,484	8,837,317
Eau Claire	71,349,836	1,993,700	117,195	544,795	0	10,930	(510,456)	135,126	73,641,126	2,291,290
Green Bay	37,349,738	1,443,189	44,939	257,847	0	15,516	532,302	59,879	39,703,410	2,353,672
La Crosse	61,426,050	855,500	98,264	440,858	0	50,647	(234,335)	125,210	62,762,194	1,336,144
Oshkosh	70,851,050	2,655,700	101,160	523,017	0	20,220	(24,854)	128,220	74,254,513	3,403,463
Parkside	36,153,504	1,053,200	41,705	246,115	0	21,793	(145,720)	47,222	37,417,819	1,264,315
Platteville	47,229,170	589,200	66,426	313,794	(1,307,219)	27,203	491,031	77,165	47,486,770	257,600
River Falls	41,639,671	395,400	70,491	310,257	1,080,868	2,463	(878,432)	77,643	42,698,361	1,058,690
Stevens Point	62,136,331	313,556	98,723	459,124	0	14,589	475,302	105,402	63,603,027	1,466,696
Stout	58,320,331	1,020,900	81,881	403,245	564,298	23,440	(531,300)	98,804	59,981,599	1,661,268
Superior	23,163,263	978,300	30,425	162,456	0	7,193	(34,537)	31,405	24,338,505	1,175,242
Whitewater	66,037,558	430,700	105,658	486,969	71,040	19,029	49,906	153,055	67,353,915	1,316,357
Colleges	52,388,215	510,200	82,051	430,867	0	1,106	287,218	113,326	53,812,983	1,424,768
Extension	81,221,128	1,514,900	80,826	540,333	0	0	12,399	555,235	83,924,821	2,703,693
System Admin./Systemwide	60,585,271	781,200	0	(5,362,863)	0	0	4,076	19,366,453	75,374,137	14,788,866
System Total-Excl. Fringe Benefits	1,611,998,436	23,195,545	2,790,700	6,317,585	3,298,960	614,700	15,075,600	25,121,253	1,688,412,779	76,414,343
Fringe Benefits	455,853,049	7,096,655	542,700	18,169,368	90,451			572,578	482,324,801	26,471,752
System Total	2,067,851,485	30,292,200	3,333,400	24,486,953	3,389,411	614,700	15,075,600	25,693,831	2,170,737,580	102,886,095

* Includes a reduction of \$5.5 million in System Admin./Systemwide for excess tuition revenue generated in 2007-08 due to over estimated pay plan.

** Includes \$18 million for Veterans Remissions, \$2.5 million for UW-Madison lung cancer research, \$1.4 million for enrollment shifts, \$1.3 million for student technology fees, \$1.1 million for application fee increases, \$1.0 million for Credit Extension, and \$0.4 million for medical practice in underserved urban and rural areas.

<p>B. ACADEMIC TUITION AND REFUND POLICY AND SCHEDULE</p>
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2008-09 TUITION RATES

Recommended Tuition Increases: Recommended tuition increases for resident undergraduate students are \$348 at UW-Madison, \$340 at UW-Milwaukee, and \$265 at the UW Comprehensive universities for the 2008-09 academic year. These are the second lowest dollar increases in six years, with only 2007-08 being lower. Consistent with recent Board practice, recommended tuition increases for most other student groups are at the same dollar amount as those for undergraduate resident students.

The recommendation for the UW Colleges is to keep tuition at 2006-07 rates. This would be the second consecutive year of no increase in UW Colleges tuition, and would provide a lower-cost entry point for students at 13 campuses across the state.

Tuition rates for nonresident graduate students are \$3,500 to \$4,000 higher at UW System institutions than at peer institutions. Nonresident graduate students provide critical support to research activities and provide classroom instruction as teaching assistants at UW System institutions, particularly at UW-Madison and UW-Milwaukee. Providing nonresident tuition remissions is necessary in order to compete for the best and brightest graduate students. This necessity has resulted in institutions having to use millions of dollars of their base resources to cover increasing remission costs, placing a significant burden on institutions. Freezing nonresident graduate tuition would reduce the cost of providing these remissions and provide a boost to the research mission of UW System institutions. Therefore, keeping nonresident graduate tuition at 2007-08 rates is recommended.

Peer Comparisons: The following table summarizes the distance to the peer median for UW System institutions in 2007-08, and the proposed changes for 2008-09. The table shows includes both tuition and segregated fees. The combination of tuition and segregated fees at UW System universities has been significantly lower than at peer institutions, and will remain so in 2008-09.

2007-08 PEER GROUP TUITION AND SEGREGATED FEE COMPARISONS				
	<u>Tuition and Segregated Fees</u>	<u>Peer Group Midpoint</u>	<u>Distance From Peer Midpoint</u>	<u>Proposed 2008-09 Change</u>
<u>UW-MADISON</u>				
Resident Undergraduate	\$7,184	\$9,153	-\$1,969	\$380
Nonresident Undergraduate	\$21,184	\$22,270	-\$1,086	\$380
Resident Graduate	\$9,638	\$10,151	-\$513	\$380
Nonresident Graduate	\$24,908	\$21,332	\$3,576	\$32
<u>UW-MILWAUKEE</u>				
Resident Undergraduate	\$6,953	\$8,165	-\$1,212	\$351
Nonresident Undergraduate	\$16,682	\$18,009	-\$1,327	\$351
Resident Graduate	\$9,249	\$9,358	-\$109	\$351
Nonresident Graduate	\$23,615	\$19,630	\$3,985	\$11
<u>UW COMPREHENSIVES</u>				
Resident Undergraduate	\$5,741	\$7,161	-\$1,420	\$290 to \$391
Nonresident Undergraduate	\$13,314	\$13,961	-\$647	\$290 to \$391
Resident Graduate	\$7,030	\$7,472	-\$442	\$290 to \$391
Nonresident Graduate	\$17,640	\$13,969	\$3,671	\$25 to \$126

Projected Peer Increases: The following table summarizes 2008-09 estimated academic year tuition and dollar increases over 2007-08 actual academic year tuition for UW-Madison and its peer institutions that have already set tuition rates for 2008-09. UW-Madison's tuition would remain second lowest among Big Ten universities. Tuition at Ohio State will not be increasing because the state provided sufficient funding to offset the need for a tuition increase.

UW-MADISON 2007-08 RESIDENT UNDERGRADUATE <i>TUITION</i> COMPARISON*		
	<u>Dollar Increase</u>	<u>Tuition</u>
Illinois	\$802	\$9,242
Indiana	\$369	\$7,369
Iowa	\$172	\$5,548
Ohio State	\$0	\$7,983
Purdue	\$334	\$7,317
UW-Madison	\$348	\$6,678

* Rates shown are for new, entering students.

Law School Tuition: In addition to the general \$348 increase for most UW-Madison students, recommended tuition for Law School students will increase \$642 for residents and \$1,500 for nonresidents as the final phase of a five-year quality improvement plan. The additional funding will supplement a technology enhanced learning program and supplement existing funding used to expand and enhance research and scholarly opportunities for faculty.

School of Pharmacy Tuition: Tuition for resident students in the School of Pharmacy is recommended to increase by the same percentage as resident undergraduate students, and tuition for nonresidents would increase by the same dollar amount. The additional funding will be used to enhance and support clerkship sites located throughout Wisconsin with a focus on rural parts of the state. This will help address key areas of pharmacist shortages. The funding will also provide additional support for laboratory courses and student services.

Remissions Programs for Veterans: This is the fourth year of the veterans remission program. The lost revenues from these remissions were \$17.5 million in 2007-08, and are estimated to grow to \$23.5 million in 2008-09. Given lapse requirements included in the 2007-09 biennial budget and budget repair bills, institutions will not be able to absorb these losses. Therefore, it is recommended that the revenues be recouped through a combination of an estimated \$5 million in state funding and 2008-09 tuition rate increases. If the state agrees to provide GPR to fully fund veterans remissions in 2009-10, these dollars can be shifted to cover new costs approved in the 2009-11 biennial budget. This would reduce the tuition increase needed in 2009-10.

Tuition Tables: The recommended 2008-09 tuition schedule is shown in Table B-1. Table B-2 lists all UW System differential tuition programs and rates for 2008-09. A description of these programs is provided in Appendix A. The 2009 summer session tuition schedule is shown in Table B-3. Table B-4 shows the consolidated schedule of tuition and segregated fees for 2008-09. The UW System tuition refund policy and schedule follows on pages B-8 and B-9.

TABLE B-1

**UNIVERSITY OF WISCONSIN SYSTEM
PROPOSED 2008-09
TUITION SCHEDULE
FOR FULL ACADEMIC YEAR**

		2008-09 TUITION				
	2007-08 TUITION	ANNUAL TUITION	SEMESTER TUITION	DOLLAR INCREASE (Academic Year)	SEMESTER INCREASE	PERCENT INCREASE
UW-MADISON						
<u>Resident</u>						
Undergraduate	\$6,330	\$6,678	\$3,339	\$348	\$174	5.5%
Graduate	\$8,784	\$9,132	\$4,566	\$348	\$174	4.0%
Business Masters	\$10,240	\$10,588	\$5,294	\$348	\$174	3.4%
Law School	\$12,850	\$13,840	\$6,920	\$990	\$495	7.7%
Medical School	\$21,864	\$22,212	\$11,106	\$348	\$174	1.6%
Veterinary School	\$15,982	\$16,330	\$8,165	\$348	\$174	2.2%
<u>Nonresident</u>						
Undergraduate	\$20,580	\$20,928	\$10,464	\$348	\$174	1.7%
Graduate	\$24,054	\$24,054	\$12,027	\$0	\$0	0.0%
Business Masters	\$25,678	\$25,678	\$12,839	\$0	\$0	0.0%
Law School	\$31,916	\$33,764	\$16,882	\$1,848	\$924	5.8%
Medical School	\$32,988	\$33,336	\$16,668	\$348	\$174	1.1%
Veterinary School	\$24,054	\$24,402	\$12,201	\$348	\$174	1.4%
UW-MILWAUKEE						
<u>Resident</u>						
Undergraduate	\$6,191	\$6,531	\$3,266	\$340	\$170	5.5%
Graduate	\$8,486	\$8,826	\$4,413	\$340	\$170	4.0%
Business Masters	\$9,880	\$10,220	\$5,110	\$340	\$170	3.4%
<u>Nonresident</u>						
Undergraduate	\$15,919	\$16,259	\$8,130	\$340	\$170	2.1%
Graduate	\$22,852	\$22,852	\$11,426	\$0	\$0	0.0%
Business Masters	\$24,316	\$24,316	\$12,158	\$0	\$0	0.0%
UW COMPREHENSIVE UNIVERSITIES						
<u>Resident</u>						
Undergraduate	\$4,819	\$5,084	\$2,542	\$265	\$133	5.5%
Graduate	\$6,161	\$6,426	\$3,213	\$265	\$133	4.3%
Business Masters	\$6,715	\$6,980	\$3,490	\$265	\$133	3.9%
<u>Nonresident</u>						
Undergraduate	\$12,392	\$12,657	\$6,329	\$265	\$133	2.1%
Graduate	\$16,771	\$16,771	\$8,386	\$0	\$0	0.0%
Business Masters	\$17,351	\$17,351	\$8,676	\$0	\$0	0.0%
UW COLLEGES						
<u>Resident</u>	\$4,268	\$4,268	\$2,134	\$0	\$0	0.0%
<u>Nonresident</u>	\$11,252	\$11,252	\$5,626	\$0	\$0	0.0%

Refer to Table B-2 for tuition rates of the differential tuition programs previously approved by the Board of Regents.

Tuition rates shown in this table have been rounded to the dollar. Campus fee schedules and student billing statements will include actual rates that will be within a dollar of these rates.

TABLE B-2

UNIVERSITY OF WISCONSIN SYSTEM
PROPOSED 2008-09
DIFFERENTIAL TUITION SCHEDULE
(for semester rate, divide academic year by 2)

	2008-09		2009
	ACADEMIC YEAR TUITION	SEMESTER TUITION	SUMMER SESSION TUITION (a)
UW-MADISON			
<u>Resident</u>			
Bachelor's of Business Administration	\$7,678	\$3,839	\$1,920
Certificate in Business	\$6,978	\$3,489	\$1,745
Pharmacy	\$12,235	\$6,117	\$3,059
<u>Nonresident</u>			
Bachelor's of Business Administration	\$22,712	\$11,356	\$5,678
Certificate in Business	\$22,012	\$11,006	\$5,503
Pharmacy	\$24,692	\$12,346	\$6,173
UW-MILWAUKEE			
<u>Resident</u>			
Communication Science & Disorders	\$10,592	\$5,296	\$2,648
Occupational Therapy	\$10,592	\$5,296	\$2,648
<u>Nonresident</u>			
Midwest Student Exchange - Undergraduate	\$9,797	\$4,898	\$2,449
Midwest Student Exchange - Graduate	\$13,239	\$6,620	\$3,310
Communication Science & Disorders	\$27,423	\$13,711	\$6,856
Occupational Therapy	\$27,423	\$13,711	\$6,856
<u>Resident and Nonresident Students (b)</u>			
College of Business Administration	\$20/credit	\$20/credit	\$20/credit
College of Engineering and Applied Science	\$20/credit	\$20/credit	\$20/credit
College of Nursing	\$30/credit	\$30/credit	\$30/credit
Peck School of the Arts	\$20/credit	\$20/credit	\$20/credit
Department of Architecture 100 Level Courses	\$11/credit	\$11/credit	\$11/credit
Dept of Architecture 200-800 Level Courses	\$41/credit	\$41/credit	\$41/credit
UW-EAU CLAIRE			
<u>Resident</u>			
Undergraduate	\$5,240	\$2,620	\$1,310
<u>Nonresident</u>			
Undergraduate	\$12,813	\$6,407	\$3,203
Return to Wisconsin Program	\$9,649	\$4,824	\$2,412
Midwest Student Exchange - Undergraduate	\$7,782	\$3,891	\$1,946
UW-LA CROSSE			
<u>Resident</u>			
Undergraduate	\$5,643	\$2,822	\$1,411
Graduate	\$6,485	\$3,243	\$1,801
Occupational Therapy	\$7,771	\$3,885	\$2,159
Business Masters	\$7,040	\$3,520	\$1,955
Physical Therapy/Physician Assistant	\$7,771	\$3,885	\$2,159
<u>Nonresident</u>			
Undergraduate	\$13,216	\$6,608	\$3,304
Return to Wisconsin Program	\$10,052	\$5,026	\$2,513
Midwest Student Exchange - Undergraduate	\$8,185	\$4,093	\$2,046
Graduate	\$16,830	\$8,415	\$4,675
Midwest Student Exchange - Graduate	\$10,198	\$5,099	\$2,833
Occupational Therapy	\$20,185	\$10,092	\$5,607
Business Masters	\$17,410	\$8,705	\$4,836
Midwest Student Exchange - Bus Masters	\$11,030	\$5,515	\$3,064
Physical Therapy/Physician Assistant	\$20,185	\$10,092	\$5,607
UW-OSHKOSH			
<u>Resident</u>			
Undergraduate	\$5,194	\$2,597	\$1,299
<u>Nonresident</u>			
Undergraduate	\$12,767	\$6,384	\$3,192
Return to Wisconsin Program	\$9,603	\$4,801	\$2,401
Midwest Student Exchange - Undergraduate	\$7,736	\$3,868	\$1,934

TABLE B-2 (Continued)

Errata

UNIVERSITY OF WISCONSIN SYSTEM			
#REF!			
DIFFERENTIAL TUITION SCHEDULE			
(for semester rate, divide academic year by 2)			
	2008-09		2009
	ACADEMIC YEAR	SEMESTER	SUMMER SESSION
	TUITION	TUITION	TUITION (a)
UW-PLATTEVILLE			
Resident			
Undergraduate Academic/Support Services	\$5,184	\$2,592	\$1,296
Nonresident			
Undergraduate Tri-State Initiative	\$9,184	\$4,592	\$2,296
Midwest Student Exchange - Undergraduate	\$7,726	\$3,863	\$1,932
Undergraduate Academic/Support Services	\$12,757	\$6,379	\$3,189
UW-RIVER FALLS			
Resident			
Undergraduate	\$5,156	\$2,578	\$1,289
Nonresident			
Undergraduate	\$12,729	\$6,365	\$3,182
Return to Wisconsin Program	\$9,565	\$4,782	\$2,391
UW-STOUT			
Resident			
Undergraduate - Per Credit Tuition	\$188.74	\$188.74	\$188.74
Graduate - Per Credit Tuition	\$309.03	\$309.03	\$309.03
Nonresident			
Undergraduate - Per Credit Tuition	\$446.93	\$446.93	\$446.93
Midwest Student Exchange - Undergraduate	\$278.61	\$278.61	\$278.61
Graduate - Per Credit Tuition	\$518.52	\$518.52	\$518.52
Midwest Student Exchange - Graduate	\$456.19	\$456.19	\$456.19
UW-SUPERIOR			
Resident			
Undergraduate	\$5,234	\$2,617	\$1,309
Nonresident			
Undergraduate	\$12,807	\$6,404	\$3,202
Midwest Student Exchange - Undergraduate	\$7,776	\$3,888	\$1,944
UW-WHITEWATER			
Resident			
Undergraduate	\$5,262	\$2,631	\$1,316
Nonresident			
Undergraduate	\$12,835	\$6,418	\$3,209
Return to Wisconsin Program	\$9,671	\$4,835	\$2,418
Midwest Student Exchange - Undergraduate	\$7,804	\$3,902	\$1,951
UW COLLEGES			
Resident			
Undergraduate	\$4,268	\$2,134	\$1,067
Nonresident			
Undergraduate	\$11,252	\$5,626	\$2,813
Midwest Student Exchange	\$6,402	\$3,201	\$1,601
RETURN TO WISCONSIN PROGRAM (c)	\$9,493	\$4,746	\$2,373
MIDWEST STDT EXCHANGE - UNDERGRAD (c)	\$7,626	\$3,813	\$1,907
MIDWEST STDT EXCHANGE - GRADUATE (c)	\$9,639	\$4,820	\$2,678
MIDWEST STDT EXCHANGE - BUS MSTRS (c)	\$10,471	\$5,235	\$2,909

* The Board of Regents approved a phased in per-credit tuition model for UW-Stout to accompany its mandatory laptop computer initiative; in 2007-08, all students who entered in Fall 2002 or after will be assessed on a per-credit basis; students who entered before Fall 2002 will continue under the previous plateau model. The mandatory laptop computer initiative only applies to

(a) Represents tuition for a full-time summer session student, which is defined as half of the full-time academic year semester load.

(b) These per credit amounts are in addition to the regular per credit tuition for students taking courses in these disciplines.

(c) The program rate for Comprehensive campuses without differentials.

Tuition rates shown in this table have been rounded to the dollar. Campus fee schedules and student billing statements will include actual rates that will be within a dollar of these rates.

TABLE B-3

**UNIVERSITY OF WISCONSIN SYSTEM
RECOMMENDED 2009 SUMMER SESSION
TUITION SCHEDULE (a)**

	2008 <u>Tuition</u>	Proposed 2009 <u>Tuition</u>
UW-MADISON (b)		
<u>Resident</u>		
Undergraduate	\$1,583	\$1,670
Graduate	\$2,196	\$2,283
Business Masters	\$2,560	\$2,647
Law School	\$3,212	\$3,460
<u>Nonresident</u>		
Undergraduate	\$5,083	\$5,232
Graduate	\$6,014	\$6,014
Business Masters	\$6,420	\$6,420
Law School	\$7,979	\$8,441
UW-MILWAUKEE (b)		
<u>Resident</u>		
Undergraduate	\$1,548	\$1,633
Graduate	\$2,122	\$2,207
Business Masters	\$2,470	\$2,555
<u>Nonresident</u>		
Undergraduate	\$3,980	\$4,065
Graduate	\$5,713	\$5,713
Business Masters	\$6,079	\$6,079
UW COMPREHENSIVE UNIVERSITIES GENERAL RATES (b)		
<u>Resident</u>		
Undergraduate	\$1,205	\$1,271
Graduate (c)	\$1,712	\$1,785
Business Masters	\$1,865	\$1,939
<u>Nonresident</u>		
Undergraduate	\$3,098	\$3,164
Graduate (c)	\$4,659	\$4,659
Business Masters	\$4,820	\$4,820
UW COLLEGES		
<u>Resident</u>	\$1,067	\$1,067
<u>Nonresident</u>	\$2,813	\$2,813

- (a) The rates shown represent the tuition paid by a full-time summer session student, which is defined as one-half of the full-time semester load for the academic year.
- (b) Refer to Table B-2 for summer session tuition rates of differential tuition programs approved by the Board of Regents.
- (c) Graduate students at UW-Eau Claire, UW-Oshkosh, UW-Platteville, UW-River Falls, and UW-Superior pay tuition on a per credit basis.

Tuition rates shown in this table have been rounded to the dollar. Campus fee schedules and student billing statements will include actual rates that will be within a dollar of these rates.

TABLE B-4

UNIVERSITY OF WISCONSIN SYSTEM
CONSOLIDATED SCHEDULE OF TUITION AND SEGREGATED FEES
2008-09 ACADEMIC YEAR
(Some Segregated Fees Rounded To The Nearest Dollar)

	ACADEMIC TUITION			SEGREGATED FEES PAID BY ALL STUDENTS (a)	TOTAL TUITION AND FEES			
	Residents	Nonresidents	Minnesota Reciprocity		Residents	Nonresidents	Minnesota Reciprocity	
<u>DOCTORAL UNIVERSITIES</u>								
<u>Undergraduate</u>								
Madison	\$6,678	\$20,928	NA		\$886	\$7,564	\$21,814	NA
Milwaukee	\$6,531	\$16,259	NA	\$774	\$7,305	\$17,033	NA	
<u>Graduate</u>								
Madison	\$9,132	\$24,054	NA	\$886	\$10,018	\$24,940	NA	
Milwaukee	\$8,826	\$22,852	NA	\$774	\$9,600	\$23,626	NA	
Law	\$13,840	\$33,764	NA	\$886	\$14,726	\$34,650	NA	
Medicine	\$22,212	\$33,336	NA	\$886	\$23,098	\$34,222	NA	
Veterinary Medicine	\$16,330	\$24,402	NA	\$886	\$17,216	\$25,288	NA	
<u>COMPREHENSIVE UNIVERSITIES GENERAL RATES</u>								
<u>Undergraduate</u>								
EAU CLAIRE	\$5,240	\$12,813	NA	\$785	\$6,025	\$13,598	NA	
GREEN BAY	\$5,084	\$12,657	NA	\$1,224	\$6,308	\$13,881	NA	
LA CROSSE	\$5,643	\$13,216	NA	\$848	\$6,491	\$14,064	NA	
OSHKOSH	\$5,194	\$12,767	NA	\$843	\$6,037	\$13,610	NA	
PARKSIDE	\$5,084	\$12,657	NA	\$984	\$6,068	\$13,641	NA	
PLATTEVILLE	\$5,184	\$12,757	NA	\$823	\$6,007	\$13,580	NA	
RIVER FALLS	\$5,156	\$12,729	NA	\$921	\$6,077	\$13,650	NA	
STEVENS POINT	\$5,084	\$12,657	NA	\$981	\$6,065	\$13,638	NA	
STOUT	\$5,338	\$12,912	NA	\$654	\$5,992	\$13,566	NA	
SUPERIOR	\$5,234	\$12,807	NA	\$1,068	\$6,303	\$13,876	NA	
WHITEWATER	\$5,262	\$12,835	NA	\$766	\$6,028	\$13,601	NA	
<u>Graduate</u>								
EAU CLAIRE	\$6,426	\$16,771	NA	\$785	\$7,211	\$17,556	NA	
GREEN BAY	\$6,426	\$16,771	NA	\$1,224	\$7,650	\$17,995	NA	
LA CROSSE	\$6,485	\$16,830	NA	\$848	\$7,333	\$17,678	NA	
OSHKOSH	\$6,426	\$16,771	NA	\$843	\$7,269	\$17,614	NA	
PARKSIDE	\$6,426	\$16,771	NA	\$984	\$7,410	\$17,755	NA	
PLATTEVILLE	\$6,426	\$16,771	NA	\$823	\$7,249	\$17,594	NA	
RIVER FALLS	\$6,426	\$16,771	NA	\$921	\$7,347	\$17,692	NA	
STEVENS POINT	\$6,426	\$16,771	NA	\$981	\$7,407	\$17,752	NA	
STOUT	\$6,748	\$17,093	NA	\$654	\$7,402	\$17,747	NA	
SUPERIOR	\$6,426	\$16,771	NA	\$1,068	\$7,494	\$17,839	NA	
WHITEWATER	\$6,426	\$16,771	NA	\$766	\$7,192	\$17,537	NA	
<u>UW COLLEGES</u>								
BARABOO/SAUK	\$4,268	\$11,252	NA	\$373	\$4,641	\$11,625	NA	
BARRON	\$4,268	\$11,252	NA	\$290	\$4,558	\$11,542	NA	
FOND DU LAC	\$4,268	\$11,252	NA	\$316	\$4,584	\$11,568	NA	
FOX VALLEY	\$4,268	\$11,252	NA	\$230	\$4,498	\$11,482	NA	
MANITOWOC	\$4,268	\$11,252	NA	\$297	\$4,565	\$11,549	NA	
MARATHON	\$4,268	\$11,252	NA	\$262	\$4,530	\$11,514	NA	
MARINETTE	\$4,268	\$11,252	NA	\$268	\$4,536	\$11,520	NA	
MARSHFIELD/WOOD	\$4,268	\$11,252	NA	\$331	\$4,599	\$11,583	NA	
RICHLAND	\$4,268	\$11,252	NA	\$300	\$4,568	\$11,552	NA	
ROCK	\$4,268	\$11,252	NA	\$290	\$4,558	\$11,541	NA	
SHEBOYGAN	\$4,268	\$11,252	NA	\$275	\$4,543	\$11,526	NA	
WASHINGTON	\$4,268	\$11,252	NA	\$314	\$4,582	\$11,566	NA	
WAUKESHA	\$4,268	\$11,252	NA	\$288	\$4,556	\$11,540	NA	

(a) Excludes United Council of UW Student Government's Fee Assessment.

NA = not available

Tuition rates shown in this table have been rounded to the dollar. Campus fee schedules and student billing statements will include actual rates that will be within a dollar of these rates.

UW System Tuition Refund Policy and Schedule

Refunds shall be made in accordance with Section Q. Refunds/Withdrawals/Drops and Attachment C of the Financial and Administrative Policy F44.

Q. Refunds/Withdrawals/Drops

UW System institutions are responsible for complying with federal regulations governing participation in the student financial assistance programs authorized under Title IV of the Higher Education Act of 1965, as amended. To the extent that these regulations require a larger refund to federal funding sources than the amount specified by the refund policy stipulated below, the student will be responsible for the difference.

For refund, withdrawal, drop/adds and late payment purposes, the first session week is defined to end as of the close of regular business on Friday of the first full calendar week or, at the institution's option, after five class days.

Up to the end of the second session week (as institutionally defined) or the end of the 10th day of class, refunds for any credit reduction shall be at 100 percent (less the optional withdrawal fee). During the third and fourth session week, the refund shall be reduced to 50 percent and after the fourth session week, there shall be no refunds of tuition. At the institution's option, a flat add/drop fee as approved by the Vice President for Business and Finance may be assessed after the 100 percent refund period to cover administrative costs. The fee shall be deposited to Fund 128.

The burden of proof in determining the date of withdrawal/drop shall be on the student. The same refund schedule shall apply to both withdrawals and class drops. During the 100 percent refund period, a student who adds and drops credits of concurrently offered classes within the same session week shall be assessed additional fees or receive a refund based on the net result of those adds and drops. After the 100 percent refund period, students will be assessed for all adds and drops. If a part-time student only adds credits during the session week, the credits should be assessed at the full per-credit rate disregarding any previous refunds. Undergraduate students who take 12 through 18 credits and graduate students should not pay more than full-time student fees. Undergraduates who take more than 18 credits shall have the refund schedule applied to those credits which exceed the 18 credit plateau. Exceptions to this provision must have the prior approval of the Vice President for Business and Finance or designee.

In those instances in which a student can document nonattendance at the institution after having enrolled in one or more courses, the student shall be assessed fees equal to 20 percent of the original fees due, reduced to resident rates, plus the late payment fee.

The refund policy may be adjusted for differences in starting dates and session lengths. Exceptions may be made, at the institution's option, for changing sections within a course.

At the institution's option, a withdrawal fee not to exceed \$50.00 may be assessed during the first session week and up to \$100 during the second session week. The withdrawal fee shall be deposited to Fund 128 and used to support the fee collection operations and defray the cost of processing withdrawals.

ATTACHMENT C

REFUND AND PAYMENT SCHEDULES FOR WITHDRAWALS OR DROPS

SESSION LENGTH	REFUND SCHEDULE FOR WITHDRAWALS OR DROPS					PAYMENT SCHEDULE FOR WITHDRAWAL, CANCELLATION OF REGISTRATION OR DROPS WITHOUT PAYMENT OF FEES (Assessment for administrative costs is in addition to percents noted.)				
	Week of Session					Week of Session				
	Week 1	Week 2	Week 3	Week 4	Thereafter	Week 1	Week 2	Week 3	Week 4	Thereafter
12 weeks and over	100%	100%	50%	50%	None	None	None	50%	50%	100%
8 weeks thru 11 weeks	100%	50%	25%	None	None	None	50%	75%	100%	
5 weeks thru 7 weeks	100%	50%	None	None		None	50%	100%	100%	
3 weeks thru 4 weeks	100%	25%	None	None		None	75%	100%	100%	
2 weeks	100%	None				None	100%			

NOTE: For sessions of shorter duration, campuses should extend schedules appropriately.

Source: Financial Policy and Procedure Paper #44.

C. UW AUXILIARY OPERATIONS

Summary of Auxiliary Rate Increases

As approved by the Board of Regents in 1996, explanations of auxiliary rate increases will focus on those above the 3 year rolling average increase in Wisconsin Disposable Income Per Capita (3.9% for 2008-09). General increases across the system include the following:

- **Segregated fee rate increases average 6.9%.**

Nine of the thirteen four-year institutions exceed the 3.9% threshold due to the following:

- Five of the institutions exceeded the 3.9% threshold due to major projects and student approved facility enhancements at UW-Eau Claire, UW-La Crosse, UW-Oshkosh, UW-Stevens Point, and UW-Superior.
- Other costs influencing segregated fee increases include higher compensation, student initiated programming, and supplies and expenses. Table C-3 provides a more detailed explanation of all the segregated fee increases beyond the 3.9% threshold.

Excluding major projects segregated fees increased by an average of \$25.20 or 3.5%.

- **Segregated fee increases at the UW Colleges average 13.8%.**

Eleven of the thirteen Colleges exceed the 3.9% threshold due to the addition of mental health services on campus, enrollment shifts, student activity funding, travel cost increases for athletics, the addition of student-supported mental health service additions on campus, and student-initiated programming.

- **Room and Board rate increases average 5.1%.**

Eight of the fourteen institutions offering student housing exceed the 3.9% threshold due to the following:

- New and renovated residence halls at UW-Milwaukee, UW-Green Bay, UW-Oshkosh, UW-Platteville, UW-Stevens Point, and UW-Whitewater.
- Facility maintenance projects at UW-La Crosse and UW-Superior.
- Other costs influencing room and board increases include higher compensation, debt service, supply and expenses, and utilities. Table C-5 provides a more detailed explanation of all the room and board fee increases beyond the 3.9% threshold.

PROGRAM SUMMARY

Auxiliary operations are self-supporting programs whose primary purpose is to provide services to the students (e.g., residence halls, student centers/unions, student health clinics, bookstores) and whose secondary purpose is to provide services to staff (e.g., parking, clinics, conferences, printing and duplicating services), and occasionally the general public. User fees, segregated fees, merchandise sales, and interest earnings generate revenues for auxiliary operations, and the operations are allowed to maintain reserves with funds used for new facilities, remodeling/additions, deferred maintenance, high cost equipment, debt service obligations, and to ensure adequate funding for current operations. Students participate in the programming and budgeting process through institutional Segregated University Fee Allocations Committees (SUFACs).

Based on direction from the Business, Finance, & Audit Committee of the Board of Regents, the increases in major auxiliary rates are subject to a reporting threshold equal to the 3-year rolling average change in Wisconsin Disposable Income Per Capita (3.9% for 2008-09). Institutions with rate increases below that threshold have reduced annual budget paperwork and those above must continue to provide detailed reporting on their rate increases. The threshold applies separately to the following major auxiliary categories: Segregated Fees (in total), Room and Board rates, Textbook Rental, and Apartment Rental rates. Table C-3 through C-6 includes an explanation of increases for those institutions above the 3.9% threshold.

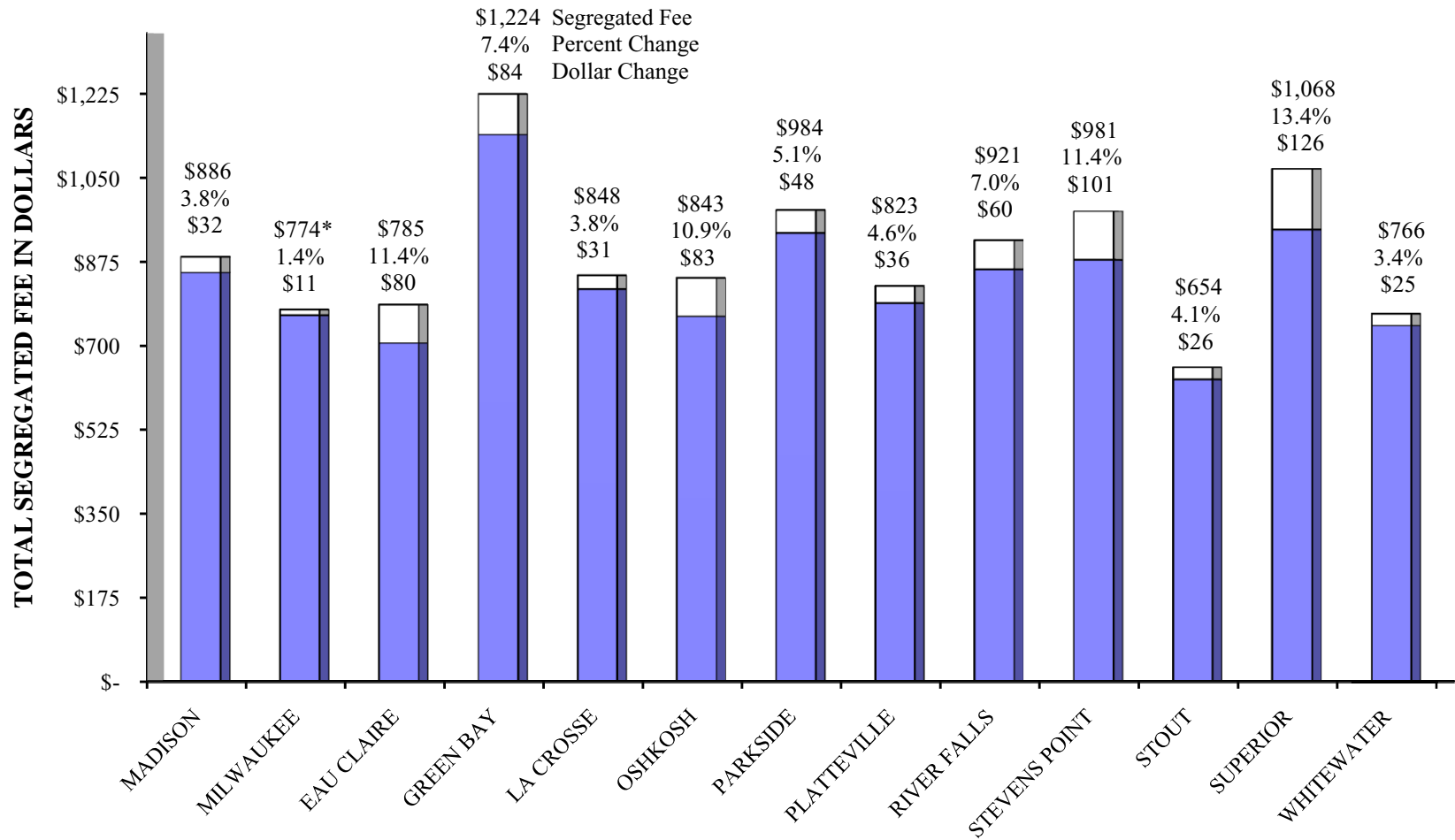
OPERATIONS HIGHLIGHTS

The 2008-09 auxiliary operations budget includes adjustments covering increased compensation, supply and expenses, new services, new buildings, and facility maintenance projects.

- Expenditures will increase 6.9% in 2008-09 to \$655.1 million.
- Revenues from charges to students for segregated fees and room and board charges will increase by \$20.7 million or 6.8%. Auxiliary rates are determined by the institutions in cooperation with the students, and reviewed and approved at the system level.
- The average segregated fee (excluding UW Colleges) is \$889 with an average increase of \$57.10 (6.9%); institution rate changes range from \$11 to \$126 (1.4% to 13.4%). The UW Colleges average segregated fee is \$295 with an average increase of \$36 (13.8%); institution rate changes range from \$6.40 to \$78.28 (2.9% to 30.9%).
- At a majority of the institutions, major projects or student initiated programs are the primary reasons for the increases. The average segregated fee increase for four year institutions, excluding major projects is \$25.20 (3.5%). Table C-1 shows the 2008-09 percent increase and total segregated fees by institution. Table C-3 explains the increases for those institutions above the 3.9% threshold and which portion of the increase can be attributed to major projects.
- The average room and board rate is \$5,310 with an average increase of \$256 (5.1%); institution rate changes range from \$132 to \$350 (2.7% to 8.0%). For additional information see Table C-5.
- See Tables C-4 and C-7 for Textbook Rental and Apartment rates.

TABLE C-1

**UW SYSTEM AUXILIARY OPERATIONS
2008-09 ACADEMIC YEAR
DOCTORAL & COMPREHENSIVE
SEGREGATED FEES***

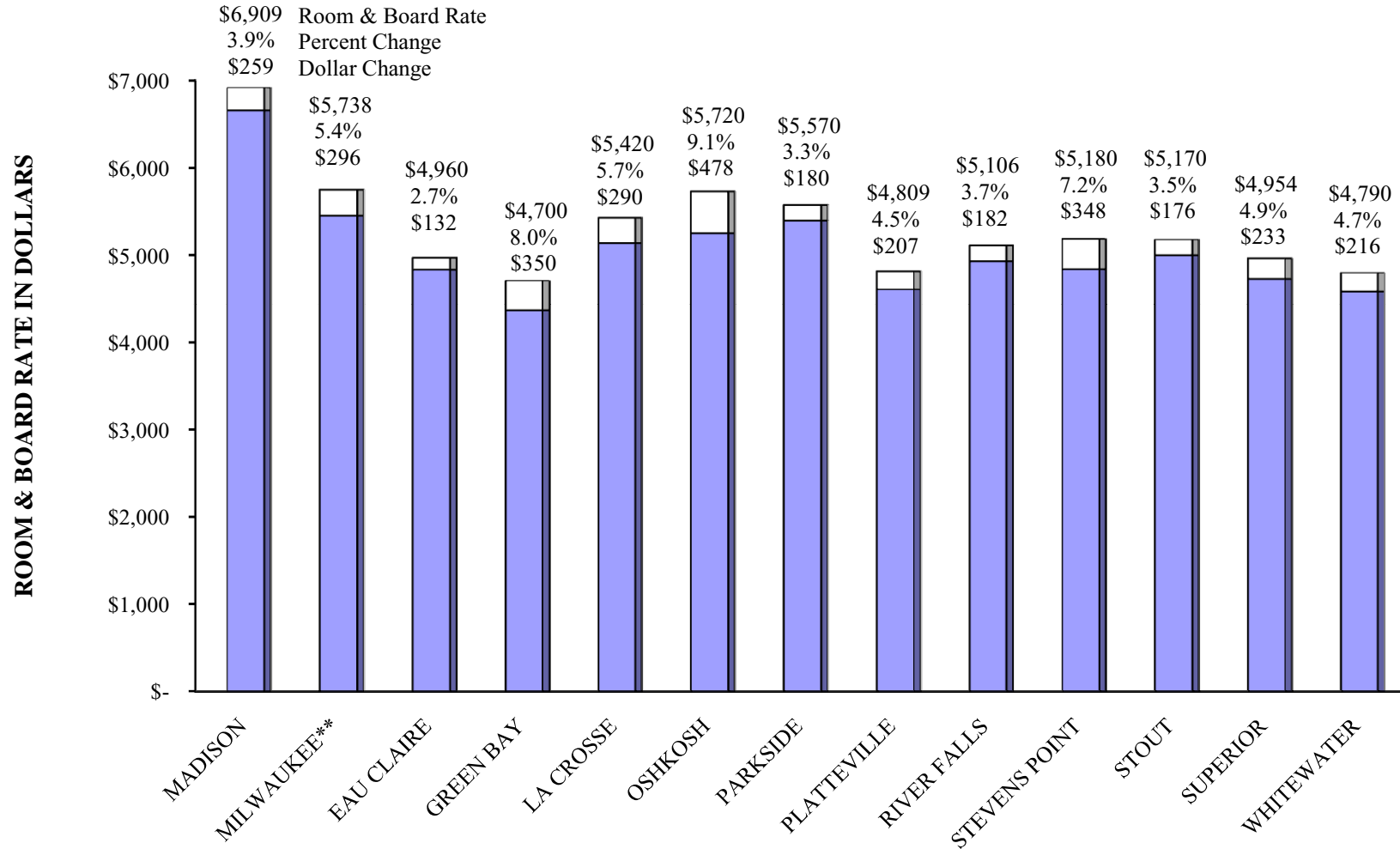


* Divide by 2 for semester rates

■ 2007-08 Rate □ 2008-09 Increase

TABLE C-2

**UW SYSTEM AUXILIARY OPERATIONS
2008-09 ACADEMIC YEAR
DOCTORAL & COMPREHENSIVE
ROOM & BOARD RATES***



*For additional information, see Table C-5

** Includes \$38/year Sandburg Hall Admin. Council Fee

■ 2007-08 Rate □ 2008-09 Increase

TABLE C-3 (DETAIL)

UW SYSTEM AUXILIARY OPERATIONS 2008-09 ACADEMIC YEAR DOCTORAL & COMPREHENSIVE SEGREGATED FEES
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<u>Institution</u>	<u>2007-08 Rate</u>	<u>2008-09 Rate</u>	<u>Increase</u>	<u>Percent Change</u>	<u>Explanation of Changes Above the 3.9 Percent Threshold and Major Projects</u>
Madison	\$854.00	\$886.00	\$32.00	3.8%	
Milwaukee	\$762.60	\$773.60	\$11.00	1.4%	The \$29.90 increase for major projects will be used for the Student Union Wisconsin Room project. A portion of the funding for this project will come from accumulated cash balances however, some increases in the segregated fees are required to fully fund the project. This is the second of three increases.
- Major Projects			\$29.90	3.9%	
- Other			(\$18.90)	-2.5%	
Eau Claire	\$704.50	\$784.50	\$80.00	11.4%	Segregated fee rates increased \$62.50 for the Davies Center Addition and Remodel which was approved by the students. This increase is the second of four which will total \$250. \$11.73 of the increase is associated with compensation costs, \$4.58 is for supplies and expenses as well as utility costs, and \$2.00 is for student initiated programming in organized activities and the student union. There is also a decrease of \$.81 for the Child Care Center due to higher than anticipated revenues in past years and less than anticipated costs associated with relocating the facility.
- Major Projects			\$62.50	8.9%	
- Other			\$17.50	2.5%	
Green Bay	\$1,140.00	\$1,224.00	\$84.00	7.4%	\$60.42 of the segregated fees previously budgeted in intramurals have been shifted to the Recreation Center for ongoing operating costs with the approval of the students. \$24.49 of the increase is for compensation and fringe benefits and \$21.49 is for additional staffing for the expanded University Union. \$23.68 is due to enrollment changes including Veterans Remissions and \$14.28 is due to requested increases by the student organizations. \$11.29 will support increases in supplies and expenses and \$9.69 will be used for health services; various other reductions in expenses total \$2.31. Major projects were reduced by \$18.41 due to the completion of the Kress Events Center.
- Major Projects			-\$18.41		
- Other			\$102.41		
La Crosse	\$817.00	\$847.72	\$30.72	3.8%	Segregated fees are increasing by \$83.03 for major projects. \$60.51 is for a plumbing project in the Union, \$20.52 is for the REC Center roof replacement and \$2.00 is for the stadium remodeling project.
- Major Projects			\$83.03	10.2%	
- Other			(\$52.31)	-6.4%	
Oshkosh	\$760.00	\$843.00	\$83.00	10.9%	\$58.11 of the segregated fee increase relates to the renovation of the Oshkosh Sports Complex and associated stadium plumbing maintenance project, this is a one-time increase and fees will be reduced by this amount in 2009-10. \$9.53 of the increase is for supplies and expenses, \$5.12 is for the student health center due to a possible change in reimbursements from the Federal Medicaid Program, \$5.11 is due to compensation and fringe benefit increases, \$3.27 is to replenish depleted reserves, and \$2.42 is for student initiated programming in organized activities and the union. There is a \$.56 reduction in the segregated fees for expense decreases in intramurals.
- Major Projects			\$58.11	7.6%	
- Other			\$24.89	3.3%	

TABLE C-3 (CONTINUED)
UW SYSTEM AUXILIARY OPERATIONS
2008-09 ACADEMIC YEAR
DOCTORAL & COMPREHENSIVE
SEGREGATED FEES

<u>Institution</u>	<u>2007-08 Rate</u>	<u>2008-09 Rate</u>	<u>Increase</u>	<u>Percent Change</u>	<u>Explanation of Changes Above the 3.9 Percent Threshold and Major Projects</u>
Parkside	\$936.00	\$984.00	\$48.00	5.1%	Segregated fees will increase by \$25.66 due to the student approved union expansion. The increase is for additional custodial and utility costs and increases in supplies and expenses. \$10.81 of the increase is for student initiated programming to add a women's golf program and programming by the Theatre Arts Department, Multicultural Student Affairs, and Music Department. \$5.69 is for increased compensation and fringe benefit costs, and \$4.65 is for increasing travel costs for intercollegiate athletics and supply and expenses. Decreases in municipal services and reserve balances totaled \$.86. The \$2.05 increase for major projects (the union expansion) is due to enrollment changes.
- Major Projects			\$2.05	0.2%	
- Other			\$45.95	4.9%	
Platteville	\$787.00	\$823.00	\$36.00	4.6%	The segregated fees will increase by \$22.00 to support student approved bonding for the Williams Field House; this is final increase which began in 2007-08. Fees will also increase by \$7.00 for compensation increases, \$4.00 for supply and expense increases, \$2.00 for increased operational cost associated with the Pioneer Activity Center (PAC) due to increasing enrollments, and \$1.00 for student approved expansion of the Athletics facilities for recreation and intramurals.
- Major Projects			\$22.00	2.8%	
- Other			\$14.00	1.8%	
River Falls	\$860.66	\$920.53	\$59.87	7.0%	\$30.42 of the segregated fee increases are for supply and expenses, operational, and new programming costs including additional staff for the Health/Counseling Center, additional programming at the Union, and increases in municipal services. \$14.00 of the increase is attributable to compensation and fringe benefit increases. The \$13.45 increase on major projects is for the student approved Health and Human Performance Building and stadium renovation. The students also approved a \$2.00 increase for the Leadership Development Programming Board.
- Major Projects			\$13.45	1.6%	
- Other			\$46.42	5.4%	
Stevens Point	\$880.20	\$980.70	\$100.50	11.4%	The Student Union fee will increase by \$63.00 to fund debt service associated with the student approved \$23 million renovation project; this is the final increase for the renovation project. \$20.34 of the fee increase is for health services which is in the third year of the four year plan to replenish depleted reserves. \$12.30 of the increase is due to student initiated programming in intramurals and organized activities. Compensation and fringe benefit increases account for \$4.66 of the increase, payments for municipal services will increase by \$.50 and miscellaneous changes reduced the fee by \$.30.
- Major Projects			\$63.00	7.2%	
- Other			\$37.50	4.3%	
Stout (Based on 30 credits)	\$628.50	\$654.30	\$25.80	4.1%	\$16.20 of the segregated fee increases are for supply and expense and programmatic costs such as increased gasoline costs for athletics travel and the addition of two golf programs. Compensation and fringe benefit increased make up the remaining \$9.60 of the increase.
- Major Projects			\$0.00		
- Other			\$25.80		
Superior	\$942.29	\$1,068.45	\$126.16	13.4%	\$80.00 of the fee increase is for the student approved new Rothwell Student Center. This is the fourth increase which is being phase in at \$80 a year until total fees for the project are \$513.00. Increases due to compensation amount to \$24.33. \$21.83 is for student initiated programming for the Student Center Program Council to provide student activities and events in the student center, Campus Life and Leadership, and to provide additional funding to student organizations.
- Major Projects			\$80.00	8.5%	
- Other			\$46.16	4.9%	

TABLE C-3 (CONTINUED)

ERRATA

**UW SYSTEM AUXILIARY OPERATIONS
2008-09 ACADEMIC YEAR
DOCTORAL & COMPREHENSIVE
SEGREGATED FEES**

<u>Institution</u>	<u>2007-08 Rate</u>	<u>2008-09 Rate</u>	<u>Increase</u>	<u>Percent Change</u>	<u>Explanation of Changes Above the 3.9 Percent Threshold and Major Projects</u>
Whitewater	\$740.40	\$765.60	\$25.20	3.4%	\$10.20 of the major project increase is to put field turf on the baseball diamond and \$8.88 is the second of three student approved increase for the multi-sport complex.
- Major Projects			\$19.08	2.6%	
- Other (Difference)			\$6.12	0.8%	

**UW SYSTEM AUXILIARY OPERATIONS
SEGREGATED FEES
UW COLLEGES
SEGREGATED FEES**

Baraboo	\$350.54	\$372.56	\$22.02	6.3%	The segregated fees will increase by \$19.68 to increase the availability of mental health services. \$7.16 is for compensation and fringe benefit increases and \$5.32 is for increases for supplies and expenses. There is also a decrease of \$8.38 for changes in reserves in organized activities and reduced expenses, and \$1.76 in academic skills.
Barron	\$253.50	\$290.10	\$36.60	14.4%	\$27.20 of the increase is for mental health services. Athletics supplies and expenses increased by \$9.34 due to increased transportation costs. \$4.98 is for compensation and fringe benefit increases, and \$2.22 is to compensate for decreased revenues. Supply and expenses decreased by \$.60 in child care and academic skills, and changes in reserves in athletics and municipal services decreased the fees by \$6.54.
Fond du Lac	\$271.20	\$316.46	\$45.26	16.7%	\$35.24 of the increase is for mental health services. \$7.62 is for student initiated programming in athletics, organized activities and the student union. \$5.38 is for increases in compensation and fringe benefits, and \$1.54 is for municipal services. There is also a decrease of \$4.52 due to changes in the allocation of the funds and additional ticket sales.
Fox Valley	\$223.74	\$230.14	\$6.40	2.9%	
Manitowoc	\$253.20	\$296.80	\$43.60	17.2%	Segregated fees will increase by \$18.00 for mental health services, \$10.12 for student initiated programming in organized activities, \$8.00 for changes in reserves, \$4.00 due to enrollment changes, and \$3.48 for increases in supplies and expenses.
Marathon	\$239.02	\$261.56	\$22.54	9.4%	\$14.00 of the increase is for mental health services. \$3.60 is for compensation and fringe benefit increases, \$3.54 is for student initiated programming in organized activities, and \$1.92 is for increases in supplies and expenses. There is also a reduction of \$.52 for the child care operation.

TABLE C-3 (CONTINUED)

UW SYSTEM AUXILIARY OPERATIONS SEGREGATED FEES UW COLLEGES SEGREGATED FEES

<u>Institution</u>	<u>2007-08 Rate</u>	<u>2008-09 Rate</u>	<u>Increase</u>	<u>Percent Change</u>	<u>Explanation of Changes Above the 3.9 Percent Threshold and Major Projects</u>
Marinette	\$218.00	\$268.00	\$50.00	22.9%	Segregated fees are increasing by \$32.00 for mental health services, \$13.00 for student initiated programming in organized activities and the student union, \$4.00 due to enrollment changes, and \$1.00 for municipal services.
Marshfield	\$253.12	\$331.40	\$78.28	30.9%	\$42.70 of the increase is for mental health services. \$31.58 is to support the athletics program which has depleted the reserves by not increasing segregated fee rates in the past and for higher salary costs for the athletic director. An increase of \$7.82 will support child care operations, municipal services, and academic skills due to depleted reserves. There is also a reduction of \$3.82 in organized activities.
Richland	\$289.92	\$300.22	\$10.30	3.6%	
Rock	\$271.38	\$289.60	\$18.22	6.7%	\$11.38 of the increase is for mental health services. \$6.64 is for compensation and fringe benefit increases and \$.42 is for municipal services increases. There is also a decrease of \$.22 in the child care operations.
Sheboygan	\$261.62	\$274.70	\$13.08	5.0%	Segregated fees will increase by \$14.50 for mental health services, \$1.00 for municipal services, and decrease by \$2.42 for expenditure reductions in athletics and organized activities.
Washington	\$255.88	\$314.24	\$58.36	22.8%	\$50.44 of the increase is for mental health services. \$4.74 is for compensation and fringe benefit increase, \$1.52 is for municipal services, \$1.26 is due to changes in athletics reserve levels, and \$.40 is for increases in academic skills.
Waukesha	\$228.98	\$288.02	\$59.04	25.8%	\$36.36 of the increase is for mental health services. \$6.98 is for supply and expenses increases in athletics and academic skills, and \$12.98 is for student initiated programming in organized activities. Rates will also increase by \$1.74 for child care and \$.98 for municipal services.

Note: UW Colleges campus' segregated fee rates can vary significantly from one year to the next due to the small student populations.

TABLE C-4

UW SYSTEM AUXILIARY OPERATIONS 2008-09 ACADEMIC YEAR TEXTBOOK RENTAL RATES

<u>Institutions</u>	<u>2007-08 Rate</u>	<u>2008-09 Rate</u>	<u>Increase</u>	<u>Percent Change</u>
Eau Claire	\$168.00	\$174.00	\$6.00	3.6%
La Crosse	\$157.00	\$157.00	\$0.00	0.0%
Platteville	\$140.00	\$140.00	\$0.00	0.0%
River Falls	\$133.30	\$143.30	\$10.00	7.5%
Stevens Point	\$130.80	\$130.80	\$0.00	0.0%
Stout	\$151.80	\$157.50	\$5.70	3.8%
(Based on 30 credits)				
Whitewater	\$130.80	\$134.64	\$3.84	2.9%
<u>UW Colleges</u>				
Barron	\$130.00	\$134.80	\$4.80	3.7%
Richland	\$131.90	\$132.90	\$1.00	0.8%

**EXPLANATIONS OF INCREASES IN 2008-09
TEXT RENTAL RATES THAT ARE GREATER THAN 3.9 PERCENT**

Institutions

River Falls - The increase in text book rental rates is needed to fund remodeling and moving expenses for the new locations and additional rack purchases.

TABLE C-5

**UW SYSTEM AUXILIARY OPERATIONS
2008-09 ACADEMIC YEAR
RESIDENCE HALLS AND MEAL PLANS***

	Residence Halls (1)			Meal Plans (1)				Total			
	2007-08 Rate	2008-09 Rate	Increase	2007-08 Rate	2008-09 Rate	Increase	Type	2007-08 Rate	2008-09 Rate	Increase	Percent Change
Madison	\$4,262	\$4,411	\$149	\$2,388	\$2,498	\$110	Ala Carte	\$ 6,650	\$6,909	\$259	3.9%
Milwaukee (2)	\$3,656	\$3,878	\$222	\$1,786	\$1,860	\$74	Ala Carte-1	\$ 5,442	\$5,738	\$296	5.4%
Eau Claire	\$2,670	\$2,730	\$60	\$2,158	\$2,230	\$72	14 Meals + \$40	\$ 4,828	\$4,960	\$132	2.7%
Green Bay (3)	\$3,150	\$3,300	\$150	\$1,200	\$1,400	\$200	Ala Carte	\$ 4,350	\$4,700	\$350	8.0%
La Crosse	\$2,930	\$3,130	\$200	\$2,200	\$2,290	\$90	19 Meals	\$ 5,130	\$5,420	\$290	5.7%
Oshkosh	\$3,162	\$3,320	\$158	\$2,080	\$2,400	\$320	15 Meals	\$5,242	\$5,720	\$478	9.1%
Parkside	\$3,580	\$3,690	\$110	\$1,810	\$1,880	\$70	Ala Carte-1	\$ 5,390	\$5,570	\$180	3.3%
Platteville	\$2,792	\$2,900	\$108	\$1,810	\$1,909	\$99	Average	\$ 4,602	\$4,809	\$207	4.5%
River Falls	\$2,974	\$3,084	\$110	\$1,950	\$2,022	\$72	14 Meals	\$ 4,924	\$5,106	\$182	3.7%
Stevens Point	\$2,944	\$3,148	\$204	\$1,888	\$2,032	\$144	10 Meals/250	\$ 4,832	\$5,180	\$348	7.2%
Stout	\$3,100	\$3,200	\$100	\$1,894	\$1,970	\$76	Campus Plan 3	\$ 4,994	\$5,170	\$176	3.5%
Superior	\$2,771	\$2,874	\$103	\$1,950	\$2,080	\$130	Block Plan	\$ 4,721	\$4,954	\$233	4.9%
Whitewater	\$2,768	\$2,920	\$152	\$1,806	\$1,870	\$64	14 Meals	\$ 4,574	\$4,790	\$216	4.7%
System Avg:	\$3,135	\$3,276	\$140	\$1,917	\$2,034	\$117		\$ 5,052	\$5,310	\$256	5.1%
Colleges (Marathon County)	\$2,573	\$2,650	\$77	\$1,303	\$1,351	\$48	UW-10	\$ 3,876	\$4,001	\$125	3.2%

- Notes:
- (1) Residence Hall rate is for most popular double room and meal plan for most institutions. Madison meal plan includes a membership fee and average spending per student, while Platteville's includes an average of all meal plans
 - (2) Includes a \$38/year student initiated Sandburg Halls Administrative Council Fee paid by all students in the Sandburg Halls for an activities fee
 - (3) Green Bay's room rate represents a four-student per apartment rate. For other Residence Hall and Meal Plan rates, please see Table C-6

*Divide by 2 for semester rate.

TABLE C-5 (CONTINUED)

**EXPLANATIONS OF INCREASES IN 2008-09
RESIDENCE HALLS AND MEAL PLAN RATES
ABOVE THE 3.9 PERCENT THRESHOLD**

Milwaukee	Room rates will increase by \$222, \$132 is associated with compensation and supply and expense increases, \$129 is due to programming increases such as direct support charges and in municipal services, \$18 is for capital increases and \$2 is for the Sandburg Hall Administrative Council Fee. There is also a \$59 dollar decrease for changes in debt service and interest earnings. Meal plans are increasing by \$49 for compensation and supply and expense increases, and \$25 for service enhancements.
Green Bay	The room rate increase of \$150 is needed to refurbish aging facilities and replace roofs, doors, door locks, fire alarm systems, and carpeting. The meal plan increase of \$200 is in accordance with the food service contract.
La Crosse	Room rates will increase by \$100 for a fire alarm safety project, \$73 for increased supply and expenses, \$15 for compensation and fringe benefit increases, and \$12 due to debt service for the residence halls. Meal plan rates will increase by \$65 to restore reserves, \$22 for the dining room dishwasher project, and \$2 for increased supply and expenses.
Oshkosh	Room rates will increase by \$101 to increase reserves as a part of the 10-year Housing Master Plan which includes renovating, raising, and building new residence halls. The rates will increase by an additional \$63 for compensation and fringe benefit costs, and decrease by \$6 due to no longer offering telephone land-lines in the residence hall rooms. The meal plan rate increase of \$320 is the result of a new service contract, offering different types of dining plans, service enhancements, and utilities.
Platteville	Room rates will increase \$50 for maintenance and remodeling projects such as window replacements, \$40 for compensation and fringe benefit increases, and \$18 for increased debt service for residence halls. Meal plan rates will increase by \$40 for compensation, fringe benefit, and food cost increases, \$40 for increased staffing due to enrollment growth, and \$19 for the debt service associated with the Glenview remodeling project.
Stevens Point	\$73 of the room rate increase is due to a renovation plan for the existing residence halls over the upcoming years. The plan is to gradually increase rates to avoid a drastic increase in the future. In addition, \$55 is for compensation and fringe benefit increases, \$40 is for the rising costs for fuel and utilities, and \$36 is to replenish reserves. \$50 of the meal plan rate increase provides an additional \$50 in extra dining dollars to each standard meal plan. \$49 of the increase is for increases food service costs and \$45 is for increased compensation and fringe benefits.

TABLE C-5 (CONTINUED)

<p>EXPLANATIONS OF INCREASES IN 2008-09 RESIDENCE HALLS AND MEAL PLAN RATES ABOVE THE 3.9 PERCENT THRESHOLD</p>
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Superior	The campus does not know what the cost of their meal plan will be next year at this time. The meal plan is currently out for contract bid and will not be settled until some time this summer.
Whitewater	Room rates are increasing by \$66 for the remodeling of two residence halls, \$47 for the design and initial debt service for a new residence hall currently being constructed and \$39 for compensation and fringe benefit increases. The meal plan rate is increasing by \$64 also for compensation and fringe benefit increases.

TABLE C-6
UW SYSTEM AUXILIARY OPERATIONS
2008-09 ACADEMIC YEAR
OTHER RESIDENCE HALLS AND MEAL PLAN RATES*

<u>Single Room Rates</u>		<u>Other Room Rates</u>		<u>Other Board Plans</u>	
Madison	\$4,952	Triple	\$4,208	Base meal rate is \$1,391 and students may deposit any amount for purchase of food	
		Large Double	\$4,519		
		Friedrick Center	\$5,060		
		Merit Hall	\$5,060		
		New Ogg Hall Doubles	\$5,223		
		Smith Hall Doubles	\$5,223		
		Large Single	\$5,524		
Milwaukee	\$4,630	Triple	\$3,350	Plan 2	\$2,060
		Large Double	\$4,350	Plan 3	\$2,200
		Large Single	\$5,830	Plan 4	\$2,410
		Riverview Double	\$5,670	Plan 5	\$2,990
				Plan 6	\$3,400
	All residents in the Sandburg Halls pay an Administrative Council Fee of \$38 for a student approved activities fee.				
Eau Claire	\$3,880			Ala Carte	\$1,990
				Seven Meal +200	\$2,230
				Nineteen Meal + 25	\$2,570
Green Bay	\$4,200	Small Double	\$3,900		
La Crosse	\$4,130	Reuter Apartment Type	\$4,650	Off-Campus Block Plan 1	\$545
				On-Campus Block Plan 2	\$1,120
				7 Meals + Points	\$2,170
				10 Meals + Points	\$2,210
				14 Meals + Points	\$2,240
Oshkosh	\$4,602	Taylor Hall Double	\$3,797	21 meals/week	\$2,520
		Taylor Hall Single	\$5,080	150 meals/block	\$2,190
				Titan Dollar	\$2,600
				200 meals/block	\$2,800
				250 meals/block	\$3,230
				50 meals/block	\$750
				25 meals/block	\$380
Parkside	\$4,190	Small Double (Univ. Apts.)	\$3,200	Plan 2	\$2,090
		Double (Univ. Apts.)	\$3,590	Plan 3	\$2,300
		Single (Univ. Apts.)	\$4,190	Plan 4	\$2,506
		Single (Ranger Hall)	\$4,290		

TABLE C-6 (Continued)
UW SYSTEM AUXILIARY OPERATIONS
2008-09 ACADEMIC YEAR
OTHER RESIDENCE HALLS AND MEAL PLAN RATES*

<u>Single Room Rates</u>		<u>Other Room Rates</u>		<u>Other Board Plans</u>	
Platteville	\$3,524	Southwest Hall	\$4,047	50 Meals/sem	\$692
				50 Meals/sem +\$75/sem	\$806
				75 Meals/sem +\$100/sem	\$1,146
				90 Meals/sem +\$100/sem	\$1,396
				110 Meals/sem +\$125 /sem	\$1,720
				150 Meals/sem +\$100/sem	\$2,404
				15 Meals	\$2,464
				14 Meals/week +\$50/sem	\$2,512
				175 meals + \$100/sem	\$2,526
				19 Meals	\$2,566
				200 Meals/sem + 100/sem	\$2,772
				Plan 4	\$1,055
Superior	\$4,072	Large Single	\$4,679	Block Plan	\$2,080
Whitewater	\$4,408	Large Single	\$3,792	7 Meals	\$1,806
		Triple	\$2,528	10 Meals	\$1,838
				120 Meal Block	\$1,870
				19 Meals	\$1,920
				Full Point	\$2,060
				Mega Point	\$2,260
Colleges		Double-NTC	\$2,883	UW-14	\$1,417
		Double-UW	\$2,650	UW-19	\$1,467
				NTC-10	\$1,469
				NTC-14	\$1,541
				NTC-19	\$1,596

TABLE C-7

UW SYSTEM AUXILIARY OPERATIONS 2008-09 ACADEMIC YEAR MONTHLY APARTMENT RATES

	<u>2007-08</u> <u>Rate</u>	<u>2008-09</u> <u>Rate</u>	<u>Increase</u>	<u>Percent</u> <u>Change</u>
<u>Student Apartments</u>				
<u>Madison (Eagle Heights)</u>				
One Bedroom	\$630	\$640	\$10	1.6%
Two Bedroom	\$705	\$715	\$10	1.4%
Three Bedroom	\$835	\$845	\$10	1.2%
Small Three Bedroom	\$835	\$845	\$10	1.2%
Large Two Bedroom	\$810	\$820	\$10	1.2%
Large Three Bedroom	\$935	\$945	\$10	1.1%
Three Bedroom Townhouse	\$965	\$975	\$10	1.0%
<u>Madison (Harvey Street)</u>				
One Bedroom	\$565	\$575	\$10	1.8%
Two Bedroom	\$740	\$750	\$10	1.4%
<u>Milwaukee (Kenilworth) (1)</u>				
One Bedroom Standard	\$850	\$900	\$50	5.9%
One Bedroom Upgrade	\$900	\$950	\$50	5.6%
Two Bedroom Standard	\$540	\$570	\$30	5.6%
Two Bedroom Upgrade	\$580	\$610	\$30	5.2%
Three Bedroom Standard	\$440	\$470	\$30	6.8%
Three Bedroom Upgrade	\$485	\$510	\$25	5.2%
<u>Faculty Apartments</u>				
<u>Madison</u>				
One Bedroom	\$745	\$755	\$10	1.3%
Two Bedroom	\$885	\$895	\$10	1.1%
Three Bedroom	\$965	\$975	\$10	1.0%

(1) Kenilworth rates are per individual contract.

**EXPLANATIONS OF INCREASES IN 2008-09
APARTMENT RATES THAT ARE GREATER THAN 3.9 PERCENT**

Institutions

Milwaukee Monthly apartment rates are increasing due to higher lease payments for the building, increased utilities, and supplies and services costs for maintaining the building.

TABLE C-8
UNIVERSITY OF WISCONSIN SYSTEM
AUXILIARY OPERATIONS BUDGET SUMMARY
(FUNDS 123, 128, 129, 528, AND 530)¹

Table below shows the change in the source of revenue supporting the 2008-09 auxiliary operations (Source of Funds), and how the revenue will be expended (Expenditures)

<u>Source of Funds</u>	<u>2007-08</u>	<u>2008-09</u>	<u>Change</u>
Receipts			
Segregated University Fee	\$ 117,697,284	\$ 124,831,726	6.1%
Room and Board	184,988,712	198,956,653	7.6%
Other Receipts	288,117,908	308,128,824	6.9%
Interest Receipts	<u>5,831,815</u>	<u>6,985,266</u>	<u>19.8%</u>
Total Receipts	\$ 596,635,719	\$ 638,902,469	7.1%
Operating Contributions from Reserves ²	<u>16,090,112</u>	<u>504,943</u>	<u>-96.9%</u>
Total	\$ 612,725,831	\$ 639,407,412	4.4%
<u>Expenditures</u>			
Operations ³			
Salaries and Wages	\$ 177,818,637	\$ 184,592,968	3.8%
Fringe Benefits	61,580,131	63,935,524	3.8%
Supplies & Expenses	365,790,650	369,684,738	1.1%
Sales Credits	(97,749,811)	(89,435,307)	-8.5%
Aids to Individuals/Special Purpose	11,232,768	11,952,956	6.4%
Capital	<u>37,585,881</u>	<u>35,130,861</u>	<u>-6.5%</u>
Sub-total	\$ 556,258,256	\$ 575,861,740	3.5%
Debt Service	<u>56,467,575</u>	<u>63,545,672</u>	<u>12.5%</u>
Total	\$ 612,725,831	\$ 639,407,412	4.4%

¹ Funds 123 - Debt Service, Fund 128 - Auxiliaries, Fund 129 - Stores, Fund 528 - Athletic Auxiliaries, and Fund 530 - Athletic Nonincome Sports. Does not include Physical Plant Service Departments (Fund 120) of \$2,246,200

² Operating Contributions from Reserves shows the difference between Total Expenditures and Other Receipts, drawn from Auxiliary Reserve Balances

³ Amounts do not include unallocated spending authority for debt service of \$6,481,721 in 08-09

TABLE C-9
UNIVERSITY OF WISCONSIN SYSTEM
2008-09 ANNUAL BUDGET
AUXILIARY RESOURCES AND EXPENDITURES
BY INSTITUTION

	Revenues					Operating Contributions From Reserves	Total Resources Required	Expenditures (1)		
	Segregated Fees	Room and Board	Other (2)	Interest	Subtotal			Fund 123 (4)	Funds 128 & 129 528 & 530 (3)	Total
Madison	\$ 33,055,600	\$ 50,437,100	\$ 170,037,100	\$ 2,988,400	\$ 256,518,200	\$ (8,573,199)	\$ 247,945,001	\$ 27,937,900	\$ 220,007,101	\$ 247,945,001
Milwaukee	20,421,900	18,377,853	36,822,732	587,500	76,209,985	4,295,713	80,505,698	3,788,664	76,717,034	80,505,698
Eau Claire	5,536,362	12,961,916	6,975,570	281,300	25,755,148	3,728,016	29,483,164	1,364,286	28,118,878	29,483,164
Green Bay	5,679,125	2,587,475	10,018,340	196,472	18,481,412	(779,203)	17,702,209	1,104,645	16,597,564	17,702,209
La Crosse	8,792,590	16,405,430	10,268,110	444,220	35,910,350	740,078	36,650,428	3,357,185	33,293,243	36,650,428
Oshkosh	7,054,166	17,777,626	13,885,277	255,299	38,972,368	2,622,930	41,595,298	5,134,999	36,460,299	41,595,298
Parkside	3,926,981	4,179,000	3,601,376	232,374	11,939,731	(330,327)	11,609,404	2,903,252	8,706,152	11,609,404
Platteville	5,662,392	14,203,738	5,948,214	277,234	26,091,578	(646,391)	25,445,187	3,961,148	21,484,039	25,445,187
River Falls	6,242,828	12,037,725	5,114,327	336,362	23,731,242	(1,069,328)	22,661,914	2,988,151	19,673,763	22,661,914
Stevens Point	9,107,500	15,885,200	12,920,740	288,400	38,201,840	(724,739)	37,477,101	3,993,201	33,483,900	37,477,101
Stout	6,571,145	13,773,306	6,804,202	277,000	27,425,653	1,691,384	29,117,037	2,455,885	26,661,152	29,117,037
Superior	1,619,914	2,647,650	3,451,632	127,500	7,846,696	(222,520)	7,624,176	338,668	7,285,508	7,624,176
Whitewater	8,690,992	17,078,877	12,273,954	456,167	38,499,990	(693,099)	37,806,891	4,013,841	33,793,050	37,806,891
Colleges	2,470,231	603,757	5,058,282	80,294	8,212,564	(407,645)	7,804,919	-	7,804,919	7,804,919
Extension	-	-	3,734,197	156,744	3,890,941	873,273	4,764,214	203,847	4,560,367	4,764,214
SYS/SA	-	-	1,214,771	-	1,214,771	-	1,214,771	-	1,214,771	1,214,771
TOTAL	\$ 124,831,726	\$ 198,956,653	\$ 308,128,824	\$ 6,985,266	\$ 638,902,469	\$ 504,943	\$ 639,407,412	\$ 63,545,672	\$ 575,861,740	\$ 639,407,412

(1) Fund 123 - Debt Service, Fund 128 - Auxiliaries, Fund 129 - Stores, Fund 528 - Athletic Auxiliaries, and Fund 530 - Athletic Nonincome Sports

(2) Includes transfers

(3) Includes amounts for Athletics - Fund 528 (\$60,823,900) and Fund 530 (\$250,000)

(4) 2008-09 amounts do not include unallocated spending authority for debt service of \$6,481,721 in Fund 123 and \$2,246,200 in Fund 120 for Physical Plant Service Departments

<p>D. 2008-09 REVISED ANNUAL DISTRIBUTION ADJUSTMENTS</p>
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2008-09 REVISED UW SYSTEM ANNUAL DISTRIBUTION ADJUSTMENTS
(Changes to the April 11, 2008 document are shown in underlined text and strikethrough.)

Annual distribution adjustments are provided for those 2007-09 UW System budget initiatives that affect second year (2008-09) funding.

I. DISTRIBUTION ADJUSTMENTS FOR NEW FUNDING

A. NEW UW SYSTEM DISTRIBUTION ADJUSTMENTS

1. RECRUITMENT AND RETENTION OF FACULTY AND RESEARCH ACADEMIC STAFF

The 2007-09 biennial budget provides an additional \$3,333,400 in 2008-09 to support competitive compensation for faculty and research academic staff in high-demand and/or mission-critical academic disciplines. Funding will be distributed based on each institution's proportion of the approved, all funds October 2006 payroll base for faculty and research academic staff.

Guidelines for Use of Funds

- Use of funds is limited to salary dollars.
- Because of the critical need for funding to address competitive salary concerns, all recruitment and retention dollars should be used in the year allocated.
- Funding is not limited to matching outside offers but can be used to support proactive market based salary increases when those disparities can be documented.
- Recruitment and retention funding cannot be provided in an across-the-board fashion.
- This funding may not be used to address widespread compression issues.
- Funding may not be granted to deans, or any individual who has a working title of dean.
- Awards should be no less than \$1,000 per individual.

2. LAWTON UNDERGRADUATE MINORITY RETENTION GRANT/ADVANCED OPPORTUNITY PROGRAM (AOP)

The budget increases funding for the Lawton program by \$268,300 and the AOP by \$346,400 in 2008-09. Total funding for 2008-09 will be allocated based on each institution's proportion of a three-year rolling average headcount of minority students.

3. UTILITIES

The budget provides an increase of \$11,911,700 for utilities in 2008-09. The total budget for utilities (\$131,626,200) will be redistributed. The base level of funding is the 2005-06 expenditure level. The base is adjusted using the Department of Administration's (DOA) inflation scalars by commodity code.

Funding for new space and other cost increases is added, based on the amounts funded in the biennial budget, by campus.

4. STUDENT TECHNOLOGY FEE

The budget provides an additional \$1,288,500 in 2008-09 to meet student needs for instructional technology and information access. Allocation of this funding is proportional to 2006-07 combined academic year and summer session tuition budgets excluding the student technology fee.

5. NURSING EDUCATION

The budget provides \$3,024,900 in 2008-09 to expand off-site and nurse educator programs, create accelerated programs, and increase capacity in graduate programs to increase number of baccalaureate and graduate level nurses. The allocation is based on the request approved by the Board of Regents in August 2007. Those amounts have been prorated to match the lower amount provided in the 2007-09 biennial budget.

NURSING INITIATIVE		GPR & FEES
Eau Claire	Accelerated BSN	\$296,200
	Marshfield Site Outreach	\$208,500
Oshkosh	Expand Nurse Educator	\$364,800
	Direct Entry MSN	\$364,800
	Wausau Site Outreach	\$208,500
Green Bay	Offsite Expansion	\$156,300
Milwaukee	Expand Offsite Programs	\$362,300
	Expand Grad Capacity	\$376,900
Madison	Accelerated BSN	\$362,300
	Nurse Educator Program	\$99,300
	Lab Equipment/Managers	\$225,000
Total		\$3,024,900

6. TEACHER EDUCATION

The budget provides \$2,629,700 in 2008-09 to enhance the cultural and social competencies of education students, recruit and retain a diverse student body, and assess and evaluate teacher education programs. Funding will be allocated to provide 1 instructional staff and 1 recruiter/advisor at all 4-year institutions except UW-Green Bay, which included Teacher Education in its institutional initiative. In addition, funding for an LTE to create and maintain a database for assessment purposes will be provided to every 4-year institution.

Systemwide funding of \$276,700 will support a director, evaluator, and teaching assistant for the Urban and Rural Institute. An additional \$231,900 will support a UW System Marketer and a Coordinator for Data Collection and Assessment.

The teacher education funding is distributed as follows:

Madison	\$176,300
Milwaukee	\$176,300
Eau Claire	\$174,400
Green Bay	\$24,500
La Crosse	\$174,400
Oshkosh	\$174,400
Parkside	\$174,400
Platteville	\$174,400
River Falls	\$174,400
Stevens Point	\$174,400
Stout	\$174,400
Superior	\$174,400
Whitewater	\$174,400
Systemwide	\$508,600
Total	\$2,629,700

7. APPLIED RESEARCH

The budget provides \$239,400 in 2008-09 to match a private sector grant to increase funding for the applied research program for faculty and staff who conduct research in partnership with the private sector to promote economic growth within the state. This funding will be allocated to UW Systemwide. Funding is awarded through a competitive process.

8. TRANSFER INFORMATION SYSTEM

The budget provides \$166,400 in 2008-09 to implement the fourth phase of the transfer information system. This funding will be allocated to UW Systemwide.

9. EARLY MATH PLACEMENT TEST

The budget provides \$124,500 in 2008-09 to fund an early math placement testing program to measure the math skills of college-bound high school juniors. This funding will be allocated to UW-Madison, which has the expertise needed to develop and administer the exam.

B. INSTITUTIONAL INITIATIVES

Funding for institutional initiatives will be allocated to the designated institution based on gubernatorial and legislative intent.

1. UW CANCER CENTER – LUNG CANCER RESEARCH

The budget provides \$2,500,000 in 2008-09 in one-time funding for lung cancer research. It is required that the UW School of Medicine and Public Health receive \$2,500,000 in gifts and grants from private sources for lung cancer research to expend these funds. This funding is allocated to UW-Madison.

2. MEDICAL PRACTICE IN UNDERSERVED AREAS

The budget provides \$400,000 in 2008-09 for the Department of Family Medicine in the UW School of Medicine and Public Health to support the Wisconsin Academy for Rural Medicine, the Academy for Center-city Medical Education and the Wisconsin Scholars Academy. It is required that the UW School of Medicine and Public Health receive \$400,000 in gifts and grants from private sources in a fiscal year to receive this funding in that fiscal year. This funding is allocated to UW-Madison.

3. UW SYSTEM INSTITUTIONAL INITIATIVES

The budget provides \$23,205,900 in 2008-09 for Growth Agenda initiatives at various campuses, as follows:

UW-Eau Claire	\$ 1,818,600
UW-Green Bay	1,706,200
UW-Milwaukee	9,629,500
UW-Oshkosh	2,530,200
UW-Parkside	1,223,500
UW-Platteville	552,900
UW-River Falls	316,100
UW-Stevens Point	259,400
UW-Stout	\$1,150,700
UW-Superior	1,099,500
UW-Whitewater	371,000
UW Colleges/Extension	2,548,300
Growth Agenda Total	\$23,205,900

4. UW-LACROSSE: GROWTH AND ACCESS INITIATIVE

The budget provides \$901,400 in 2008-09 to support the campus' growth and access initiative.

II. DISTRIBUTION ADJUSTMENTS FOR COMPENSATION

A. 2008-09 UNCLASSIFIED PAY PLAN

The 2007-09 faculty and academic staff pay plan was acted upon by JCOER in November 2007. On May 27, 2008, JCOER met and revised the pay plan increases. The 2008-09 pay plan provides phased increases with ~~2%~~ 1% effective July 1, 2008 and an additional ~~1%~~ 2% on ~~April 12, 2009~~ June 1, 2009. Allocations will be made based upon the approved October 2006 payroll base.

B. 2008-09 CLASSIFIED PAY PLAN

The 2007-09 nonrepresented classified pay plan was acted upon by JCOER in November 2007. On May 27, 2008, JCOER met and revised the pay plan increases. The 2008-09 pay plan provides phased increases with ~~2%~~ 1% effective on July 6, 2008 and an additional ~~1%~~ 2% on ~~April 12, 2009~~ June 7, 2009. These allocations will be made based on the approved October 2006 payroll base.

<p>APPENDIX A. SUMMARY OF DIFFERENTIAL TUITION PROGRAMS</p>
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UW SYSTEM DIFFERENTIAL TUITION BY CAMPUS MAY 2008

Institution	Tuition Program	Description	Pricing
UW-Madison	Doctor of Pharmacy Program	Implemented Fall 1997. Six year professional program, with the first two years in pre-pharmacy.	The Doctor of Pharmacy program was initially priced at \$6,050 in the Fall of 1997-98. For resident students, the differential increases at the same percentage rate as resident undergraduate tuition. Non-resident tuition will increase by the same dollar amount as resident pharmacy students.
	School of Business - Undergraduate	Implemented Fall 2007. Differential rate applies to all undergraduate students enrolled in the Bachelor's of Business Administration (BBA) major and Certificate in Business (CIB) program. The differential will come up for review by the campus and students after the 2011-12 academic year.	For BBA majors, tuition will increase by \$500 per semester (\$1,000 per year). CIB tuition will increase by \$150 per semester (\$300 per year).
UW-Milwaukee	Peck School of the Arts - Undergraduate	Implemented Fall 2004. Differential rate applies to all undergraduate courses provided by the Peck School of the Arts, with the exception of eight 100 level General Education Requirement courses.	\$10 per credit in 2004-05, \$15 per credit in 2005-06, and \$20 per credit in 2006-07. The differential continues at \$20 per credit.
	College of Engineering and Applied Science – Undergraduate and Graduate	Implemented Fall 2004. Applies to all undergraduate and graduate courses provided by the college.	\$5 per credit in 2004-05, \$10 per credit in 2005-06, \$15 per credit in 2006-07, and \$20 per credit in 2007-08. The differential continues at \$20 per credit.
	School of Business Administration – Undergraduate	Implemented Fall 2004. Differential rate applies to all 200 to 600 level courses provided by the School.	\$10 per credit in 2004-05, \$15 per credit in 2005-06 and \$20 per credit in 2006-07. The differential continues at \$20 per credit.

DIFFERENTIAL TUITION (cont'd)

UW-Milwaukee (cont'd)	College of Nursing – Undergraduate	Implemented Fall 2004. Applies to all undergraduates enrolled in clinical major courses within the College.	Differential of \$30 per credit applied to all 300 level courses in 2004-05, and to all 300 and 400 level courses beginning in 2005-06. The differential continues at \$30 per credit.
	School of Architecture and Urban Planning (SARUP) – Undergraduate and Graduate	Implemented Fall 2006. Supports a desktop computer workstation program with enhanced support services for architecture students. Will be reviewed by the Student Senate after the third year of operation.	\$11 per credit hour for all Department of Architecture courses, and an additional \$30 (\$41 total) per credit hour for all courses at the 200-800 levels.
	Allied Health Programs - Graduate	Implemented in 1997. General tuition for Allied Health Graduate Programs was increased to help defray the costs of these health science programs.	Tuition was increased by 20% (10% in 1998-99 and an additional 10% in 1999-00).
UW-Eau Claire	Institution-wide Undergraduate Differential	Implemented in 1997. Funds opportunities such as faculty/student collaborative research, service-learning programs, internships, and freshman seminars/capstone courses.	Began at \$50 per semester in Fall 1997, and was increased to \$55 per semester in Spring 2003, \$60 per semester in Fall 2003, and \$65 per semester in Spring 2004. Beginning with the 2004-05 academic year, the differential will increase by 4.5% annually, rounded to the nearest half dollar, until the Student Senate directs otherwise. The 2008-09 differential is \$78.00 per semester.
UW-La Crosse	Allied Health – Undergraduate and Graduate	Implemented Fall 1997 to help defray costs for operating the undergraduate Occupational Therapy and Physician Assistant programs and the graduate Physical Therapy program.	Tuition increased by 20% (10% in 1997-98 and an additional 10% in 1998-99.)
	Academic Excellence Initiatives – Undergraduate and Graduate	Implemented Fall 2003 to provide direct financial support for undergraduate research, advising, diversity and international education.	Tuition increased by \$20 per semester in Fall 2003 and will increase by 3% annually. The 2008-09 differential is \$29.50 per semester.

DIFFERENTIAL TUITION (cont'd)

UW-La Crosse (cont'd)	Growth and Access - Undergraduate	Approved by the Board of Regents in December 2007. The differential rate does not apply to currently enrolled students. The differential will be used to hire additional faculty and staff and to purchase instructional supplies and equipment.	Tuition increased by \$250 per semester for Fall 2008. In 2009-10, tuition will increase by another \$250 per semester. The differential will then increase annually by an amount sufficient to cover salary and fringe benefit increases, and is not expected to be larger than the percent that resident undergraduate tuition increases.
UW-Oshkosh	Oshkosh Personal Development Compact – Undergraduate	Implemented Fall 2003 to provide funding to enhance assessment, advising, co-curricular involvement and emotional adjustment and wellness. Heavy emphasis is placed on student retention, reduced time to graduation and increased graduation rates.	Undergraduate tuition increased \$25 per semester in 2003-04 and increased to \$55 per semester in 2004-05.
UW-Platteville	Regional Enrollment Plan – Undergraduate	Implemented Fall 2005. Offers differential tuition to new entering nonresident undergraduate students from Illinois and Iowa who enroll in fields that address the workforce needs of both new and established Wisconsin businesses.	Eligible students will be charged the resident tuition rate plus a premium of \$4,000 per year in 2005-06 and 2006-07. The initiative will be reviewed by the Board no later than Spring 2009.
UW-Platteville	Academic and Support Services – Undergraduate	Approved by the Board of Regents in April 2008. The differential expands student services (e.g. Writing Center, Tutoring Center), supports additional mental health staff, funds new career services staff, and provides financial support to students completing their senior capstone project.	Differential tuition will be 1.9% of the resident undergraduate tuition rate for all undergraduates. In 2008-2009, this is \$50 per semester. The differential will be prorated for part-time undergraduates.

DIFFERENTIAL TUITION (cont'd)

UW-River Falls	Undergraduate Differential Tuition	Implemented Fall 2007 to provide funding for enhanced library services; a testing and tutoring center; and undergraduate scholarly, research and creative activities (USRC);	Tuition will increase \$36 per semester (\$72 per year). This rate will remain flat for four academic years and will then be reviewed for reauthorization by a campus oversight committee made up of an equal representation of students, faculty and staff.
UW-Stout	Customized Instruction	Implemented Fall 1999. Provides tuition flexibility to determine and charge market rates for customized programs, certificates, and courses to meet the needs of business and industry. Courses will be typically provided in alternative time frames (i.e. summer, evenings, and/or weekends.)	Market tuition rates will vary by program. It was estimated in 1999 that market rates would typically fall into the \$600 to \$1,200 range for a two-credit course.
	Access to Learning – Undergraduate and Graduate	Implemented Fall 1999. Differential tuition helps provide access to active learning principles which promote critical and creative thinking abilities in students.	Both residents and nonresidents pay the same differential tuition amount which equals five percent of undergraduate and graduate tuition.
UW-Superior	Academic Excellence – Undergraduate	Implemented Fall 2003 to provide funding for library initiatives with an immediate emphasis on the Jim Dan Hill library operation and support structure.	All undergraduate students are assessed an additional \$75 per semester. The differential fee is prorated for part-time students.
UW-Whitewater	Advising and Integrated Freshman Experience Program – Undergraduate	Implemented Fall 2003 to promote continual student success through a multilevel advising model and an integrated freshman experience program.	Undergraduate tuition increases by an additional amount equal to 3.5% of the resident undergraduate tuition rate.

APPENDIX B. GROWTH AGENDA

A GROWTH AGENDA FOR WISCONSIN: ACCESS, AFFORDABILITY, AND GROWTH

INCREASED BACCALAUREATE DEGREES

UW Colleges/UW-Extension: Adult Student Initiative - \$2,548,300

The UW Colleges and UW-Extension will use funding in the 2007-09 biennium to lead a system-wide Adult Student Initiative. The goal of the initiative is to meet the needs of the state by increasing the number of baccalaureate degree holders. This initiative is an outgrowth of recommendations of the Committee on Baccalaureate Expansion, which identified the need to expand access to higher education in the state. The initiative includes:

- Identifying, recruiting, and better serving potential adult learners;
- Expanding opportunities for these students to obtain both associate and baccalaureate degrees via course re-design for accessibility, using distance, accelerated, and hybrid course formats;
- Making better use of prior-learning assessment to enhance degree completion and student success; and,
- Providing increased counseling, student services, and advising for adult students.

UW-Green Bay: Northeastern Wisconsin's Growth Agenda - \$1,706,200

UW-Green Bay will use funding in the 2007-09 biennium to increase student enrollment by 195 FTEs by 2009-10. This effort will initiate a multi-biennium plan to increase the student headcount by 2,150 (1,841 FTE) to 7,500 students by 2016-17. This growth will be supported by greater numbers of new freshman and transfer students, as well as an expansion of high-demand programs such as business, education, and biology, which will also provide improved University access to members of the community, particularly to students of color and first generation college attendees.

UW-La Crosse: Growth and Access Plan - \$901,400

UW-La Crosse proposed an experimental tuition management program that will allow the campus to generate financial resources needed to increase degree production and access to quality programs, and facilitate timely degree completion. This differential tuition request was approved by the Board of Regents in December 2007, and will be implemented during the 2008-09 academic year.

The 2007-09 biennial budget provides \$901,400 GPR/fees in 2008-09 for the UW-La Crosse Growth and Access initiative. With this funding, UW-La Crosse is expected to increase enrollments by approximately 130 new students in 2008-09, and hire 8 additional staff to serve these students. The additional staff will include 2 faculty and a total of 6 student services coordinators to work in the areas of pre-college programs, student recruitment, and financial aid. With the approval of the differential tuition proposal, UW-La Crosse is working with the legislature to shift all of the \$664,800 in GPR funding to financial aid.

UW-Oshkosh: Oshkosh Growth Agenda - \$2,530,200

UW-Oshkosh will use funding in the 2007-09 biennium to provide enrollment growth and implement two new programs for graduates of the Wisconsin Technical College System (WTCS). The Oshkosh Growth Agenda will increase the number of graduates in high demand programs, increase collaborations, and develop new programs that will meet the needs of WTCS graduates. Current programs to be expanded include: biology/microbiology, medical technology, psychology, nursing, teacher education, and business. New programs to be developed will be designed for students who have already earned associate's degrees from WTCS institutions (Bachelor of Applied Studies, Bachelor of Fire and Emergency Response Management). It is anticipated that this funding will permit the campus to grow by 480 students by the end of 2007-09, of which over 130 will be in the new bachelor's degree programs. This is part of a three-biennia program which will ultimately increase the number of students by 1,440.

UW-Parkside: Foundation for Success - \$1,223,500

UW-Parkside is a campus of opportunity within the UW System, providing university access to large numbers of students who face significant obstacles in obtaining a bachelor's degree, including first generation college students, students of color, and non-traditional students. The Foundation for Success includes several programs that will provide assistance to students and faculty/staff, including improved diagnostic procedures and tools to determine students' needs and deficiencies, expanded, more comprehensive advising to high-risk and transitional students, learning assistance and first-year seminars, mentoring programs specifically developed to address the needs of high-risk students, improved orientation programs for transfer and transitioning students, and improved campus-wide communication and access to information for all students. It is anticipated that these initiatives will increase retention, improve performance, reduce credits to degree, and raise graduation rates. As a result, the campus anticipates an increase of 67 to 127 additional graduates per year.

UW-Platteville: Engineering Education Initiative - \$552,900

UW-Platteville will use funding in the 2007-09 biennium for the third phase of its collaborative efforts with UW Colleges to increase engineering degree options available to students throughout the state. This phase will add a mechanical engineering professor in Rock County and use alternative delivery methods, such as streaming video technology, to expand course offerings in electrical engineering in the Fox Valley and mechanical engineering in Rock County. As a result, both full degree programs will be offered at each site. The alternative delivery methods will permit UW-Platteville courses to be transmitted to other UW Colleges throughout the state. Traveling laboratories will be developed for those campuses requiring additional laboratory resources. The initiative will add 200 students at UW-Fox Valley and UW-Rock County, and as many as 300 additional students at other UW Colleges campuses.

UW-River Falls: Excellence in First-Year Experience & Students in Transition - \$316,100

The University of Wisconsin-River Falls will use funding in the 2007-09 biennium to become an "Institution of Excellence" in programming for the first-year experience and students in transition (FYE/ST). The institution will challenge and support first-year students through a

comprehensive program grounded in their core values of integrity, academic excellence, inclusiveness, community and continuous improvement. Funding will allow the institution to develop a coordinated, integrated and comprehensive first-year experience for all students new to the institution. UW-River Falls will create a centralized office to manage FYE/ST programs, assess the impact of those programs to ensure efficient use of resources, and increase the interaction between faculty, staff, and students throughout the first year.

UW-Stevens Point: New Health Science Major - \$259,400

The University of Wisconsin-Stevens Point will use funding in the 2007-09 biennium to implement a new major in Health Science. This major is designed to prepare graduates for career advancement in health care-related industries, such as pharmaceutical sales, administration, and the health insurance industry, as well as to facilitate placement in entry-level positions in diverse settings, including acute, outpatient, and long-term care facilities. The program will also assist students seeking graduate degrees in programs for physical therapy, occupational therapy, health care administration, or health care informatics.

UW-Superior: Liberal Arts Emphasis - \$1,099,500

UW-Superior will use 2007-09 funding to further its mission as Wisconsin's public liberal arts college. In 2003, as part of its regular accreditation process, UW-Superior asked the Higher Learning Commission of the North Central Association of Colleges and Schools (NCA) to examine the extent to which UW-Superior had fully "operationalized" its stated mission as a public liberal arts college. The NCA site team recommended that UW-Superior implement "generally accepted features" of a liberal arts-based educational experience and that core features consistent with that experience be integrated across the curriculum. In response, the campus has developed a detailed initiative that would provide undergraduates with a distinctive set of experiences, including Academic Service Learning, First-Year Experience and Global Awareness programs, and a Writing Across the Curriculum component, that will better integrate them into the campus and its public liberal arts mission.

UW-Whitewater: Recruiting and Retaining Multicultural, Disadvantaged and Disabled Students - \$371,000

UW-Whitewater will use funding to support a series of initiatives focused on increasing access and success for multicultural, disadvantaged and disabled students. These six campus initiatives will support efforts related to Plan 2008 and the Equity Scorecard Project and include: (a) recruiting multicultural, disadvantaged, and disabled students to UW-Whitewater and into individual programs, (b) providing intensive transitional support for these students both during the summer before their freshman year as well as during the freshman academic year, (c) providing a learning community program that includes smaller class sizes for students during their freshman year, (d) providing both smaller class sizes and supplemental instruction in specific "gateway courses" across the university, (e) providing faculty mentors/resource persons in targeted academic areas of education, business and science, and (f) providing on-campus employment and experiential opportunities.

WORKFORCE DEVELOPMENT

UW-Milwaukee: Powering Southeastern Wisconsin's Knowledge-Based Economy - \$9,629,500

UW-Milwaukee will expand its research capacity/infrastructure and training to develop the type of highly skilled and diverse workforce necessary to support a vibrant knowledge-based economy in Southeastern Wisconsin. This will both strengthen the existing business environment and attract new businesses to the area. This initiative will enhance research in areas key to Milwaukee's economic future and convert research expansion into new businesses, increased technology, research funding and patents, and job growth. With funding in the 2007-09 biennium, the campus will:

- Expand its present Research Growth Initiative to permit the campus to compete more successfully for extramural research funds;
- Hire faculty in key clusters, such as biomedical and health technologies, advanced manufacturing, and other strategic science and engineering areas, that will significantly impact the region's economic development; and,
- Enhance the level of graduate and undergraduate education, research support and training.

UW-Eau Claire/Stout: Chippewa Valley NanoSTEM Initiative - \$2,969,300

Funding will be used in the 2007-09 biennium to develop the *Chippewa Valley NanoSTEM Initiative*, a collaboration between UW-Eau Claire, UW-Stout, and the Chippewa Valley Technical College (CVTC) to provide the education and training needed for the Chippewa Valley region to embrace important emerging technologies in science, technology, engineering, and mathematics (STEM). UW-Eau Claire, UW-Stout, and the Chippewa Valley Technical College will capitalize on existing expertise and partnerships in the development and enhancement of degree programs that focus on nanotechnology, nanoengineering and nanoscience education. The proposed initiative will:

- Educate more students in advanced STEM disciplines, including nanotechnology, biotechnology, polymer engineering and computer and electrical engineering;
- Provide access to state-of-the-art science and engineering facilities and expertise for both students and regional businesses and industry as more public-private partnerships are promoted and sustained in the Chippewa Valley region to provide a positive economic impact for knowledge and technology based industries; and,
- Build a three-pronged workforce skill set of science, engineering, and technology through which to attract and retain the high-end employers of tomorrow.

Applied Research Program - \$239,400

The Applied Research Program was established as part of the 1987-89 biennial budget. It is designed to encourage faculty and academic staff from all academic disciplines throughout the UW System to apply their expertise and scholarship to support applied research activities that are likely to improve connections between knowledge and practice. Over the last ten years, the UW System has been able to award an average of 12 grants per year, with individual grants not to exceed \$50,000. Funding in 2007-09 will be used to match a private sector grant to increase funding for this program, which will permit expansion of the program and funding of multi-year grants as well.

Teacher Education - \$2,629,700

The University of Wisconsin System is working to address the teacher education needs of the State of Wisconsin through:

- Enhancement of cultural and social competencies for Teacher Education students;
- Recruitment and Retention of a diverse student body and enhanced program capacity to meet the needs of the state; and,
- Assessment and evaluation of Teacher Education programs.

This initiative will improve the cultural and social competency of Wisconsin teachers through enhanced training for education students who want to be prepared to work in urban and/or rural education. The presence of additional qualified teachers who can serve the needs of culturally diverse youth in the classroom is essential to decreasing the student achievement gap present in both urban and rural settings. Enhanced campus efforts to recruit and retain students from diverse backgrounds into teacher education, as well as to recruit students to meet the state's K-12 educator needs, will result in approximately 200 additional students from diverse backgrounds and, additionally, approximately 180 additional students into high-demand areas. In addition, the development of a systemwide database and common processes for collecting data will permit the University of Wisconsin System to assess both how well these teacher education programs are meeting the needs of the state and the impact of quality teachers on student learning.

Nursing Initiative - \$3,024,900

The University of Wisconsin System is working to increase the number of nurse educators and new nursing graduates for the state of Wisconsin. This request will leverage work already being done by UW System Schools and Colleges of Nursing through two Federal grants and will expand opportunities for accelerated nursing degrees, reach new areas of the state, and enhance on-line distance education for place-bound students. Funding in the 2007-09 biennium will support:

- Expansion of off-site programs at UW-Eau Claire, UW-Oshkosh, UW-Green Bay, and UW-Milwaukee to reach areas of the state that currently do not have access to nursing programs. These areas include Marshfield, Wausau, Rhinelander, and Washington County;
- Development of new accelerated programs at UW-Eau Claire and UW-Madison to serve students who already have a bachelor's degree in other fields but who want to make a career change; and,

- An increase in the capacity in graduate programs at UW-Oshkosh, UW-Milwaukee, and UW-Madison to increase the pipeline of future nursing faculty and clinical instructors.

Recruitment and Retention of Faculty and Research Staff - \$3,333,400

In order to increase federal funds returning to the state of Wisconsin and provide access to higher education for all citizens, the UW System must continue to recruit and retain top faculty and staff. This requires competitive, market based salaries. The UW System has fallen further behind its peers and is expected to end the biennium 8.7% below the peer median. The 2007-09 funding builds upon the \$3.3 million of ongoing funding recommended by the Governor and approved by the Legislature in the 2005-07 budget. The additional funding will only be provided in selective cases as needed to compete with other offers or to bring salaries that are significantly out of market closer to market in areas of high demand.

MEEETING NEEDS OF STATE

Early Math Placement Test - \$124,500

The UW System will use 2007-09 funding to revamp the Early Math Placement Testing (EMPT) program. The re-configured EMPT will be administered through a computer interface, will self-score and provide feedback to the student on the spot. The EMPT is designed to measure the current math skills level of college bound high school juniors by:

- Informing students about their level of math skills versus college math placement, the math requirements of college, and math requirements of specific majors;
- Providing a preview of UW placement testing similar to the PSAT or PACT;
- Encouraging students to take a mathematics course during their senior year, as well as take math more seriously; and,
- Assisting with college preparation by providing individualized feedback reports and post-test counseling by math teachers.

Transfer Information System (TIS) Completion Project - \$166,400

The Transfer Information System (TIS) is an interactive website that provides current and accurate transfer information for UW and Wisconsin Technical College System (WTCS) students and advisers. TIS was developed and is maintained by the UW System. The 2007-09 funding will support the final phase of TIS, which will provide degree planning guides that summarize progress toward an intended degree to potential transfer students to help guide them in their academic planning and preparation. Students will be able to use the system to plan for their transfer and take only classes that will both transfer and count towards an intended degree program. Students will also be able to request and receive a degree planning guide for colleges and universities in Wisconsin, Minnesota or elsewhere. TIS serves a growing number of students who are planning to transfer. In 2005-06, 14,961 students transferred into or within the UW System. More than 3,300 of those students transferred to the UW System from the Wisconsin Technical College System.

Revised 5/29/08

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I.1. Education Committee - Thursday, June 5, 2008
University of Wisconsin-Milwaukee
Union – Wisconsin Room

9:00 a.m. Board of Regents Closed Session

- Convene in open session and act on a motion to move into closed session to consider appointments of chancellors for UW-Madison, UW-Parkside, and UW-Whitewater, as permitted by s.19.85(1)(c), (e), and (f), *Wis. Stats.*, and to consider annual personnel evaluation and salary adjustment, as permitted by s.19.85(1)(c), *Wis. Stats.*

10:30 a.m. All Regents Invited

- UW-Milwaukee Presentation: Building the Research University of the Future
 - Guest Speakers: Milwaukee Mayor Tom Barrett and Milwaukee Business Leader and Philanthropist Joseph Zilber

11:30 a.m. All Regents Invited

- Growth Agenda and Need-Based Financial Aid
 - Guest Speaker: Mary Gulbrandsen, Executive Director, Fund for Wisconsin Scholars

12:30 p.m. Lunch

1:15 p.m. All Regents Invited

- Approval of UW System 2008-09 Annual Operating Budget and Tuition and Fee Schedules
[Resolution A]

2:15 p.m. Education Committee

- a. UW-Milwaukee: Presentation of Campus Academic Plan.
- b. UW-Milwaukee: Establish the School of Public Health.
[Resolution I.1.b.]
- c. UW-Milwaukee: Establish the School of Freshwater Sciences.
[Resolution I.1.c.]
- d. UW-Milwaukee: Program Authorization of Ph.D. in Africology.
[Resolution I.1.d.]
- e. Report of the Senior Vice President:
 1. Background on Proposed Western Technical College/UW-La Crosse Liberal Arts Degree Program;

2. Report on Promotions, Tenure Designations, and Related Academic Approval Items.
[Resolution I.1.e.(2)]

f. Consent Agenda:

1. Approval of the Minutes of the April 10, 2008, Meeting of the Education Committee;
2. UW-Green Bay: Program Authorization of B.A. in Design Arts;
[Resolution I.1.f.(2)]
3. UW-Green Bay: Program Authorization of B.A. in Arts Management;
[Resolution I.1.f.(3)]
4. UW-Stevens Point: Program Authorization of Bachelor's Degree in Social Work;
[Resolution I.1.f.(4)]
5. UW-Stout: Program Authorization of B.S. in Plastics Engineering;
[Resolution I.1.f.(5)]
6. UW-Milwaukee: Program Authorization of M.A. in Spanish;
[Resolution I.1.f.(6)]
7. UW-Milwaukee: Program Authorization of M.A. in Women's Studies;
[Resolution I.1.f.(7)]
8. Announcement of the proffer from the Trustees of the William F. Vilas Trust Estate for support of scholarships, fellowships, professorships, and special programs in arts and humanities, social sciences and music.
[Resolution I.1.f.(8)]

- g. Additional items may be presented to the Education Committee with its approval.

4:15 p.m. Board of Regents Closed Session

- Convene in open session and act on a motion to move into closed session to consider annual personnel evaluations, as permitted by s.19.85(1)(c), *Wis. Stats.*

UNIVERSITY OF WISCONSIN-MILWAUKEE PRESENTATION OF ACADEMIC PLAN

EXECUTIVE SUMMARY

BACKGROUND

At its February 2008 meeting, the Education Committee agreed on a new process whereby UW institutions will periodically (e.g., every five years) present a campus academic plan. In the future, presentations to the Committee of new program proposals will be made on an as-needed basis. The campus plans will allow Committee members to direct their attention to a more comprehensive understanding of each institution's academic program planning and array, as well as the alignment of that array to each institution's distinct mission and identity.

The academic plans are presented to the Board of Regents for information only. Individual academic program proposals continue to follow the program approval process outlined in Academic Information Series-I (ACIS-1) and are subject to Board approval, within the framework of the proposing institution's academic plan.

The University of Wisconsin-Milwaukee Academic Plan summarizes the institution's academic program planning as it relates to the institutional mission; informs the campus' master planning process; provides an overview of projected new and proposed academic programs, as well as distance and blended programming; and outlines resources for program development.

REQUESTED ACTION

For information purposes only; no action is required.

DISCUSSION

Two strategic goals have framed the planning process at the UW-Milwaukee: Research Growth and Access to Success. Consistent with its mission, UW-Milwaukee has embraced the role of a public research university that leads the economic rebirth of southeastern Wisconsin.

Research Growth

A vibrant research-intensive university at the heart of a metropolitan region is essential for a vibrant, knowledge-based economy. Southeastern Wisconsin's transition to a knowledge-based economy is possibly the single greatest challenge facing the State of Wisconsin. Since the year 2000, metro Milwaukee has lost 3000 jobs, and the city has experienced a 15 percent drop in household income and a 5 percent increase in poverty. The UW-Milwaukee Research Initiative will achieve one of the stated goals of the UW System's Advantage Wisconsin Growth Agenda: "Accelerating the transformation of knowledge capacity into high-paying jobs and economic vitality for Wisconsin."

UW-Milwaukee has steadily enhanced its faculty and staff strength in key areas of scholarship, most notably in science and technology, information professions, and health professions. With the 2007-09 biennial budget funding infusion, UW-Milwaukee anticipates hiring 43 new faculty who will support research and academic program expansion in natural

sciences, engineering and health. The work of these faculty, in combination with the institution's investment in research productivity through the Research Growth Initiative, will substantially build the University's scholarly and research capacity, along with investment of extramural dollars in infrastructure and research growth.

Access to Success

UW-Milwaukee is experiencing unprecedented student interest and enrollment. Over 28,000 students are currently enrolled, with enrollment projected to go to over 30,000 in just a few years. Due to the regional and state-wide need for college-educated citizens, the University will seek to sustain its enrollment growth. It is especially critical to continue and even enhance the access it provides to students from the Milwaukee metropolitan area to ensure that the college-prepared citizenry of Southeastern Wisconsin is diverse and competitive in today's global economies.

Academic Programs

At present, UW-Milwaukee offers 25 doctoral programs, 49 master's level programs, and 83 bachelor's degree programs in an array balanced among liberal arts, basic sciences, and professional programs, including programs in engineering, health disciplines, business, education, architecture and urban planning, and social work. Over the past few years, the campus has also been discussing the interplay between the limited physical space of the current campus and the growth and expansion of research, academic programs, and enrollment. This has led to the launch of the campus master planning process and over the next eighteen months the campus community will be intensively engaged in the development of a campus master plan with the priorities of the academic plan setting the direction for the planning for physical space.

The academic planning that has led the master planning began with collecting extensive surveys from each academic department regarding:

- What will UW-Milwaukee's program array look like in 2011 and beyond?
- Where is the institution likely to see programmatic, research, and enrollment growth?
- Which interdisciplinary areas or clusters will become more prominent?

The completed surveys are currently being evaluated and will help guide the academic planning with particular emphasis on the planned degree programs.

The academic planning is consistent with the University's mission, investments already made since 2000, and those planned in the next two biennia. At its June 2008 meeting, the Board of Regents will consider for approval proposals for two new schools: the School of Public Health and the School of Freshwater Sciences. Housed within these schools will be the following graduate level programs:

- Ph.D. programs in:
 - Environmental and Occupational Health (authorization in fall 2008);
 - Social Sciences and Community Health (entitlement to plan in 2008-09);
 - Public Health Administration and Policy (entitlement to plan in 2008-09);
 - Epidemiology (entitlement to plan in 2008-09); and
 - Freshwater Sciences (entitlement to plan in fall 2008).

- Master's degree programs in:
 - Public Health (entitlement to plan in 2008-09); and
 - Freshwater Sciences (entitlement to plan in 2008-09).

Related to the research growth in science, engineering and health disciplines, the following additional doctoral programs are at various stages of planning: neuroscience, biomedical sciences, clinical laboratory sciences, sociology, biochemistry, microbiology, atmospheric sciences, statistics, and medical imaging. Under the umbrella of Communities, Culture and Education, the plans are to initiate Ph.D. programs in adult education, human resource development, urban teacher education, kinesiology, music studies, theater, and visual art, in addition to the Ph.D. in Africology that is being presented for approval by the Board of Regents in June. Additional master's level programs are planned in medical physics, astronomy, astroparticle physics, athletic training, atmospheric sciences, biomedical sciences, health care management, quantitative risk management, software engineering, energy sciences, sustainable environments, digital design practice, Latin American, Caribbean and U.S. Latino studies, mathematics for middle school teachers, world dance and culture, film, and piano pedagogy. Bachelor's level degrees are planned in athletic training, nutrition, chemical physics, environmental chemistry, and Latin American, Caribbean and U.S. Latino studies.

Several of the proposed programs highlight collaboration within UW-Milwaukee across disciplines, as well as with external partners such as the Medical College of Wisconsin and other University of Wisconsin campuses. One example is a new collaborative track in the doctoral program in Architecture with the doctoral program in Art History at the University of Wisconsin-Madison.

The programs that are being planned will strategically position UW-Milwaukee to fulfill its mission and advance the strategic goals of Research Growth and Access to Success.

RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review (November 2007), Academic Informational Series #1 (ACIS-1 revised June 2006).

EDUCATION COMMITTEE

Resolution I.1.b.:

That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the UW System Board of Regents authorizes the establishment of the School of Public Health at UW-Milwaukee. The establishment of the School of Public Health at UW-Milwaukee requires additional approval by the Wisconsin Legislature per Chapter 36.09 (1)(gm) of the *Wisconsin Statutes*.

**Proposal for Authorization to Establish a
School of Public Health
UW-Milwaukee
Executive Summary**

BACKGROUND

In accordance with the procedures outlined in Academic Planning and Program Review (ACIS-1.0 revised June 2006), the proposal for a new School of Public Health at the University of Wisconsin-Milwaukee is presented to the Board of Regents for consideration.

Planning for a School of Public Health at UW-Milwaukee has been underway for several years. In fall 2005, the University of Wisconsin System Board of Regents engaged in discussion of the City of Milwaukee's urgent public health challenges and appropriate ways for the University System to work towards addressing and resolving these challenges. To that end, the Board of Regents charged UW-Milwaukee and UW System Administration to work with the City of Milwaukee to conduct a feasibility study to examine public health initiatives at UW-Milwaukee, including the possible development of a school of public health. The resultant planning team, appointed by UW System President Kevin Reilly, Milwaukee Mayor Tom Barrett, and UW-Milwaukee Chancellor Carlos Santiago, included representatives from UW-Milwaukee, UW System Administration, and the City of Milwaukee Health Department.

The Planning Team carried out the study during the spring and summer of 2006, and submitted their report to the three principals in November 2006, and to the Board of Regents at its December 2006 meeting. A key recommendation of the report was to establish a School of Public Health at UW-Milwaukee. At the December 2006 meeting, the Board approved a resolution to support UW-Milwaukee's commitment to moving forward with advancing the report's recommendations to address the public health needs of the city of Milwaukee. A school planning council with participation from faculty, staff, and the community has met on a regular basis since that time to generate an implementation plan for the proposed School.

Establishing a School of Public Health at UW-Milwaukee will continue the process of building a critically needed, public health infrastructure in Milwaukee and Wisconsin. Essential elements of public health infrastructure include a highly qualified workforce, research that examines root causes of public health disparities, the identification of strategies to improve overall health outcomes, and the analysis and development of policies to protect the health of the public.¹ A School of Public Health at UW-Milwaukee will provide Milwaukee and the State of Wisconsin with a unique opportunity to be a major contributor to public health scholarship and research.

¹ Institute of Medicine. (2002). *Who Will Keep the Public Health? Educating Public Health Professionals for the 21st Century*. Washington, D.C.: National Academy Press.

REQUESTED ACTION

Approval of Resolution I.1.b., authorizing the establishment of the School of Public Health at the University of Wisconsin-Milwaukee. Legislative approval of the new school is also required pursuant to Section 36.09(1)(gm), *Wis.Stat.*

DISCUSSION

Description

A School of Public Health (SPH) at UW-Milwaukee will offer education, research, and service opportunities for students and faculty. The SPH will house masters and doctoral-level programs aligned with accreditation criteria defined by the Council on Education for Public Health (CEPH). Graduate offerings will include:

- A Graduate Certificate program (started in 2008-09 and temporarily housed in the College of Nursing and the College of Health Sciences);
- A Ph.D. in Environmental and Occupational Health (anticipated start in 2009-10);
- A Ph.D. in Public Health Administration and Policy (anticipated start in 2010-11);
- A Ph.D. in Epidemiology (anticipated start in 2010-11);
- A Master's Degree in Public Health (MPH) with tracks in five core disciplines: social and behavioral health, environmental health, health administration and policy, epidemiology, and biostatistics (anticipated start in 2011-12); and
- A Ph.D. in Social Sciences and Community Health (anticipated start in 2011-12).

Steps in the establishment of the SPH include applying for accreditation, planned for the year 2012.

Mission and Goals

Mission Statement: The UW-Milwaukee SPH will be the center of public health research and scholarship; will provide education of the current and future public health workforce; and will influence the development of strategies and policies that promote health among diverse populations.

In fulfilling its mission, the SPH will enable:

- Academic and research activities in the recognized core disciplines of public health (social and behavioral health, environmental health, health administration and policy, epidemiology, and biostatistics).
- The development and enhancement of a diverse public health workforce through increased educational and professional development opportunities for current and future public health workers, promoting the public health workforce in Wisconsin and beyond.
- The application of experiential learning in various settings through translational research and practical work experiences to gain a comprehensive understanding of the determinants of health for diverse populations.
- The development of partnerships with community, governmental, medical, and academic agencies to identify potential partnerships and research opportunities to promote the public

health of Milwaukee and Wisconsin.

- The acquisition of federal, state, and local extramural research funding to support the sustainability of the school and contribute to UW-Milwaukee's goals of increased extramurally funded research.
- The hiring of high-quality and diverse faculty members in each of the five core areas of public health in order to sustain high-quality master's and doctoral level academic degree programs.

Relation to Institutional Mission

As affirmed in UW-Milwaukee's institutional mission statement,² the University "must provide a wide array of degree programs, a balanced program of applied and basic research, and a faculty who are active in public service" in order to "meet the diverse needs of Wisconsin's largest metropolitan area." The role of UW-Milwaukee as the metropolitan doctoral university within the UW System involves an explicit responsibility to the community that emphasizes research and scholarship related to urban society. The proposed SPH will contribute to UW-Milwaukee's achievement of its mission by directly addressing critical health needs and disparities. Addressing these critical urban concerns will provide an excellent opportunity for UW-Milwaukee to link research with community engagement.

On a broader scale, the health of the state of Wisconsin is directly tied to the health of its largest urban center, metropolitan Milwaukee. As such, the work in the SPH will have significant impact well beyond the limits of the city of Milwaukee. The education, research, and work that is conducted at the SPH will draw upon resources and expertise from the entire state so as to ensure that widely dispersed populations benefit from this new institution in promoting health and preventing disease. Because the health determinants and outcomes of various Wisconsin populations are varied, the SPH will enable a balance of research, curriculum, and practice opportunities to address statewide public health concerns.

The broad research framework of UW-Milwaukee will also benefit the faculty and students of the SPH by providing ample research and scholarship opportunities. Collaborative relationships with city and statewide public health agencies will allow SPH students and faculty to view the entire public health community as a learning site. Additionally, UW-Milwaukee's mission will be supported and enhanced by the SPH's ability to attract funding resources and enable innovative and essential research activities.

Need

It is estimated that as many as four out of five practicing public health professionals in Wisconsin lack formal public health training.³ There is thus a critical need to upgrade the knowledge and skills of the current public health workforce and to train future public health

² University of Wisconsin-Milwaukee. (2007). *UWM Select Mission Statement*. Retrieved October 26, 2007, from http://www4.uwm.edu/about_uwm/mission.cfm.

³ Centers for Disease Control and Prevention. (2001). *A National Strategy to Revitalize Environmental Public Health Services*. Washington, D.C.

workers, especially since more than 50% of the public health workforce in Wisconsin is aged 50 years or older.⁴ In addition to formal graduate public health curricula that will be offered at the proposed SPH, certificates and continuing education offerings in traditional and online formats will also support the achievement of this goal. These academic programs will provide a broad conceptual overview of public health, and will ultimately enhance the work of these professionals. The ability to engage in public health research in an urban setting will generate knowledge that can ultimately be translated to community-wide practices, as well as inform policy that addresses critical health needs.

There are critical reasons why the public health educational opportunities offered by the UW-Milwaukee must exist in a School of Public Health rather than as programs within other existing schools:

- A school provides a critical mass of cross-disciplinary faculty, research opportunities, and educational programs covering the breadth of the public health discipline.
- A school attracts a more competitive level of faculty and students.
- A school enables the coordination of existing, and development of new intellectual capital, advancing the body of knowledge in the field of public health.
- A school will provide enhanced opportunities for extramural funding from agencies including the National Institutes of Health (NIH) and the Centers for Disease Control and Prevention (CDC) to accredited schools of public health.
- A school will facilitate the expansion of collaborative opportunities with other higher education entities, the city of Milwaukee and other local health departments, and other UW-Milwaukee academic units.

Because this SPH will be housed within a comprehensive research university, it will provide ample learning and practice opportunities for public health students, faculty, and professionals in Milwaukee and Wisconsin.

Comparable Schools and Programs

In Wisconsin

There are only two accredited master's level programs in public health (MPH) available in the state: UW-La Crosse offers a MPH in Community Health Education, and the Medical College of Wisconsin (MCW) offers a MPH program, which was recently altered to admit non-physicians. MCW also recently developed a Ph.D. in Public and Community Health, which is not yet accredited. UW-Madison established a MPH program in 2005, which is scheduled for accreditation review in 2009. UW-Madison has also developed a number of dual degree options with its Schools of Nursing (MS/MPH), Medicine and Public Health (MD/MPH), Veterinary Medicine (MD/DVM),

⁴ Institute of Medicine. (2002). *Who Will Keep the Public Health? Educating Public Health Professionals for the 21st Century*. Washington, D.C.: National Academy Press.

Public Affairs (MPA/MPH), and Pharmacy (PharmD/MPH).⁵ Finally, the UW-Milwaukee's College of Nursing confers a Master of Science degree in Community Health Nursing.

Outside Wisconsin

There are currently 40 accredited schools of public health in the United States. The nearest accredited schools of public health are located at the University of Minnesota-Minneapolis and the University of Illinois-Chicago. Locating a school of public health in Wisconsin's largest metropolitan area will be crucial for many public health learners and workers located within the state.

Collaboration

External Collaborations

The public health needs of widely dispersed populations will be addressed as public health practice is synchronized in a way that utilizes the assets from a range of statewide academic institutions. Collaboration with a variety of institutional academic schools and programs, as well as with other community agencies, will be an essential element of the growing public health infrastructure, and the public health research and academic work conducted at the SPH. Two existing partnerships illustrate such collaboration: 1) the Center for Urban Population Health (CUPH), a joint initiative between UW-Madison's School of Medicine and Public Health (SMPH), UW-Milwaukee, and Aurora Health Care; and 2) the reciprocal agreement between UW-Milwaukee and the MCW, whereby students from either institution may take classes from the other.

The proposed SPH will enable the development of additional cooperative partnerships with UW-Madison's SMPH. This relationship will benefit students and faculty at both UW-Madison and UW-Milwaukee, and will strengthen the UW System's Growth Agenda. The health needs of widely dispersed populations will be addressed as standards of public health practice, and the assets from a range of statewide academic institutions are utilized.

The SPH will also facilitate the expansion of UW-Milwaukee's already existing collaborative relationships with the Milwaukee Health Department and other local health departments. Plans are currently underway for the development of an Academic Health Department at one or more local or state health departments. This reciprocally beneficial concept requires that public health research, work, and education at local health departments such as the Milwaukee Health Department be conducted in close partnership with a SPH. To this end, UW-Milwaukee and the Milwaukee Health Department envision co-location of facilities. The SPH will be the first

⁵ MPH program accreditation is awarded by the Council on Public Health Education based on the specific nature of the degree design. The UW-La Crosse MPH is accredited under the criteria for Graduate Programs in Community Health Education. The UW-Madison MPH will seek accreditation under the criteria for Community Health and Preventive Medicine Programs. The UW-Milwaukee will seek accreditation under the criteria for School of Public Health. The criteria for accreditation will further distinguish the unique aspects of these three degree programs.

choice for those local health departments that wish to become academic health departments. Such partnerships provide benefits for both entities, will increase the learning and research opportunities for public health students and faculty, and will ensure that there are distinct connections between public health education and practice.

Internal Collaborations

A variety of UW-Milwaukee programs aligned with public health are already engaged in public service, and additional programs will be developed as the SPH is established. For example, the WATER Institute, the Institute of Environmental Health, the Children's Environmental Health Institute, the NIEHS Marine, and the Freshwater Biomedical Sciences Center all provide outreach opportunities and work with the community. The proposed School of Freshwater Sciences will have a synergistic relationship with the SPH as it develops environmental programs that will inform environmental health research within the SPH.

Other opportunities for interdisciplinary collaboration on the UW-Milwaukee campus include the Center for Addiction and Behavioral Health Research, the Institute for Urban Health Partnerships, the Center for Urban Population Health, the Center for Urban Initiatives and Research, the Human Movement Sciences Laboratories, the Center for Cultural Diversity and Global Health, and the Center for International Education, as well as numerous academic certificate and degree programs.

Diversity

Although the diversity of the public health workforce has improved over the last 30 years, significant challenges remain. A School of Public Health at UW-Milwaukee will provide a powerful opportunity to increase the number of public health workers from diverse backgrounds. From its initial conception, a primary objective of a SPH has been to encompass and promote diversity among faculty and students. The mission of the school includes a commitment to enhance the University's goal to attract and involve students from diverse backgrounds. UW-Milwaukee's location in a large urban environment will allow the establishment of close connections between the SPH, and community-based organizations and diverse individuals. To prioritize this component of the SPH early on, the SPH Planning Council has created a Community Advisory Council that is comprised of individuals representing a range of local and statewide public health-related and community-based associations.

The interdisciplinary faculty of the SPH will engage in both academic and community-based research that will generate public health knowledge, and that will, in turn, inform public health practice, in the community, state, and region. Research will be translated into meaningful and effective strategies to improve public health outcomes: translational research, therefore, becomes transformational to diverse urban and rural communities. Milwaukee and its diverse communities will be a primary focus for outreach, research, and knowledge dissemination.

Resource Needs

Operating Budget

The budget of a SPH ultimately depends on a multitude of factors that include location, size, state support, institutional support, tuition, federal funding opportunities, and others. The proposed SPH relies on the identification of significant new resources. Costs will include new faculty lines, staff, and facilities. Current planning is based on the creation of a midsize SPH, which typically has an annual base budget of approximately \$5 - \$10 million in unrestricted funds, plus \$16 million in grants and/or contracts. The SPH will also realize income from tuition revenue.

The SPH planning has been supported by a reallocation of \$200,000 (base dollars) from UW-Milwaukee's Milwaukee Idea. Recruitment of three faculty to start in the fall of 2008 is in progress through funding for the CUPH. The University is receiving \$8.4 million (base dollars) in state funding in the 2007-2009 biennial budget to support new faculty and researchers, in addition to \$200,000 (base dollars). Some portion of these new funds will be allocated to support cluster hires of three faculty for the SPH. To further support the SPH, requests for new base funding will be made in each of the next two biennia. Full funding of the requests will allow the SPH to grow to six faculty in 2010, and to 36 faculty by 2013. A delay in the funding schedule will result in an extended timeline for hiring faculty and the roll out of the academic programs.

Capital Budget

Total estimated resources required to build an appropriate facility to house the SPH will be approximately \$25 million. The \$10 million gift received from Milwaukee philanthropist Joseph J. Zilber will significantly offset the initial expenses for the infrastructure associated with building the SPH.

Extramural Support

Extramural funding will provide significant support for the successful functioning and advancement of the SPH. Existing academic resources at the University, including an average \$8 million in annual extramural funding for public health-related research, support the creation of a SPH. These figures compare favorably with most schools of public health. Furthermore, UW-Milwaukee has a substantial research base funded by the National Institutes of Health (NIH), an agency which earmarks additional funding to accredited schools of public health. An accredited SPH at the UW-Milwaukee will result in the growth of extramural research funding, ultimately benefiting the economy of the city and the state.

RECOMMENDATION

The University of Wisconsin System recommends approval of Resolution I.1.b., authorizing the implementation of the School of Public Health at the University of Wisconsin-Milwaukee.

RELATED REGENT POLICIES

Regent Resolution 9073 (10/7/05)
Regent Resolution 9093 (11/11/05)
Regent Resolution 9271 (12/08/06)

Operating budget for the first three years

<u>Expenditures</u>	2008-09		2009-10		2010-11	
<u>Current and continuing Expenditures</u>	FTE	Dollars	FTE	Dollars	FTE	Dollars
Academic Staff ¹	1.0	\$75,000	1.0	\$77,250	1.0	\$79,568
Supplies and Expenses		\$25,000		\$25,000		\$25,000
Total Continuing Expenditures		\$100,000		\$102,250		\$104,568
 <u>New Expenditures</u>						
Faculty ²	1.5	\$180,000	4.5	\$545,400	4.5	\$561,762
Dean ³			1.0	\$200,000	1.0	\$206,000
Graduate Assistants ⁴					2.0	\$72,000
Classified staff ⁵			1.0	\$30,000	1.0	\$30,900
Supplies and expenses				\$67,750		\$58,532
Total New Expenditures		\$180,000		\$843,150		\$929,194
Total all Expenditures		\$280,000		\$945,400		\$1,033,762
 <u>Resources</u>						
<u>Current Resources</u>						
Campus reallocation ⁵		\$100,000		\$102,250		\$104,568
Total Current Resources		\$100,000		\$102,250		\$104,568
<u>New Resources</u>						
Campus Allocation for SPH ⁶				\$297,750		\$295,432
CUPH faculty hires ²		\$180,000		\$185,400		\$190,962
Cluster Hire (07-09 DIN) ²				\$360,000		\$370,800
Research Growth DIN (09-11) ⁴						\$72,000
Total New Resources		\$180,000		\$843,150		\$929,194
Total Resources		\$280,000		\$945,400		\$1,033,762

Notes:

¹ Academic staff person hired in 2007-08 to work with faculty teams on planning for the school and the academic programs. The position is expected to continue but with other duties in support of the Dean of SPH.

² The Center for Urban Population Health (CUPH) is recruiting currently for 3 faculty positions to start in fall 2008. Each of these faculty members are shown as contributing 50% to SPH. Also includes cluster hire of 3 faculty in environmental health (part of 07-09 research growth DIN).

³ Salary for Dean from campus allocation

⁴ Funds and FTE requested in the 09-11 research growth DIN.

⁵ Classified staff for the new school

⁶ Campus redirection of funds from the Milwaukee Idea health initiative and \$200,000 base commitment.

EDUCATION COMMITTEE

Resolution I.1.c.:

That, upon recommendation of the Chancellor of the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the UW System Board of Regents authorizes the establishment of the School of Freshwater Sciences at UW-Milwaukee. The establishment of the School of Freshwater Sciences at UW-Milwaukee requires additional approval by the Wisconsin Legislature per Chapter 36.09 (1)(gm) of the *Wisconsin Statutes*.

**Proposal for Authorization to Establish a
School of Freshwater Sciences
University of Wisconsin-Milwaukee**

EXECUTIVE SUMMARY

BACKGROUND

In accordance with the procedures outlined in Academic Planning and Program Review (ACIS-1.0 revised June 2006), the proposal for a new School of Freshwater Sciences (SFS) at the University of Wisconsin-Milwaukee is presented to the Board of Regents for consideration. The proposed School of Freshwater Sciences will build upon the long-standing strength of the University of Wisconsin-Milwaukee freshwater science research at the Great Lakes WATER Institute and in a variety of departments such as Biological Sciences, Geosciences, Chemistry, Civil Engineering, and Health Sciences. The Great Lakes WATER Institute, which counts its 40-year history from the establishment of the Center for Great Lakes Studies within the Graduate School at UWM in 1967, is recognized internationally for freshwater research. While a strong portfolio of scholarly expertise, research capacity, and infrastructure exists, many of these resources are dispersed in academic departments whose main focus is not freshwater science. The formation of the proposed school under the academic leadership of a Dean will: bring together a critical mass of faculty in freshwater research; enable UW-Milwaukee to offer unique interdisciplinary education, training, and outreach programs in freshwater science, technology, and policy; and provide unprecedented opportunities to take the freshwater programs at UW-Milwaukee to the next level.

REQUESTED ACTION

Approval of Resolution I.1.c., authorizing the establishment of the School of Freshwater Sciences at the University of Wisconsin-Milwaukee. Legislative approval of the new school is also required pursuant to Section 36.09(1)(gm), *Wis.Stat.*

DISCUSSION

Description

The SFS will be a unique academic and administrative entity and the first such school in the United States. It will offer opportunities for faculty, staff, and graduate students in the areas of research, education, and service related to freshwater issues. It is expected that SFS will offer a Ph.D. degree and a Master's degree in Freshwater Sciences. Preparation for requests for entitlement to plan these degrees has begun.

Additionally, SFS will offer research opportunities for undergraduate students in the various majors such as biological sciences, chemistry, geosciences, engineering, health sciences, economics, and political science. The formation of SFS will also enhance opportunities for faculty to conduct funded research in freshwater sciences and related areas through the synergies

obtained by bringing together the multidisciplinary strengths of UW-Milwaukee faculty and staff in the area of freshwater sciences. It is envisioned that SFS's faculty and staff will be regional, national, and international leaders in research, education, and public service in freshwater sciences and related areas, increasing UW-Milwaukee's visibility as a center for water research and graduate education. Through innovative interdisciplinary programs, outreach to area industries, and increased extramural and private support flowing from the faculty's unique research foci, the school will have a significant impact on UW-Milwaukee's profile as a research institution. Further, the formation of a new school and doctoral program at UW-Milwaukee will enhance collaboration opportunities, provide additional course work and field training experiences for students, graduate committee advising opportunities for faculty throughout the UW System, and collaborative intercampus, extramurally funded research projects.

Mission and Goals

The **mission** of the School of Freshwater Sciences is to advance, create, and disseminate new knowledge that will protect, restore and sustain the health and well-being of freshwaters and the lives of people and other living beings dependent upon them. The SFS aims to integrate science, engineering, and policy to explore and discover novel approaches to the sustainable and equitable use and management of freshwater systems worldwide, and to create through its faculty and staff a multi-disciplinary, collaborative, and diverse atmosphere for training the next generation of professionals armed with the knowledge, skills and experience to anticipate, understand, and resolve the freshwater issues of the future.

In fulfilling its mission, SFS will organize studies in freshwater sciences, engineering, and policy at UW-Milwaukee in such a way as to establish both the capacity and the mechanisms to:

- Maintain a productive, scholarly environment for the education and training of professionals in the field of freshwater sciences;
- Provide regional and national leadership in this field of endeavor;
- Create Great Lakes research excellence and societal relevance;
- Fulfill UW-Milwaukee's mission as an institution of higher learning and research;
- Engage the greater regional and international communities; and
- Stimulate compatible and synergistic economic growth and environmental sustainability.

Relation to Institutional Mission

The proposed formation of the School of Freshwater Sciences fits well with the mission of UW-Milwaukee. As a major doctoral university, UW-Milwaukee has a critical role to play not only in offering "a balanced array of high quality doctoral programs in basic disciplines and professional areas,"* but also in "promot[ing] public service and research efforts directed toward meeting the social, economic and cultural needs of the state of Wisconsin and its metropolitan area."*

Establishing the School of Freshwater Sciences and housing the doctoral and master's degrees within it will position UW-Milwaukee well to serve the economic, social, and cultural

needs of the state of Wisconsin by capitalizing on the University's metropolitan location; regional industrial, government, and business activity; proximity to agricultural areas within the watershed; potential for active community support; and collaborations on federal, state, and local levels. Further, the mission of UW-Milwaukee requires the pursuit of the academic goal to "engage in a sustained research effort which will enhance and fulfill the University's role as a doctoral institution of academic and professional excellence."

One of the strategic goals of UW-Milwaukee is to be a major player in the economic well-being and development of the metropolitan Milwaukee area and the State. A supply of safe and high-quality water ensures a healthy environment that is essential for the economic well-being of the region. The synergies between SFS and the proposed School of Public Health in establishing a strong program in environmental health with a public health focus will add another unique facet to UW-Milwaukee's role as a positive contributor to the economic development of the region.

Need

The Great Lakes region is a singular economic, social, and cultural mega-region, designated a "Vital Center"¹ with world-class institutions of higher education, innovation, and research infrastructure, and natural resource assets in freshwater that are unequalled. Recent reports by the Brookings Institute² and others have highlighted the tremendous potential for the Great Lakes region to become a global center of freshwater research and development. The opportunity exists for the Great Lakes region to become an international center for applying new ideas, developing novel strategies, and inventing new products, processes, and technologies for solving the world's water problems. Hand-in-hand with technical innovation comes the empowerment and education of the citizenry to maximize and fulfill its potential as producers and inventors, to fulfill the accelerating demand for water scientists and engineers, and to create a world-class workforce in freshwater technology.

Recent reports from the Milwaukee 7—a council formed to create a regional, cooperative economic development platform for the seven counties of southeastern Wisconsin—have identified freshwater research and technology as a key strategic priority for economic development.³ The region has 120 companies involved in water-related business. Innovative freshwater education, training, research, and technology transfer are identified as key to transforming the Milwaukee region as "the global capital for freshwater research, economic development and education."

The critical need identified here can be met by the proposed SFS in a more succinct way than the current organizational structure in which departments and knowledge are scattered

¹ The Vital Center: A Federal-State Compact to Renew the Great Lakes Region, 2006, Brookings Institute.

² Healthy Waters, Strong Economy: The Benefits of Restoring the Great Lakes Ecosystem. 2007 Brookings Institute.

³ <http://www.choosemilwaukee.com/freshwater.aspx>

across departments and various schools and colleges. The structure provided by a new school for multidisciplinary collaborations and for a focus on freshwater research is key to integrating science, engineering, and policy. At present, the faculty and researchers are dispersed in several different units across campus. The academic departments are traditional departments such as biological sciences and chemistry and do not have freshwater science as their focus. The current structures do not facilitate collaboration among faculty and researchers at a level necessary to advance freshwater research and education due to factors such as lack of proximity and competing priorities within the traditional departments. The proposed school with a critical mass of faculty and researchers housed in one unit with freshwater programs as its main focus is needed to realize the full potential that exists at UW-Milwaukee. A school focused on freshwater sciences will also be much better positioned to raise private funds compared to dispersed programs.

It is widely recognized in the scientific community that to advance understanding of the complex problems that are at the heart of freshwater issues, a multi-disciplinary approach as outlined in the description for SFS is needed, and the traditional model of studying water issues from the perspective of single scientific discipline is no longer germane (American Society of Limnology and Oceanography, 2003; National Research Council, 2000).¹ In recognition of this fact, several recent national studies have called for major investments by the United States in freshwater research (Naiman, et al., 1995; National Research Council, 2004), large lakes research (SOFIS, 2003), and a revitalization and investment in education and training in freshwater studies (National Research Council, 1996).² In its outlook for the next ten years, the National Science Foundation Advisory Committee for Environmental Research and Education (2003) stated, “At two- and four-year colleges and research institutions, academic institutional structures and incentives should facilitate interdisciplinary environmental research.”³

Furthermore, few institutions worldwide have the environment-environmental health continuum of expertise and perspective proposed here, and the opportunity to develop an emphasis on freshwater and health side-by-side with the School of Public Health offers powerful synergy. Wisconsin would be one step closer toward a solution to a major problem: the Great Lakes ecosystem is under significant, system-altering stress and the region faces a host of water resource problems, from historic chemical pollution from PCB's, mercury and other

¹ National Research Council, “Grand Challenges in Environmental Sciences” (2000) National Academy Press, Washington D.C.

American Society of Limnology and Oceanography, “Emerging Research Issues in Limnology: The Study of Inland Waters” (2003) Executive Summary (draft) NSF/ASLO sponsored workshop.

² Naiman, Robert J. et al. “The Freshwater Imperative” (1995) Island Press, 165 pp.

National Research Council “Confronting the Nation’s Water Problems: The Role of Research” (2004) Committee on Assessment of Water Resources Research, 310 pp.

SOFIS. 2003. “Science of Freshwater Inland Seas”. Report to the National Science Foundation, May 2003.

National Research Council, “Freshwater Ecosystems: Revitalizing Educational Programs in Limnology” (1996) Committee on Inland Aquatic Ecosystems, 384 pp.

³ National Science Foundation Advisory Committee for Environmental Research and Education, “Complex Environmental Systems – A 10-year Outlook for the National Science Foundation”, (2003).

contaminants, to new sources of contamination by pharmaceuticals and personal care products, to invasive species and exotic pathogens, to wide-spread beach closings and combined sewer overflows, to groundwater overdrafts and Great Lakes diversions. The SFS and the graduate degrees offered at UW-Milwaukee would be unique and innovative, and would meet the growing demand described above.

Comparable Schools in and outside Wisconsin

The SFS will be a unique academic entity in Wisconsin, in the Midwest, and in the United States. Worldwide, only three schools focusing on freshwater (in Canada, Europe, and Australia) exist. Aspects of freshwater research and training are present in many institutions; however, no institution encompasses the full range of interdisciplinary freshwater sciences proposed by UW-Milwaukee. A 2005 international survey of universities with [Fresh]water/Hydrology programs¹ identifies 115 worldwide. This survey only identifies 7 degree-granting programs in the United States. None of these programs are in the Midwest. Further, none of these programs have their major focus on the Great Lakes, which contain nearly 20% of the Earth's fresh surface water.

Wisconsin has an international reputation in higher education in the environmental and aquatic sciences, a strong environmental ethic, and a history of progressive natural resource management. There are a number of excellent graduate environmental programs within the UW System that have freshwater ties. Most of them offer a terminal degree at the master's level and address portions of freshwater spectrum within their local area of interest. These programs have faculty with freshwater interests and expertise who could become engaged in the proposed doctoral program. At UW-Madison, there are a number of highly regarded doctoral training opportunities for students in freshwater studies or with a freshwater study interest.

Collaboration

Scientists at UW-Milwaukee have long-standing interactions with many of the faculty in the programs at UW Madison that train doctoral candidates with fresh water study interests, e.g., the Nelson Institute of Environmental Studies and the Center for Limnology. Students have been occasionally drawn to Milwaukee to take advantage of the WATER Institute's unique resources for freshwater research, particularly the R/V Neeskay, the aquaria facilities, and the location on Lake Michigan. The existence of SFS and its programs at UW-Milwaukee would further enhance these opportunities, providing additional course work and field training experiences for graduate students, graduate committee advising opportunities for faculty throughout the UW System, and collaborative, intercampus, extramurally funded research projects.

In addition to the collaborations that already exist with the Nelson Institute and the Center for Limnology at UW-Madison, the UW-Milwaukee WATER Institute collaborates with the Department of Civil and Environmental Engineering at UW-Madison, and Biological Sciences at UW-Oshkosh and UW-Green Bay. The scope of these collaborations will expand

¹ See www.nwl.ac.uk/ih/devel/wmo/wmohh.html

with the formation of SFS to potentially include collaborative degree offerings and broader research collaborations.

UW-Milwaukee WATER Institute scientists and UW-Milwaukee faculty involved in freshwater research have built strong relationships with other academic, state and federal, and private agencies (such as the National Oceanic and Atmospheric Administration, National Institutes of Health, National Institute of Environmental Health Sciences, US Geological Survey, US Department of Agriculture, Wisconsin Department of Natural Resources, and Milwaukee Metropolitan Sewerage District). Current interactions occur on multiple levels, including joint research ventures, interface with the business community, collaborative committees to advise policy, and participation on scientific councils, task forces, and workgroups. The proposed school is expected to solidify and strengthen these relationships by providing additional coordination and depth of expertise available through the academic community to these agencies responsible for implementing water resource management, policy and regulation, and protecting Wisconsin's water resources and public health.

Diversity

Water is a basic human need and water-related issues affect every human culture. Freshwater research by necessity encompasses local, regional watershed, continental and global perspectives. This inherent diversity is the context of operation for SFS, and it will be expressed in the curriculum, research, and outreach programs of the school. In fact, the formation of a school will help coordinate the various efforts and outreach programs currently existing and make them more efficient and focused. The programs in the proposed school will address freshwater quality, availability, and management issues that affect diverse communities locally and globally (including developing regions such as Africa and Asia).

The SFS is fully committed to enhancing UW-Milwaukee's goal of attracting and supporting students, faculty, and staff from diverse backgrounds. UW-Milwaukee's location in an urban environment will allow the school to establish close connections to a wide array of community-based organizations. The school will strive to attract and retain diverse students, staff, and faculty so that curricula and research is reflective of, and applicable to, a broad range of populations.

Resource Needs

Operating Budget

The operating budget of the Great Lakes WATER Institute (~\$2.4M) will be reallocated to SFS along with the Institute's FTEs. The current budget consists largely of personnel costs (salaries and fringes) and operations and maintenance costs. Additionally, the Institute has averaged \$3.3M in extramural funding over the past three years (2004: \$2,872,740; 2005: \$3,061,837, and 2006: \$4,206,624).

The current budgeted FTEs in the WATER Institute include 2.25 FTE faculty (joint appointments with natural science departments) and 12 doctoral-level scientists. With the

formation of the SFS, it is anticipated that the appointment of some scientists will be changed to that of faculty through a rigorous review process in accordance with existing campus faculty personnel policies. This would provide an operational core for the School with an initial faculty base of about 8.25 FTE (comparable to Marine Science schools elsewhere in the country). The campus has set aside base funds for additional support in the 2008-09 year which will be utilized to hire a founding Dean of the proposed SFS. The research growth proposal for the 2009-11 biennium includes support for five additional faculty members in freshwater sciences. Counting the additional 20 faculty already on campus in existing schools and colleges focused on water-related research, this addition will increase the faculty size to 13.25 FTE in SFS. In the event that the funding for the research growth is delayed, the School will still be operational with its core faculty and staff; however, in the interim, the growth in extramurally funded research will remain slower.

Capital Budget

The SFS will be housed in the Great Lakes Research facility that currently houses the WATER Institute. There is no immediate need for additional space.

Extramural Support

Currently, the WATER Institute generates about \$4 million in extramural research funding. This provides an excellent starting base of extramural funding for SFS. With increased visibility and greater collaborative, water-related research activities through the establishment of SFS, extramural support for the school is expected to grow both from federal and private research sponsorships as well as from development activities.

RECOMMENDATION

The University of Wisconsin System recommends approval of Resolution I.1.c., authorizing the establishment of a School of Freshwater Sciences at the University of Wisconsin-Milwaukee.

RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review, Academic Informational Series #1 (ACIS-1.0 revised June 2006).

Proposed budget for GPR funds for School of Freshwater Sciences

Current and Continuing Expenditures	2008-09		2009-10	
	FTE	Dollars	FTE	Dollars
Faculty	2.25	\$240,000	2.25	\$248,400
Academic Staff	17.0	\$1,266,728	17.0	\$1,311,063
Classified Staff	7.0	\$280,543	7.0	\$290,362
Fringe Benefits Faculty and Academic Staff		\$527,355		\$545,812
Classified Staff Continuing Salaries and FB		\$126,244		\$130,663
Continuing Supplies and Exp.		\$2,440,870		\$2,526,300
Total Continuing Expenditures		\$81,887		\$81,887
		\$2,522,757		\$2,608,187
New Expenditures				
Salaries				
Dean, SFS			1.0	\$145,000
Associate Dean Academic Affairs			0.1	\$10,000
Faculty (5 faculty members - open rank)				
Program Assistant, Graduate Studies	0.5	\$20,000	1.0	\$40,000
Academic staff			1.0	\$59,675
Classified staff Salaries and FB		\$9,500	0.5	\$19,000
Subtotal		\$29,500		\$273,675

Supplies and Expenses		\$10,400		\$19,376
Total New Expenditures		\$39,900		\$293,051
Total all Expenditures		\$2,562,657		\$2,901,238
Resources				
Current budget in WATER	26.25	\$2,522,758	26.25	\$2,608,188
One-time planning funds		\$39,900	1.1	\$293,050
Budget Request in 2009-11 biennium	0.5			
Total Resources		\$2,562,658		\$2,901,238

Notes:

The current resources (including salaries, fringe benefits, FTE, capital, and supplies and expense budgets) of the WATER Institute will be part of the new school's resources. The above table shows the anticipated marginal increase in expenditures and resources for the School of Freshwater Science including current figures for WATER Institute.

In addition to the above, it is expected that there will be a growth in the extramural funding and in endowment funding as the School is established.

There is no expectation for graduate student support to come from GPR funds. Currently, there are 11 graduate assistants and 20 temporary research staff supported by extramural funding in the WATER Institute. It is expected that this will continue (and increase) into the future.

Program Authorization (Implementation)
Ph.D. in Africology
University of Wisconsin-Milwaukee

EDUCATION COMMITTEE

Resolution I.1.d.:

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 PhD. in Africology.

NEW PROGRAM AUTHORIZATION
Doctor of Philosophy in Africology
University of Wisconsin-Milwaukee

EXECUTIVE SUMMARY

BACKGROUND

In accordance with the procedures outlined in Academic Planning and Program Review (ACIS-1.0 revised June 2006), the new program proposal for a Doctor of Philosophy in Africology at the University of Wisconsin-Milwaukee is presented to the Board of Regents for consideration. If approved, the program will be subject to a Regent-mandated review to begin five years after its implementation. The University of Wisconsin-Milwaukee and System Administration will conduct that review jointly, and the results will be reported to the Board of Regents.

In the last forty years, Africology at UW-Milwaukee has grown from a small center to a department housing eleven faculty members. In 1968, UW-Milwaukee established the Center for Afro-American Culture to provide students with the opportunity to acquire an understanding of the Black community and self that was not gained through a traditional college curriculum. In 1971, the Center became the Department of Afro-American Studies within the College of Letters and Science and expanded significantly the scope of the offered courses. Its undergraduate major was approved in 1980, with a minor following in 1986. A name change to the Department of Africology was approved effective Fall, 1994, to reflect more accurately the Department's focus on the past experiences and future prospects of people of African origin, both in the U.S. and around the world.

The proposed Ph.D. in Africology is designed to address demands for doctoral education that are not being met by the current array of programs. At the local level, the department has long been urged by the community to develop a doctoral program in Wisconsin. UW-Milwaukee Africology baccalaureate graduates currently must leave the state in order to pursue Ph.D. study in the field. The proposed Ph.D. program is grounded in the Department's instructional and research experience and strength in the two concentration areas of political economy and public policy, and culture and society. The program will also draw upon the College of Letters and Science strengths in the areas of economics, sociology, English, foreign languages, and political science.

REQUESTED ACTION

Approval of Resolution I.1.d., authorizing the implementation of the Doctor of Philosophy in Africology at the University of Wisconsin-Milwaukee.

DISCUSSION

Program Description

The program will be housed in the Africology Department in the College of Letters and Science. The disciplinary term, “Africology,” is a relatively recent creation, prompted by the need to distinguish a program with a broad perspective from those that focus primarily or exclusively on either African American or African Studies. UW-Milwaukee’s program, with an interest in Africa, its Diaspora, and the world-wide influence of cultures of African origin, has that broad perspective.

The Ph.D. in Africology is grounded in the awareness of how global integration significantly transforms human relations, and in the increased importance for Africological knowledge in the twenty-first century. Africa remains the only continent with a vast store of natural resources (e.g., uranium, oil, copper, nickel) that are underutilized. With the demand for energy increasing exponentially world-wide, knowledge and understanding of the cultures and political economies of African countries and societies is in the self-interest of the global community. Because of this twenty-first century imperative, the Department of Africology has designed the Ph.D. degree around concentrations in: (1) *Political Economy and Public Policy*; (2) *Culture and Society: Africa and the African Diaspora*; and (3) a flexible concentration outside the department in the student’s area of interest.

The fields of concentration are the substantive heart of the Ph.D. program. The concentration in culture and society will enable students to examine exchanges, admixtures, fusions, retentions, and disappearances of cultural elements in Africa and the African Diaspora in regard to their contemporary significance. All cultures share common attributes, such as language, religion, food, literature, art, science, technology, institutions, and transgenerational memories. Systematic comparisons of these elements of cultures in Africa and in the African Diaspora worldwide afford sound explanations of, and novel insights into, the behaviors of Africans and their descendents. Relevant courses and seminars in English, foreign languages and literatures, history, and sociology will complement those offered in the Department.

The concentration in political economy involves the normative and empirical relations of political and economic phenomena in given sociocultural contexts. Public policy entails the making of binding authoritative decisions that produce, allocate, *reproduce*, and *reallocate* societal resources. Political, economic, cultural, and social elements interact continually in every political economy, and public policy substantially frames their patterns of interaction. Through a range of research methods and techniques, the concentration in political economy and public policy grounds students in local, national, and transnational political economies and public policies. Relevant courses and seminars in such fields as economics, political science, sociology, urban planning, geography, and history will be utilized.

The Ph.D. will require completion of 54 graduate credits earned in graduate-only courses. The full-time student who enters the program with a baccalaureate degree will be able to complete the degree in six years. At the core of the program is a 12-credit requirement in “Forms of Reasoning.” Students, in consultation with their advisors, will also select 12 credits in

each of the three fields of concentration and earn 6 credits for completing the dissertation. To progress through the program, students will: complete the required credits of coursework; pass a comprehensive written and oral examination; pass preliminary examinations in two of the three concentration areas; and develop and carry out a proposal for original field or library-based research.

Program Goals and Objectives

The proposed Ph.D. program has defined its *mission* as follows:

- To provide graduate students with a sound education in the logics of normative and empirical inquiry and discourse pertaining to the discovery, recovery, construction, deconstruction, and reconstruction of knowledge concerning the life histories and life prospects of Africans and their descendents;
- To nurture and develop scholars and professionals whose knowledge and expertise position them to engage conceptually, empirically, and pragmatically—with a good measure of wisdom—congeries of municipal, national, and global problems, concerns, issues, and possibilities in relation to Africans and their descent worldwide;
- To add to the number of professors and scholars in Africology who actually have been educated in Africology, because Africology at present draws virtually all of its members in the professoriate from other disciplines, especially ones in the social sciences and the humanities;
- To add to the institutional distinctiveness of UW-Milwaukee by making it one of a handful of universities in the nation that provides students the Ph.D. in Africology; and
- To open a variety of career paths (e.g., faculty positions in colleges and universities, positions in public and private schools, analysts in government or the private sector, leaders and policy-makers) to individuals who complete the Africology Ph.D., and to offer the employers in the public and private sectors graduates with specialized and highly developed knowledge of Africa, Africans, and their descent worldwide.

To accomplish its mission, the proposed program has established the following *student learning outcomes*:

- Students will demonstrate both breadth and depth in their understanding of africological forms of reasoning by recognizing, defining, distinguishing, comparing, analyzing, and applying theoretical data related to the broad scope of Africology, including but not limited to africological political theory, economic theory, literary criticism, critical race theory, psychology, sociology, education, and historiography.
- Students will apply africological reasoning and methods to synthesize, analyze, and interpret data and present a cogent argument in support of their interpretation of those data as they seek to solve problems affecting peoples of primary African descent.
- Students will create and engage arguments in verbal and written form, be able to understand and coordinate knowledge from other disciplines, take a position, collect empirical data as evidence to support this position, create a theoretical argument, and raise and respond to counter arguments.

Relation to Institutional Mission

The proposed program addresses several aspects of UW-Milwaukee's mission: "to develop and maintain high quality education programs appropriate to a major urban doctoral university," "to further academic and professional opportunities at all level for women, minority, part-time, and financially or educationally disadvantaged students," and to "promote public service and research efforts directed toward meeting the social, economic, and cultural needs of the State of Wisconsin and its metropolitan areas."

This program reflects UW-Milwaukee initiatives to strengthen outreach and linkages to the greater metropolitan region. Locally and regionally, as UW Milwaukee strives to be accountable to its many constituencies, approval of the Ph.D. in Africology demonstrates that African-related education is an institutional priority. Furthermore, the focus on American minority cultures in the context of their countries of origin can provide new insight, with the potential for creative response, into issues such as the globalization of cultures and political economies, and the demographic shifts which are occurring in large American cities such as Milwaukee. The program is ideally positioned to educate the next generation of leaders, educators, businesspersons, and professionals in the discipline. This is significant because, as a relatively new discipline, up to now, the experts in the field have often come from other humanities and social sciences. Only now is there developing a generation of faculty and scholars from within the discipline itself.

The Ph.D. in Africology is timely and mission-appropriate for one of the state's two doctoral institutions, as a means to generate new knowledge and understanding relevant not only to the metropolitan region and the state, but also globally. This program has the potential to address a wide range of global concerns pertaining to Africans and their descent, addressing issues from water resources and land use, to demographic shifts, to technology transfer, to global healthcare delivery and the global spread of disease.

Program Assessment

Achievement of student learning outcomes will be assessed by the program faculty in a variety of ways. For example, as part of their coursework in the "Forms of Reasoning" courses, students will be required to be involved in a community project. They will produce a proposal for resolving a social and/or economic problem related to the area of their community interest. This proposal will be evaluated by a faculty subcommittee to determine the extent to which the student has grasped the concepts addressed in "Forms of Reasoning" courses and has been able to apply them to a real-world problem. Based upon a review of student performance in this task over a period of years, the faculty will be able to determine if there are areas of the "Forms of Reasoning" courses that need more attention or whether other instructional and evaluation methods might produce better results.

Students will be required to write a dissertation that involves the formulation of a thesis, collection and analysis of data, interpretations of the data, and preparation of a statement of results as well as the development of recommendations for future research and/or practical actions related to the findings. Student dissertations will be reviewed in order to note in general what things dissertators do well and also to identify any areas in which there appear to be weaknesses. By examining cumulative data about students' performances, the faculty will be able to identify any problems that seem to be systemic and can discuss ways to revise the curriculum and/or instructional methods to address those problems.

The Department will keep a portfolio of research papers that students write for their disciplinary courses. Biennially, the assessment subcommittee will review the sections of these research papers that discuss the work and arguments of others on the topics that are the focus of the students' papers. By reviewing papers written by all students, the members of the subcommittee will be able to determine if students have learned to present a cogent review of prior literature in the field, identify any weaknesses in the methodologies and/or results presented by those scholars, and compare his/her own methods and conclusion with earlier work. The subcommittee members will determine weaknesses in students' abilities in this task and recommend modifications to the program and/or instructional methods that will address those weaknesses.

Need

Given (1) Africa's renewed and expanding role in the world and its significant quantity of yet unexploited raw materials; (2) the continued expansion of the African-American population in Milwaukee and many cities of the United States; and (3) the need for new ideas, concepts, hypotheses, and theories of social, cultural, economic, and political organization to describe, explain, evaluate, and predict the objective realities of Africans and their descendents, a Ph.D. program in Africology at UW-Milwaukee is a timely and compelling response to the changing needs of the state and the nation.

A survey of Africology masters-level programs (including UW-Madison, the University of California-Los Angeles, the State University of New York-Albany, the Ohio State University, Boston University, and the University of Illinois at Urbana-Champaign) conducted in the summer of 2005 revealed that graduates of Africology-related programs easily found work in both the private and public sectors, working as teachers, for nongovernmental organizations, and in government service. However, it is anticipated that the majority of graduates of the Africology Ph.D. program will pursue academic careers in research and teaching.

For the higher education community, the Africology Ph.D. will satisfy a critical need for africological instruction and research. There are 21 Africology-related master's degree programs and 158 baccalaureate programs in the United States. There are at least 311 black studies programs in the nation. Of these programs, 83% have names that connect with the African Diaspora. Faculty members of the founding generation of scholars in black studies are retiring or about to retire, so there will be a 20-to-30 percent turnover in Africology faculty members in the next ten years. "So Ph.D. programs are gearing up to train people . . . and the people who will

fill those positions will be the first generation to be trained in black studies” (*Diversity*, “New Study Forewarns of Major Turnover in Black Studies Programs,” May 26, 2007).

Departments and programs in Africology need faculty and instructional staff who are educated and trained in Africology. Since 1989, there have been approximately 169 graduates from the seven Ph.D. programs around the nation that offer a doctorate in Africology or a closely related field. Based upon surveys of major sources for academic job announcements, these numbers do not approach meeting the need for faculty in an Africology-related discipline. In the period of 2001-2007, there were 717 job listings in the *Chronicle of Higher Education* “Careers” section asking for expertise related to Africology. Of these listings, 354 specifically mentioned an Africology-related topic as one of several desired specialties for the position. Similarly, in a survey of *Diverse Issues in Higher Education*, 162 job announcements specifically required expertise in an Africology-related discipline or research field.

Projected Enrollment (5 years)

The program intends to admit five students in its first year, and five students in each of the succeeding four years. It is expected that 80% of the students will pass their comprehensive written and oral exams, moving on to the second year of the program and that 90% of those students will pass their preliminary exams.

Year	Implementation	2 nd year	3 rd year	4 th year	5 th year
New	5	5	5	5	5
Continuing	0	4	8	12	15
Total	5	9	13	17	20
Graduating	0	0	0	0	2

UW-Milwaukee has a well-established tradition of accommodating part-time students. Accordingly, this program will work with individuals in the Milwaukee metropolitan area, who are employed full time, to create a study plan that accommodates their other commitments.

Comparable Programs

Currently, no institution of higher education in Wisconsin offers a Ph.D. in Africology. Students at UW-Madison can earn graduate degrees (M.A. and Ph.D.) in African Languages and Literature, a master’s degree in Afro-American Studies, a Ph.D. minor in Afro-American Studies, and a Ph.D. minor in African Studies.

Seven U.S. universities offer a doctorate in Africology or a closely-related field. They are: Temple University; Yale University, the University of Massachusetts at Amherst, the University of California at Berkeley, Harvard University, Michigan State University, and Northwestern University.

These existing doctoral programs concentrate, for the most part, on historical, political, and literary inquiry pertaining to African-Americans and/or, in a few cases, the African Diaspora. The proposed Ph.D. program at UW-Milwaukee is distinctive in its scope, the

substantial concentration on political economy and public policy, the emphasis placed on “Forms of Reasoning,” and its focus on the substantial use of quantitative methods and techniques.

Collaboration

The Department of Africology has conceptualized its Ph.D. program with other academic programs at UW-Milwaukee in mind, among them English, Sociology, Economics, and Political Science. The Department of Africology regularly collaborates with other programs. Faculty members are deeply engaged with the Center for Latin American and Caribbean Studies and the Center for Women’s Studies. Recently, the Departments of Africology and English have created a process whereby Ph.D. students can work with faculty members from both disciplines. Additionally, faculty members in the Department have worked with Department of Economics faculty members on substantial research. Others have developed a strong interest in fresh water, especially potable water, on the African continent. They have approached UW-Milwaukee faculty members and researchers associated with the Great Lakes WATER Institute (a part of the proposed School of Freshwater Sciences) about collaboration. Additionally, collaboration is being pursued with the International Center for Water Resources Management at Central State University in Ohio to address the critical issue of potable water in Africa.

Outside of the UW-Milwaukee campus, Department faculty have served as directors of the University of Wisconsin System Institute on Race and Ethnicity and participated in drawing together an African-American youth research and training project involving the Milwaukee Public Schools, UW-Milwaukee’s School of Education, and community groups.

The chair of the Department of Africology and the chair of the UW-Madison Department of Afro-American Studies agree that there are many opportunities for collaboration between the two programs. The master’s degree at Madison, with its focus on culture, history, and society, could link well with the UW-Milwaukee Department of Africology’s Ph.D. concentration in “Culture and Society: Africa and African Diaspora.” During the implementation phase of the program, discussions will continue with UW-Madison concerning collaboration that would allow students to use the UW-Madison masters degree in Afro-American Studies as a bridge to UW-Milwaukee’s planned doctoral program in Africology.

Diversity

Africology is grounded in a recognition of the need to broaden and deepen the range of diverse curricular offerings in the academy. The Department of Africology has a curriculum based upon providing students with a broad diversity of perspectives. From its graduate/undergraduate course on *Sex, Marriage, and Healthcare in the Afroworld*, to the literatures of James Baldwin and Zora Neale Hurston, to the political philosophies of Plato and Saint Augustine of Hippo, and in its recruitment and retention of faculty and staff, the Department exemplifies the intellectual and educational benefits of diversity.

It is a goal of the Africology Ph.D. program to draw graduate students from the full spectrum of society with respect to socioeconomic class, cultural backgrounds, nationality, race, color, gender, religion, disability, and sexual orientation. The Department will announce its

request for new applicants in the journals and newsletters of institutional disciplines that preceded Africology in the American academy, for example sociology, anthropology, English, etc. Africology faculty members will attend fairs for graduating students to acquaint them with the Ph.D. program in Africology and to encourage them to apply. The Department has found this sort of face-to-face contact to be essential in generating a diverse pool of strong applicants. We expect to also see interest from currently enrolled UW-Milwaukee students in programs such as English, political science, and psychology.

The department's tenure track faculty includes five females and five males, nine of African descent and one white. The Department of Africology is dedicated to ensuring that the program is composed of students, faculty, and staff who are diverse with regard to race, gender, and ethnicity. The program will regularly review and evaluate the departmental admission and hiring processes to attract and retain diversity among students and faculty/staff.

Evaluation from External Reviewers

Both external reviewers of the programs noted the conceptual soundness, empirical grounding, and disciplinary distinctiveness of the proposed program. The reviewers raised some questions regarding specific courses and also made suggestions regarding support staff and professional networking to let others know about the program. The faculty reviewed these suggestions and made changes as appropriate.

Resource Needs

There are no space or capital budget needs associated with the implementation of this program. The Department recently added three new FTE lines, bringing its current faculty pool to 10 individuals, which compares favorably with other Africology departments at the time their Ph.D. programs were approved. The only additional resources needed are to add 0.15 FTE program assistant to provide clerical support for the program and a 0.30 FTE faculty position with expertise in political economy and public policy. The Department will need a modest increase in S&E funds (\$2000) to cover costs associated with recruiting graduate students. The additional faculty position and the S&E funds will be provided by the Dean of the College of Letters and Science through internal reallocation within the College.

RECOMMENDATION

The University of Wisconsin System recommends approval of Resolution I.1.d., authorizing the implementation of the Doctor of Philosophy in Africology at the University of Wisconsin-Milwaukee.

RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review (November 10, 1995) Academic Informational Series #1 (ACIS-1.0 revised June 2006).

Estimated Total Costs and Income

	FIRST YEAR 2008-2009		SECOND YEAR 2009-2010		THIRD YEAR 2010-2011	
CURRENT COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Faculty/Instructional Staff	0		0		0	
Graduate Assistants	0		0		0	
Subtotal						
ADDITIONAL COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Faculty/Instructional Staff	1.5	\$178,311	3.0	\$367,320	3.30 ¹	\$322,440
Graduate Assistants			2.0	\$63,592	2.0	\$65,500
Non-instructional Academic/ Classified Staff	.15	\$6,855	.15	\$7,061	.15	\$7,272
Supplies & Equipment		\$2,000		\$2,000		\$2,000
Computing						\$1,000
TOTAL COSTS		\$187,166		\$439,973		\$398,212
CURRENT RESOURCES						
Resources currently used to hire adjunct lecturers ²				\$63,592		\$65,500
Subtotal				\$63,592		\$65,500
ADDITIONAL RESOURCES						
GPR Reallocation in L&S		\$187,166		\$376,381		\$332,712
Subtotal		\$187,166		\$376,381		\$332,712
TOTAL RESOURCES		\$187,166		\$439,973		\$398,212

¹ 5 faculty will contribute 30% in Yr 1 and 60% in Yr 2 to the program. In Yr 3, 10 current faculty and a new hire will contribute 30% each to the program.

² These resources will be redirected to support graduate TA's in the new Ph.D program.

2008-09 Report on Faculty Promotions,
Tenure Designations and
Other Changes of Status

EDUCATION COMMITTEE

Resolution I.1.e.(2):

That, upon recommendation of the respective Chancellors and the President of the University of Wisconsin System, the 2008-09 Report on Faculty Promotions, Tenure Designations and Other Changes of Status be approved.

UNIVERSITY OF WISCONSIN SYSTEM 2008-09 REPORT ON FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

BACKGROUND

Each spring, the UW System Office of Academic and Student Services compiles data on tenure designations, promotions, and new tenured appointments made at the fifteen UW institutions. The names of those faculty members who have been newly tenured, promoted, and hired with tenure for 2008-2009 are included with this document.

The Board of Regents is required by Chapter 36.13 of the Wisconsin Statutes to approve institutional tenure designations. Pursuant to UWS 3.06, the criteria and procedures for promotion and the granting of tenure are established by each institution, and must include an evaluation of teaching, research, and professional and public service contributions to the institution. Affirmative recommendations must be made by an academic department and the Chancellor. Institutional procedures typically provide for a multi-step review of candidates before a recommendation comes from the Chancellor to the Board of Regents.

In providing the UW System Office of Academic and Student Services with the names of the faculty tenured and promoted by their institutions, Chancellors and/or Provosts send in assurances that they have personally reviewed the dossiers of each of these faculty members and can certify as to the appropriateness of their tenure and promotions.

Although the decision is made at the institutional level, Regent action becomes the final step in the process by which faculty receive tenure.

REQUESTED ACTION

Approval of Resolution I.1.e.(2), accepting the Report on 2008-09 Faculty Promotions, Tenure Designations, and Other Changes of Status.

DISCUSSION

The Annual Tenure and Promotion Report includes the names of those faculty members, arranged by institution, who have been newly tenured, promoted, or hired with tenure. The Board of Regents has delegated authority to grant out-of-cycle tenure to the President of the UW System, and the names of those faculty members who have been approved through the out-of-cycle process since the 2007 Report was issued are also included in the 2008-09 Report.

The Education Committee has asked to be provided with supplementary data that provides a systemwide perspective on the hiring, tenuring, and promotion of faculty by

minority status and gender. Highlights of that data are provided below; the breakdown of the data by institution is provided in the attached tables.

Highlights of the Supplementary Data

In 2008, a total of 256 individuals were considered for tenure at UW institutions. Of those, 253 (or 99%) received tenure. Only 3 faculty members (or 1%) of the total number considered were denied tenure. Broken down by gender, 44% of the favorable decisions went to white males and 36% went to white females. Broken down by race, minority males represented 11% of those tenured; minority females represented 9%. As in past years, the number of denials remains small. In 2008, no minority females were denied tenure. One minority male was denied tenure, which represents 33% of denials. No white males, and two white females (or 67%) were denied tenure. The numbers for denials are so small that it is difficult to draw any conclusions.

The numbers for renewals can be summarized as follows: Out of a total of 871 renewals, 39% of them were for white males and 42% were for white females. Out of the 871 total, 83 minority males were renewed, representing 10% of the total. Seventy-six minority females were also renewed representing 9% of the total. Of the total number of faculty denied renewal—18 individuals—28% of them were white males, and 39% were white females. Minority males made up 22% of the denials; minority females made up 11%.

The two tables below compare the 2008 data on tenure decisions to that from 2007, and include success and failure rates by race and gender.

FAVORABLE TENURE DECISIONS

	2008	2007
White Males	112 (44% of favorable decisions; 100% success rate)	131 (49% of favorable decisions; 98% success rate)
White Females	91 (36% of favorable decisions; 98% success rate)	69 (26% of favorable decisions; 95% success rate)
Minority Males	28 (11% of favorable decisions; 97% success rate)	37 (14% of favorable decisions; 95% success rate)
Minority Females	22 (9% of favorable decisions; 100% success rate)	22 (8% of favorable decisions; 100% success rate)

TENURE DENIALS

	2008	2007
White Males	0 (0% of negative decisions; 0% failure rate)	3 (33% of negative decisions; 2% failure rate)
White Females	2 (67% of negative decisions; 2% failure rate)	4 (44% of negative decisions; 5% failure rate)
Minority Males	1 (33% of negative decisions; 3% failure rate)	2 (22% of negative decisions; 5% failure rate)
Minority Females	0 (0% of negative decisions; 0% failure rate)	0 (0% of negative decisions; 0% failure rate)

RELATED REGENTS POLICIES

Regent Policy 20-9: Guidelines for Tenured Faculty Review and Development.
UW System Unclassified Personnel Guideline (UPG) #5 (revised 11/01/2001)

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - EAU CLAIRE	HYDO, SHARON KAY	NURSING	INSTRUCTOR		PROMOTION	ASSISTANT PROFESSOR
UW - EAU CLAIRE	JANOT, JEFFREY M	KINESIOLOGY	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - EAU CLAIRE	DUNHAM, DOUGLAS J	PHYSICS & ASTRONOMY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EAU CLAIRE	GARLAND, MAX E	ENGLISH	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EAU CLAIRE	KEMP, THERESA D	ENGLISH	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EAU CLAIRE	LESTER, SCOTT WAYNE	MANAGEMENT & MARKETING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EAU CLAIRE	RUNNING, GARRY LEONARD	GEOGRAPHY & ANTHROPOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EAU CLAIRE	YELKUR, RAMA	MANAGEMENT & MARKETING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EAU CLAIRE	AROSKAR, RAJARSHI VIJAY	ACCOUNTING & FINANCE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	BLESKE-RECHEK, APRIL LYNN	PSYCHOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	CROWELL, JEFFERY W	MUSIC & THEATRE ARTS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	GENGENBACH, ALAN JAMES	CHEMISTRY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	JAMELSKE, ERIC M	ECONOMICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	KEMP, THOMAS ALEXANDER	ECONOMICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	MANN, JOHN WILLIAM WHITAKER	HISTORY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	MANNING MATHIAS, CARMEN KAY	ENGLISH	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - EAU CLAIRE	MC ALEER, JOHN S	PHILOSOPHY & RELIGIOUS STUDIES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	MILLER, NATHAN A	PHYSICS & ASTRONOMY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	OSTRANDER, PHILLIP A	MUSIC & THEATRE ARTS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	WIEGEL, KURT N	CHEMISTRY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	JOHS-ARTISENSI, JENNIFER L	PUBLIC HEALTH	ASSISTANT PROFESSOR		TENURE	ASSISTANT PROFESSOR W/TENURE
UW - EAU CLAIRE	SHINNO, REIKO	HISTORY	ASSISTANT PROFESSOR		TENURE	ASSISTANT PROFESSOR W/TENURE
UW - EAU CLAIRE	VARELA-GARCIA, FABIOLA	FOREIGN LANGUAGES	ASSISTANT PROFESSOR		TENURE	ASSISTANT PROFESSOR W/TENURE
UW - EAU CLAIRE	JI, JIANJUN	SOCIOLOGY	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	PINKNEY, JILL A	FOUNDATIONS OF EDUCATION	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	PRESLER, KRISTOPHER K	MATHEMATICS	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EAU CLAIRE	TONG, SIMEI	MATHEMATICS	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - GREEN BAY	GURUNG, REGAN A R	HUMAN DEVELOPMENT	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - GREEN BAY	ASHMANN, SCOTT A	EDUCATION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - GREEN BAY	BARTELL, DENISE	HUMAN DEVELOPMENT	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - GREEN BAY	HALL, STEFAN T	HUMANISTIC STUDIES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - GREEN BAY	KIEHN, MARK T	EDUCATION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - GREEN BAY	VESPIA, KRISTIN M	HUMAN DEVELOPMENT	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - LA CROSSE	LAKE, DARLENE M	MODERN LANGUAGES	ASSISTANT PROFESSOR	TENURE	PROMOTION	ASSOCIATE PROFESSOR
UW - LA CROSSE	PEIRCE, JAMES P	MATHEMATICS	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - LA CROSSE	HOFFMAN, MICHAEL A	MICROBIOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - LA CROSSE	HOWARD, DAVID R	BIOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - LA CROSSE	KUFFEL, THOMAS S	MANAGEMENT	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - LA CROSSE	MCANDREWS, TIMOTHY L	SOCIOLOGY & ARCHAEOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - LA CROSSE	MISKOWSKI, JENNIFER A	BIOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - LA CROSSE	REINEKE, DAVID M	MATHEMATICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - LA CROSSE	WINTER, KENNETH M	ACCOUNTANCY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - LA CROSSE	CALMES, VICTORIA R	MODERN LANGUAGES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - LA CROSSE	JAX, JOHN N	LIBRARY	ASSISTANT PROFESSOR		TENURE	ASSISTANT PROFESSOR W/TENURE
UW - LA CROSSE	SKEMP-ARLT, KAREN M	EXERCISE & SPORT SCIENCE	ASSISTANT PROFESSOR		TENURE	ASSISTANT PROFESSOR W/TENURE
UW - LA CROSSE	ALI, AHMED O	EDUCATIONAL STUDIES	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - LA CROSSE	BRYAN, JEFFREY C	CHEMISTRY	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - LA CROSSE	FISHER, TAMMY M	MUSIC	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - LA CROSSE	REES, KEELY S	HEALTH EDUCATION & HEALTH PROMOTION	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - LA CROSSE	WYCOFF-HORN, MARCIE R	HEALTH EDUCATION & HEALTH PROMOTION	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - LA CROSSE	ZHENG, MAO	COMPUTER SCIENCE	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MADISON	BROMAN, KARL	BIostatISTICS AND MEDICAL INFORMATICS			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	CAMERON, KENNETH	BOTANY			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	DELIERE, THOMAS	POPULATION HEALTH SCIENCES			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	ERAKER, BJORN	SCHOOL OF BUSINESS			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	ISKANDAR, BERMANS J	NEUROLOGICAL SURGERY			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	KRISHNAMURTHY, ANANTH	INDUSTRIAL ENGINEERING			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	LEBOVIC, DAN	OBSTETRICS & GYNECOLOGY			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	MCKENZIE, JON	ENGLISH			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	QIANG, CHENG	SCHOOL OF BUSINESS			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	SOMOZA, VERONIKA	FOOD SCIENCE			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	TEEPL, SCOTT D	SCHOOL OF MUSIC			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	TEMPLE, JUDY	SCHOOL OF HUMAN ECOLOGY			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	YOUNG, MORRIS	ENGLISH			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	GILCHRIST, VALERIE	FAMILY MEDICINE			NEW APPOINTMENT	PROFESSOR W/TENURE
UW - MADISON	LEDERER, SUSAN	MEDICAL HISTORY AND BIOETHICS			NEW APPOINTMENT	PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MADISON	LUND, DENNIS	SURGERY			NEW APPOINTMENT	PROFESSOR W/TENURE
UW - MADISON	RICE, LAUREL	OBSTETRICS & GYNECOLOGY			NEW APPOINTMENT	PROFESSOR W/TENURE
UW - MADISON	TABER, CHRISTOPHER R	ECONOMICS			NEW APPOINTMENT	PROFESSOR W/TENURE
UW - MADISON	ARORA, NEERAJ	SCHOOL OF BUSINESS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	BAILEY, HOWARD H	MEDICINE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	BLASIUS, LESLIE D	SCHOOL OF MUSIC	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	BOLT, DANIEL M	EDUCATIONAL PSYCHOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	BORISOV, LEV	MATHEMATICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	BUSHMAN, WADE A	SURGERY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	DURKIN, MAUREEN S	POPULATION HEALTH SCIENCES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	FOURAKIS, MARGARITIS	COMMUNICATIVE DISORDERS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	HUTTENLOCHER, ANNA	PEDIATRICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	IONESCU, ALEXANDRU	MATHEMATICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	JARRARD, DAVID F	SURGERY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	JENSON, DEBORAH C	FRENCH AND ITALIAN	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	KAMP, TIMOTHY J	MEDICINE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MADISON	KANTROWITZ, STEPHEN D	HISTORY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	LIVORNI, ERNESTO	FRENCH AND ITALIAN	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	LYONS, GARY E	ANATOMY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	MADUREIRA, LUIS	COMPARATIVE LITERATURE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	MASON, JOSEPH ADLAND	GEOGRAPHY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	MEAD, JULIE F	EDUCATIONAL LEADERSHIP&POLICY ANALYSIS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	MOORTHY, AROOR VISHNU	MEDICINE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	NAZAROV, FEDOR L	MATHEMATICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	OLIVA, MICHAEL G	CIVIL & ENVIRONMENTAL ENGINEERING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	PAGE, CHARLES DAVID JR	BIostatISTICS AND MEDICAL INFORMATICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	PATZ, JONATHAN A	ENVIRONMENTAL STUDIES & POPULATION HEALTH SCIENCES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	RINDFLEISCH, ARIC P	SCHOOL OF BUSINESS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	RITTER, MARK A	HUMAN ONCOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MADISON	ROBERTSON, GAIL A	PHYSIOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	ROSENBERG, DOUGLAS P	ART	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	ROSENBERG, MARJORIE A	SCHOOL OF BUSINESS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	SALDIVAR, NORMA	THEATRE & DRAMA	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	SAYEED, AKBAR M	ELECTRICAL & COMPUTER ENGINEERING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	SCHAUER, JAMES J	CIVIL & ENVIRONMENTAL ENGINEERING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	SESHADRI, ANANTH	ECONOMICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	SHAFFER, DAVID W	EDUCATIONAL PSYCHOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	SIMOTES, ANTHONY J	THEATRE & DRAMA	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	STEIN, JAMES H	MEDICINE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	STIER, JOHN C	HORTICULTURE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	STOECKER, RANDY R	RURAL SOCIOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	WOODS, JON P	MEDICAL MICROBIOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	ZHANG, SU-CHUN	ANATOMY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	STAMBACH, AMY E	EDUCATIONAL POLICY STUDIES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MADISON	YU, LIAN	PHARMACY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MADISON	ADAMS, ALEXANDRA K	FAMILY MEDICINE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	ANSARI, ASEEM Z	BIOCHEMISTRY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	ARCHBOLD, ANN M	THEATRE & DRAMA	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	ARMBRECHT, THOMAS J D	FRENCH AND ITALIAN	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	AUGER, ANTHONY P	PSYCHOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	BAKKEN, LORI L	MEDICINE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	BANKS, MATTHEW I	ANESTHESIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	BARFORD, PAUL R	COMPUTER SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	BASSO, MICHELE A	PHYSIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	BENEDICT, RUTH	KINESIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	BLACKWELL, HELEN E	CHEMISTRY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	BRASSARD, GAIL M	THEATRE & DRAMA	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	CALDARARU, ANDREI H	MATHEMATICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	CHARKOWSKI, AMY O	PLANT PATHOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	CHEN, GUANGHONG	MEDICAL PHYSICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MADISON	CHESLER, NAOMI C	BIOMEDICAL ENGINEERING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	CLOSE, GLEN S	SPANISH AND PORTUGUESE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	CURRIE, CAMERON R	BACTERIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	DENISOV, SERGUEI	MATHEMATICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	DESAI, ANUJ C	LAW SCHOOL	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	DIETZ, AMY TRENTAM	POPULATION HEALTH SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	DOAN, AN HAI	COMPUTER SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	ELDRIDGE, MARLOWE	PEDIATRICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	EVANS, PAUL G	MATERIALS SCIENCE AND ENGINEERING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	FAIN, SEAN B	MEDICAL PHYSICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	FIELD, AARON S	RADIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	GEHLBACH, SCOTT G	POLITICAL SCIENCE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	GEYER, NAOMI FUJITA	EAST ASIAN LANGUAGES & LITERATURE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	GUYER, SARA	ENGLISH	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	HALVERSON, RICHARD R	EDUCATIONAL LEADERSHIP&POLICY ANALYSIS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MADISON	HARROWER, MARK A	GEOGRAPHY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	HAWKS, JOHN	ANTHROPOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	HOUCK, JUDITH A	DEPT OF MEDICAL HISTORY AND BIOETHICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	HOWARD, ROBERT GLENN	COMMUNICATION ARTS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	JOHNSON, JESSICA G	SCHOOL OF MUSIC	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	KELLER, RICHARD C	DEPT OF MEDICAL HISTORY AND BIOETHICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	KHATIB, HASAN	DAIRY SCIENCE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	KIM, KYUNG-SUN	SCHOOL OF LIBRARY & INFORMATION STUDIES	ASSOCIATE PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	KIM, SUNG S	SCHOOL OF BUSINESS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	KNOLL, LAURA J	MEDICAL MICROBIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	KRYSAN, PATRICK J	HORTICULTURE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	LAI, HUICHUAN J	NUTRITIONAL SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	LI, LINGJUN	PHARMACY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	LINDEROTH, JEFFREY T	INDUSTRIAL ENGINEERING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MADISON	LYNN, DAVID M	CHEMICAL AND BIOLOGICAL ENGINEERING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	MA, ZHENQIANG	ELECTRICAL & COMPUTER ENGINEERING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	MANI, B VENKAT	GERMAN	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	MCMAHON, KATHERINE D	CIVIL & ENVIRONMENTAL ENGINEERING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	NELSON, MARK	SCHOOL OF HUMAN ECOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	PATTERSON, SARA E	HORTICULTURE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	REYNOLDS, ANDREW W M	SLAVIC LANGUAGES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	RITERS, LAUREN V	ZOOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	SACARIDIZ, PAUL C	ART	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	SCHULTZ-CHERRY, STACEY L	MEDICAL MICROBIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	SELLERS, SHERRILL L	SOCIAL WORK	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	SHALEV, ANATH	MEDICINE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	SQUIRE, KURT D	CURRICULUM AND INSTRUCTION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	STALEY, RICHARD A	HISTORY OF SCIENCE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MADISON	STRAUS, SCOTT	POLITICAL SCIENCE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	SURESH, KRISHNAN	MECHANICAL ENGINEERING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	TEUTON, SEAN T	ENGLISH	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	TROTTER, MARY K	THEATRE & DRAMA	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	VEMUGANTI, RAGHU	NEUROLOGICAL SURGERY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	WASSARMAN, KAREN M	BACTERIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	WESTERHOFF, STEFAN	PHYSICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	WILLIAMS, JOHN W	GEOGRAPHY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	WILSON, PAUL P	ENGINEERING PHYSICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	ZANNI, MARTIN T	CHEMISTRY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	TALAAT, ADEL	ANIMAL HEALTH & BIOMEDICAL SCIENCES	ASSISTANT PROFESSOR		PROMOTION AND TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	WALLACE, GEOFFREY L	LAFOLLETTE SCHOOL OF PUBLIC AFFAIRS	ASSISTANT PROFESSOR		PROMOTION AND TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MADISON	ZHONG, WEIXIONG	PATHOLOGY & LAB MEDICINE	ASSISTANT PROFESSOR		PROMOTION AND TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MILWAUKEE	BECK, ROBERT	POLITICAL SCIENCE			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	LYNCH, DENNIS A	ENGLISH			NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	DIETZ, MARK	CHEMISTRY			NEW APPOINTMENT	PROFESSOR W/TENURE
UW - MILWAUKEE	SCANES, COLIN	BIOLOGICAL SCIENCES			NEW APPOINTMENT	PROFESSOR W/TENURE
UW - MILWAUKEE	AGTERBERG, DANIEL F	PHYSICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	ARNOLD, PATRICIA J	ACCOUNTING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	BAGNOLI, CARLA	PHILOSOPHY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	DEAN-BAAR, SUSAN	ADMINISTRATION	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	DEUTSCH, MARGERY	MUSIC DEPARTMENT	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	EELLS, JANIS T	CLINICAL LABORATORY SCIENCES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	FLEMING, RAYMOND	PSYCHOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	HARRIS, MARK	GEOSCIENCES	ASSOCIATE PROFESSOR		PROMOTION	PROFESSOR
UW - MILWAUKEE	HARTMAN, KEVIN G	MUSIC DEPARTMENT	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	HIRSCHMUGL, CAROL J	PHYSICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	HOOT, SARA B	BIOLOGICAL SCIENCES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR

UW SYSTEM
2008 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MILWAUKEE	HOROWITZ, SHALE A	POLITICAL SCIENCE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	JEN, TIEN-CHIEN	MECHANICAL ENGINEERING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	JESKE, ROBERT J	ANTHROPOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	KADUSHIN, GOLDIE	SOCIAL WORK	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	KEANE, MARK RICHARD	ARCHITECTURE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	LILLY, JANET	THEATRE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	LIPINSKI, TOMAS A	INSTRUCTION	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	LYMAN, PAUL F	PHYSICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	MAREK, KAREN S	ADMINISTRATION	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	MEYER, BARBARA B	HUMAN MOVEMENT SCIENCES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	PEVNICK, STEPHEN H	ART DEPARTMENT	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	SINHA, ATISH P	MANAGEMENT INFORMATION SYSTEMS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	WILSON, FRANK H	SOCIOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	YAKOVLEV, VLADISLAV V	PHYSICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	BOSE, NILOY	ECONOMICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR

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2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MILWAUKEE	SANTIAGO-RIVERA, AZARA	EDUCATIONAL PSYCHOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - MILWAUKEE	ADAMS, SCOTT J	ECONOMICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	APPLBAUM, INGRID JORDT	ANTHROPOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	BAISCH, MARY JO	ADMINISTRATION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	BEACHUM, FLOYD D	ADMINISTRATIVE LEADERSHIP	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	BLASINI, GILBERTO M	ENGLISH	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	BOLDUC, MICHELLE K	FRENCH & ITALIAN & COMP LITERATURE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	BRONDINO, MICHAEL J	SOCIAL WORK	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	CALLANAN, LIAM R	ENGLISH	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	CHAPMAN, THANDEKA K	CURRICULUM AND INSTRUCTION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	CHEN, JUNHONG	MECHANICAL ENGINEERING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	CLARK, DAVID P	ENGLISH	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	CONCEICAO, SIMONE C O	ADMINISTRATIVE LEADERSHIP	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	COUNTS, DEREK B	ART HISTORY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	EARL BOEHM, JENNIFER	HUMAN MOVEMENT SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MILWAUKEE	FIGUEROA, ENRIQUE	GOVERNMENTAL AFFAIRS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	FRATTURA, ELISE	CURRICULUM AND INSTRUCTION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	GALVAO-SOBRINHO, CARLOS R	HISTORY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	GERVINI, DANIEL	MATHEMATICAL SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	GONG, SHAOQIN	MECHANICAL ENGINEERING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	GREENE, ANTHONY J	PSYCHOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	HEATHERINGTON, TRACEY L	ANTHROPOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	KAGANOVICH, YEVGENIYA	ART DEPARTMENT	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	LEVINE, ELANA H	JOURNALISM & MASS COMMUNICATION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	LONGWELL-GRICE, HOPE R	CURRICULUM AND INSTRUCTION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	LUND, SHELLEY K	COMMUNICATION SCIENCES AND DISORDERS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	MALI, AMOL D	ELECTRICAL ENGINEERING & COMPUTER SCIENCE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	MERTZMAN, TANIA C	CURRICULUM AND INSTRUCTION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	MOYER, JAMES R JR	PSYCHOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

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2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MILWAUKEE	MURSHID, ANTU P	ECONOMICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	OCONNOR, KRISTIAN M	HUMAN MOVEMENT SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	PASTERNAK, DONNA L	CURRICULUM AND INSTRUCTION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	PATRICK, TIMOTHY B	HEALTH CARE ADMINISTRATION & INFORMATION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	PELFREY, WILLIAM V JR	CRIMINAL JUSTICE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	RINGBERG, TORSTEN	MARKETING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	RODGER, GILLIAN M	MUSIC DEPARTMENT	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	SAFFOLD, FELICIA	CURRICULUM AND INSTRUCTION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	SNETHEN, JULIA A	ADMINISTRATION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	STRATH, SCOTT J	HUMAN MOVEMENT SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	TERANDO, LORENA A	FRENCH & ITALIAN & COMP LITERATURE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	TIERNEY, RICHARD J	PHILOSOPHY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	TIMMERMAN, LINDSAY M	COMMUNICATION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - MILWAUKEE	VATAN, FLORENCE C	FRENCH & ITALIAN & COMP LITERATURE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	WILLENBRING, JEB F	MATHEMATICAL SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	WU, CHANGSHAN	GEOGRAPHY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	WUTZ, DARCI L	THEATRE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - MILWAUKEE	ZHAO, HUIMIN	MANAGEMENT INFORMATION SYSTEMS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - OSHKOSH	ADAMS, GARY A	PSYCHOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - OSHKOSH	HENN-REINKE, KATHRYN	CURRICULUM AND INSTRUCTION	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - OSHKOSH	BEAM, JOHN E	MATHEMATICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - OSHKOSH	KAPELUSZ-POPPI, ANA MARIA	HISTORY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - OSHKOSH	KEDROWSKI, BRANT L	CHEMISTRY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - OSHKOSH	MICHALSKI, MICHELLE L	BIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - OSHKOSH	RUTZ, MICHAEL A	HISTORY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - OSHKOSH	STAERKEL, EDNA JO	SOCIAL WORK	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - OSHKOSH	SCOFIELD, THOMAS R	COUNSELOR EDUCATION	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - PARKSIDE	CHEATHAM, JAMES D	THEATRE ARTS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - PARKSIDE	FOLKER, CATHLEEN ANN	BUSINESS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - PARKSIDE	LINCKE, SUSAN	COMPUTER SCIENCE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - PARKSIDE	MANION, MICHAEL T	BUSINESS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - PLATTEVILLE	ALCALAY, EUGENE	MUSIC	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - PLATTEVILLE	BAXTER, CHRISTOPHER A	SCHOOL OF AGRICULTURE	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - PLATTEVILLE	BOCKHOP, RICHARD L	SCHOOL OF AGRICULTURE	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - PLATTEVILLE	HAERTZEN, KEVIN J	MATHEMATICS	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - PLATTEVILLE	HUEBSCHMAN, JEFFREY J	BIOLOGY	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - PLATTEVILLE	KOU, XIAOMIN	ELECTRICAL ENGINEERING	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - PLATTEVILLE	LI, WEI	CHEMISTRY & ENGINEERING PHYSICS	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - PLATTEVILLE	THOMPSON, MICHAEL K	CIVIL & ENVIRONMENTAL ENGINEERING	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - PLATTEVILLE	WILLIAMS, MARY ROSE	COMMUNICATION TECHNOLOGIES	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - PLATTEVILLE	BARNET, BARBARA A	MATHEMATICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	BOUCK, LINDA H	INDUSTRIAL STUDIES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	COLLINS, BENJAMIN V C	MATHEMATICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	DEIS, TIMOTHY M	MATHEMATICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	FRIEDERS, ELIZABETH M	BIOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	HANSEN, SUSAN LOUISE	BUSINESS AND ACCOUNTING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - PLATTEVILLE	IFEDIORA, JOHN OBI	ECONOMICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	KAISER, COLLEEN	INDUSTRIAL STUDIES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	METZLOFF, KYLE E	INDUSTRIAL STUDIES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	MOMOT, MICHAEL E	MECHANICAL ENGINEERING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	PARKER, PHILIP J	CIVIL & ENVIRONMENTAL ENGINEERING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	PARSONS IV, THERON EDWARD	PSYCHOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	PERKINS, MADONNA J	BUSINESS AND ACCOUNTING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	RANNEY, ARTHUR L	COMMUNICATION TECHNOLOGIES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	REED, BERNICE J	COMMUNICATION TECHNOLOGIES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	SCHMITT, ROBERT L	CIVIL & ENVIRONMENTAL ENGINEERING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	STEINER, STEVEN A	CHEMISTRY & ENGINEERING PHYSICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	THRUN, JASON R	MATHEMATICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	TURNER, NANCY LYNN	HISTORY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - PLATTEVILLE	MENDIS, CHANAKA A	CHEMISTRY & ENGINEERING PHYSICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - PLATTEVILLE	FENG, GANG	ELECTRICAL ENGINEERING	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - PLATTEVILLE	KRAEMER, DAVID R B	MECHANICAL ENGINEERING	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - PLATTEVILLE	ROBERTS, MATTHEW W	CIVIL & ENVIRONMENTAL ENGINEERING	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - PLATTEVILLE	ROWE, MICHAEL C	COMPUTER SCIENCE & SOFTWARE ENGINEERING	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - PLATTEVILLE	SMIDT, WARNER KEITH	INDUSTRIAL STUDIES	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - PLATTEVILLE	YANG, QI LUO	COMPUTER SCIENCE & SOFTWARE ENGINEERING	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - RIVER FALLS	CHAPIN, WESLEY D	POLITICAL SCIENCE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - RIVER FALLS	ELLIS, SANDRA LEE	JOURNALISM	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - RIVER FALLS	HUKAI, DAWN MARIE	ACCOUNTING AND FINANCE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - RIVER FALLS	LANGFORD, LAUREL T	MATHEMATICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - RIVER FALLS	LI, JUNE F	ACCOUNTING AND FINANCE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - RIVER FALLS	MANKE, MARY P	TEACHER EDUCATION	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - RIVER FALLS	NIELSEN, BARBARA S	CHEMISTRY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - RIVER FALLS	STOVALL, DONALD LEE	COUNSELING AND SCHOOL PSYCHOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - RIVER FALLS	BRANTLEY, JENNIFER SUSAN	ENGLISH	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - RIVER FALLS	BALLANTYNE, SCOTT M	BIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW - RIVER FALLS	BOETEL, BRENDA L	AGRICULTURAL ECONOMICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW - RIVER FALLS	HADLEY, GREGG L	AGRICULTURAL ECONOMICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW - RIVER FALLS	HINEY, KRISTINA M	ANIMAL AND FOOD SCIENCE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW - RIVER FALLS	JILK, ROSS A	CHEMISTRY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW - RIVER FALLS	VONK, MATTHEW T	PHYSICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - RIVER FALLS	WILLIS-RIVERA, JENNIFER L	COMMUNICATION STUDIES AND THEATRE ARTS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW - RIVER FALLS	WOITASZEWSKI, SCOTT A	COUNSELING AND SCHOOL PSYCHOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - STEVENS POINT	JABERG, PATRICIA	MATHEMATICAL SCIENCES	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - STEVENS POINT	MAGYAR-MOE, JEANA L	PSYCHOLOGY	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - STEVENS POINT	THIELKING, KRISTIN M	ART & DESIGN	ASSISTANT PROFESSOR	TENURE	PROMOTION	ASSOCIATE PROFESSOR
UW - STEVENS POINT	BARKER, RICHARD J	FOREIGN LANGUAGE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	BIASCA, KARYN L	PAPER SCIENCE & ENGINEERING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	BOND, JUDITH W	MUSIC	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	BOWMAN, MARY R	ENGLISH	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	CAPORALE-HARTLEB, DIANE A	BIOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	HEYWOOD, NEIL C	GEOGRAPHY & GEOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	LOY, MARTIN J	SCHOOL OF HEALTH PROMOTION & HUMAN DEV	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	NELSON, ROGER L	THEATRE AND DANCE	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	SPRAGUE, RHONDA J	COMMUNICATION	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	STEPHENS, REBECCA L	ENGLISH	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	TANKE, ROBIN S	CHEMISTRY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	WETZEL, NATHAN R	MATHEMATICAL SCIENCES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR

UW SYSTEM
2008 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - STEVENS POINT	WILD, ERIC	BIOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STEVENS POINT	BERK, STACEY J	MUSIC	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	BLACK, DIANA K	ART & DESIGN	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	BOELK, AMY	SOCIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	DAVIS, JASON R	BUSINESS AND ECONOMICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	FERNANDO, NISHA A	INTERIOR ARCHITECTURE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	FREIRE, VIRGINIA	BIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	FRY, KARIN A	PHILOSOPHY & ANTHROPOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	GIRARD, ISABELLE A	BIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	GONCHIGDANZAN, KHURELBAATAR	MATHEMATICAL SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	GOTT, PATRICIA ANN	ENGLISH	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	HERMAN, EDWIN P	MATHEMATICAL SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	HOLSMAN, ROBERT H	NATURAL RESOURCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	JUDZIEWICZ, EMMET J	BIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	KING, JULIA M	SCHOOL OF COMMUNICATIVE DISORDERS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - STEVENS POINT	LARSEN, ERIC JONATHON	GEOGRAPHY & GEOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	MAAS, WILLIAM E	BUSINESS AND ECONOMICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	MARTIN, ELIZABETH M	BUSINESS AND ECONOMICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	MORRIS, STUART A	ART & DESIGN	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	NELSON, NERISSA L	LRC PUBLIC SERVICES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	ROSEMAN, MOLLY J	MUSIC	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	RYAVEC, KARL E	GEOGRAPHY & GEOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	SHAW, PATRICIA A	SCHOOL OF EDUCATION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	SINGSAAS, ERIC L	BIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	SUMMERS, GREGORY S	HISTORY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	TALARICO, SUSAN T	MATHEMATICAL SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	WALL, STERLING K	SCHOOL OF HEALTH PROMOTION & HUMAN DEV	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	WILLIAMS, G CHRISTOPHER	ENGLISH	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STEVENS POINT	DOLLINGER, ROBERT S	COMPUTING & NEW MEDIA TECHNOLOGIES	ASSOCIATE PROFESSOR		PROMOTION & TENURE	PROFESSOR W/TENURE
UW - STEVENS POINT	MENNINGEN, KENNETH L	PHYSICS & ASTRONOMY	ASSOCIATE PROFESSOR		PROMOTION & TENURE	PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - STOUT	ANDERSON, BYRON C	APPAREL AND COMMUNICATION TECHNOLOGIES	ASSISTANT PROFESSOR	TENURE	PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	BARFOOT, MICHELLE DENISE	ART & DESIGN	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	CARLSON, KITRINA MARIE	BIOLOGY	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	FICHTER, AMY ELIZABETH	ART & DESIGN	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	GHENCIU, PETRE ION	MATH, STATS & COMPUTER SCIENCE	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	HAID, JOSEPH SAMUEL	SCHOOL OF EDUCATION	ASSISTANT PROFESSOR	TENURE	PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	HALTINNER, URS R	SCHOOL OF EDUCATION	ASSISTANT PROFESSOR	TENURE	PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	RISLEY, KRISTIN A	ENGLISH & PHILOSOPHY	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	SCHMIDT, LAURA JEAN	MATH, STATS & COMPUTER SCIENCE	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	TEUBER, HOLLACE ANNE	SPEECH COMM, FOREIGN LANG, THEATRE & MUSIC	ASSISTANT PROFESSOR	TENURE	PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	THOMAS, KATHLEEN MARIE WAY	SOCIAL SCIENCE	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	WOLFGRAM, SUSAN MARGARET	HUMAN DEVELOPMENT AND FAMILY STUDIES	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - STOUT	EBERHARD, SUSIE	REHABILITATION & COUNSELING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STOUT	FINDER, BRIAN J	OPERATIONS, CONSTRUCTION AND MANAGEMENT	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - STOUT	GORBATENKO-ROTH, KRISTINA	PSYCHOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STOUT	HAWLEY, DALE R	HUMAN DEVELOPMENT AND FAMILY STUDIES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STOUT	KLEMME, DIANE K	SCHOOL OF EDUCATION	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - STOUT	MENEFEE, JOAN K	ENGLISH & PHILOSOPHY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW - STOUT	DELAMBO, DAVID ANTHONY	REHABILITATION & COUNSELING	ASSISTANT PROFESSOR		TENURE	ASSISTANT PROFESSOR W/ TENURE
UW - STOUT	KENNEDY, DOUGLAS S	HOSPITALITY & TOURISM	ASSISTANT PROFESSOR		TENURE	ASSISTANT PROFESSOR W/ TENURE
UW - STOUT	BECKER, JOY LYNNE	MATH, STATS & COMPUTER SCIENCE	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STOUT	FLOM, BARBARA LOUISE	SCHOOL OF EDUCATION	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STOUT	SCHMIDT, CHARLENE E	FOOD & NUTRITION	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - STOUT	LUI, KATHERINE WELCH	OPERATIONS, CONSTRUCTION AND MANAGEMENT	PROFESSOR		TENURE	PROFESSOR W/ TENURE

UW SYSTEM
2008 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - SUPERIOR	ALDRIDGE, ERIN R	MUSIC	ASSISTANT PROFESSOR		PROMOTION	ASSOCIATE PROFESSOR
UW - SUPERIOR	CLEARY, TIMOTHY J	VISUAL ARTS	ASSISTANT PROFESSOR	TENURE	PROMOTION	ASSOCIATE PROFESSOR
UW - SUPERIOR	NORDGREN, PETER	UNIVERSITY LIBRARY	ASSISTANT PROFESSOR	TENURE	PROMOTION	ASSOCIATE PROFESSOR
UW - SUPERIOR	BAHM, KARL F	SOCIAL INQUIRY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - SUPERIOR	EINERSON, MARTHA J	COMMUNICATING ARTS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - SUPERIOR	LYNCH, SHAUN M	MATH & COMPUTER SCIENCES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - SUPERIOR	SIMPSON, WILLIAM FOREST	HEALTH & HUMAN PERFORMANCE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - SUPERIOR	COX, TED B	TEACHER EDUCATION	ASSOCIATE PROFESSOR		TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - WHITEWATER	COMPAS, ERIC D	GEOGRAPHY AND GEOLOGY	INSTRUCTOR		PROMOTION	ASSISTANT PROFESSOR
UW - WHITEWATER	MELERO, PILAR	LANGUAGES & LITERATURES	INSTRUCTOR		PROMOTION	ASSISTANT PROFESSOR
UW - WHITEWATER	ANDERSON, STEVEN W	CHEMISTRY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - WHITEWATER	BEAVER, BARBARA RYBSKI	PSYCHOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - WHITEWATER	COOK, JOAN LITTLEFIELD	PSYCHOLOGY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - WHITEWATER	GARVIN, ANN W	HEALTH, PHY ED, RECREATION & COACHING	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - WHITEWATER	KIM, ELIZABETH SUNG-EUN	LANGUAGES & LITERATURES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - WHITEWATER	MCGUIRE, DANIEL	ART	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - WHITEWATER	MOORE, GENEVA C	LANGUAGES & LITERATURES	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - WHITEWATER	CROSSGROVE, KIRSTEN L	BIOLOGICAL SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	CUMMINGS, RICHARD G	ACCOUNTING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	DAVIS, ELLEN S	BIOLOGICAL SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	DING, RUIYING	COMMUNICATION SCIENCES AND DISORDERS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	DURST, ANNE R	EDUCATIONAL FOUNDATIONS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	GRUBEL, BARBARA L	THEATER & DANCE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - WHITEWATER	HERRIOTT, JEFFREY WILLIAM	MUSIC	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	IVRY, JONATHAN B	LANGUAGES & LITERATURES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	KATOVICH, KERRY R	BIOLOGICAL SCIENCES	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	NATH, LEDA ELENA KANELAKOS	SOCIOLOGY, ANTHROPOLOGY, & CRIMINAL JUSTICE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	SAHYUN, STEVEN C	PHYSICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	SCOVOTTI, CAROL JEAN	MARKETING	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	WELCH, SHERYL ANNE	COMMUNICATION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - WHITEWATER	RUFF, ANN CURRY	CURRICULUM & INSTRUCTION	PROFESSOR		TENURE	PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW COLLEGES-FOND DU LAC	HARRIS, PAISLEY J	HISTORY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-FOX VALLEY	KROENING, KURT D	BIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-FOX VALLEY	SACKMAN, MARC L	MUSIC	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-MANITOWOC	GEARY, CAROLINE D	CHEMISTRY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-MANITOWOC	HEIN, RICHARD G	BIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-MANITOWOC	MURPHY, BRIAN M	MATHEMATICS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-MARATHON COUNTY	HALL, MARK S	COMPUTER SCIENCE	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-MARATHON COUNTY	HASSEL, HOLLY J	ENGLISH	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-MARATHON COUNTY	SEXAUER, CORNELIA F	HISTORY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-MARATHON COUNTY	WANG, JUCHUAN	SOCIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-MARSHFIELD/WOOD COUNTY	HAAGENSON, DANA C	CHEMISTRY	ASSISTANT PROFESSOR		TENURE	ASSISTANT PROFESSOR W/TENURE
UW COLLEGES-ROCK COUNTY	FULLER, MARK E	MATHEMATICS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW COLLEGES-ROCK COUNTY	CLASEN, PATRICIA R	COMM & THEATRE ARTS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW COLLEGES-ROCK COUNTY	JOZWIAK, ELIZABETH A	HISTORY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-ROCK COUNTY	RODELL, ROLAND L	ANTHROPOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-SHEBOYGAN	ATWOOD-HARVEY, DANA R	SOCIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-WASHINGTON COUNTY	PETERSON, MARK C E	PHILOSOPHY	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW COLLEGES-WASHINGTON COUNTY	RYBAK, CHARLES A	ENGLISH	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-WASHINGTON COUNTY	WIDMAYER, ANNE F	ENGLISH	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-WAUKESHA	BUBINAS, KATHLEEN A	ANTHROPOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-WAUKESHA	KOWALSKI, DEAN A	PHILOSOPHY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW COLLEGES-WAUKESHA	LEE, KEVIN J	BIOLOGY	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - EXTENSION	FLICKINGER, ANGELA J	FAMILY DEVELOPMENT	INSTRUCTOR		PROMOTION	ASSISTANT PROFESSOR
UW - EXTENSION	SCHNEIDER, NICHOLAS N	AG/AGRIBUSINESS	INSTRUCTOR		PROMOTION	ASSISTANT PROFESSOR
UW - EXTENSION	SPAULDING, MOLLY M	FAMILY DEVELOPMENT	INSTRUCTOR		PROMOTION	ASSISTANT PROFESSOR
UW - EXTENSION	DUERST, DONNA J	YOUTH DEVELOPMENT	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EXTENSION	GOLDSMITH, JAMES W	COMMUNITY RESOURCE DEVELOPMENT	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EXTENSION	HANSON, MATTHEW G	AG/AGRIBUSINESS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EXTENSION	KAISER, ROBERT M	AG/AGRIBUSINESS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EXTENSION	NOVAK, MARY D	FAMILY DEVELOPMENT	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EXTENSION	SAXE, CRAIG A	AG/AGRIBUSINESS	ASSOCIATE PROFESSOR	TENURE	PROMOTION	PROFESSOR
UW - EXTENSION	DANE, ANDREW F	COMMUNITY RESOURCE DEVELOPMENT	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EXTENSION	HALFMAN, WILLIAM	AG/AGRIBUSINESS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EXTENSION	JENS, JESSICA J	YOUTH DEVELOPMENT	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EXTENSION	LERSCH, ARTHUR D	COMMUNITY RESOURCE DEVELOPMENT	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EXTENSION	LINNEBUR, ALAN A	AG/AGRIBUSINESS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EXTENSION	LIPPERT, MATTHEW	AG/AGRIBUSINESS	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

UW SYSTEM
2008 FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS

INSTITUTION	NAME	DEPARTMENT	CURRENT TITLE	STATUS	ACTION TAKEN	PROPOSED TITLE
UW - EXTENSION	NACK, DAVID	LABOR EDUCATION	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW - EXTENSION	NEISWENDER, CATHERINE Z	COMMUNITY RESOURCE DEVELOPMENT	ASSISTANT PROFESSOR		PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

Program Authorization (Implementation)
B.A. in Design Arts
University of Wisconsin-Green Bay

EDUCATION COMMITTEE

Resolution I.1.f(2):

That, upon recommendation of the Chancellor of the University of Wisconsin-Green Bay and the President of the University of Wisconsin System, the Chancellor be authorized to implement the B.A. in Design Arts.

NEW PROGRAM AUTHORIZATION
Bachelor of Arts in Design Arts
University of Wisconsin-Green Bay

EXECUTIVE SUMMARY

BACKGROUND

In accordance with the procedures outlined in Academic Planning and Program Review (ACIS-1.0 revised June 2006), the new program proposal for a Bachelor of Arts in Design Arts at the University of Wisconsin-Green Bay is presented to the Board of Regents for consideration. If approved, the program will be subject to a Regent-mandated review to begin five years after its implementation. The University of Wisconsin-Green Bay and System Administration will conduct that review jointly, and the results will be reported to the Board of Regents.

The proposed major in Design Arts is based on a current emphasis in Design Arts which has existed in different forms since 1994.

REQUESTED ACTION

Approval of Resolution I.1.f.(2), authorizing the implementation of the Bachelor of Arts in Design Arts at the University of Wisconsin-Green Bay.

DISCUSSION

Program Description

The Design Arts curriculum was initially developed in consultation with and financial support from packaging and printing corporations located in Northeastern Wisconsin. In the early 1980's, UW-Green Bay appointed an industry liaison to establish a program steering committee and to solicit start-up funds to equip a Graphic Arts studio. The current Design Arts emphasis evolved from the interdisciplinary major emphasis known as Integrated Communications in 1994. The program name was changed to Communication Arts in 1997 and then to Design Arts in 2007. The program and the appeal of post-baccalaureate professional opportunities in print, web, and interactive media design, have drawn significant numbers of students. Currently, 68 students have declared majors with a Design Arts emphasis and 92 have declared minors. Graduates of the existing emphasis have found employment in a variety of design related fields including: advertising, graphic design, corporate design, packaging, website design, multimedia authoring, and environmental and urban design. Program graduates have also pursued graduate studies in visual design, architecture, landscape architecture, and urban planning.

Design Arts is an interdisciplinary program that merges the existing Environmental Design emphasis into the Design Arts program and includes coursework from the Art, Communications, and English Composition programs. It develops intellectual, esthetic, and problem-solving ability and skills in graphic and environmental design in a liberal arts setting.

This includes knowledge of professional practice in graphic design for print media, web design, interactive media, and environmental design.

Fifty-six credits of coursework are required to complete the proposed major including 32 credits of supporting coursework in art, design theory, and the history of art and design; and 24 credits of upper-level coursework in design. Upper-level coursework also includes an advanced writing requirement and an applied practicum. The interdisciplinary nature of the design curriculum is targeted to the increasing sophistication of consumers, broadening access to global markets, and demand for well designed products and services. Increasingly, the interdisciplinary nature of design practice is recognized as the process by which corporations improve the quality and visibility of their products and services, as well as the efficiency of their operations.

Design Arts is, however, much more than a tool of commerce, and uses graphic design to inform and shape opinion for the benefit of society. Project assignments within the Design Arts core courses require student research into environmental, social and economic issues, and promote the exploration through diverse viewpoints. The Design Arts program focuses on developing intellectual and tool skills in visual communication design, as well as creating an awareness of the broader interdisciplinary context of design and the impact of design on global problems.

Program Goals and Objectives

The goal of the program is to graduate students who: (1) have acquired historical and background knowledge related to the field of Design Arts; (2) can solve problems using design methods; (3) have developed design, group collaboration, and analytical skills; (4) have developed awareness of the physical, social, and cultural forces that shape the environment; (5) have developed creative decision-making skills; (5) have used appropriate tools and techniques in the design process; and (6) are committed to ethical professional standards in design.

Anticipated student learning outcomes include understanding: (1) the interdisciplinary nature of design and its role in architecture, urban planning, landscape architecture, and visual communications; (2) the traditions of political and social activism; (3) environmental factors that influence human interaction; and (4) basic semiotics theory as it relates to the use of signs, symbols, and iconography in communications design. Upon graduation, students are also expected to be able to produce design solutions that acknowledge the importance of design principles and aesthetic traditions, and articulate knowledge of design traditions in critique and process discussions. Additional student learning outcomes relate to problem-solving, interdisciplinary collaboration, design skills, professional conventions and ethics.

Relation to Institutional Mission and Academic Plan

Interdisciplinary teaching and problem-solving are at the core of the UW-Green Bay mission. The Design Arts program ties directly to these values, as the process inherent in any design-related activity requires interdisciplinary collaboration using problem-solving as a primary tool. Merging the Environmental Design curriculum into the Design Arts program promises to broaden the scope of the major and will bring new focus on the problem-solving

aspect of the curriculum. The resulting hybrid major will be unique among design programs and will align closely with UW-Green Bay's select mission as an interdisciplinary campus.

Implementation of the Design Arts major is a specific component of the institution's long- and short-term academic planning goal to grow UW-Green Bay's enrollment to 7500 students within the next eight years. The Design Arts major is designed to support the Growth Agenda and UW-Green Bay's mission to serve the region by providing programs that meet the needs of area businesses.

Program Assessment

Program assessment involves both a formal and informal process of reviewing studio portfolios, feedback from internship supervisors, and ongoing discussions among Design Arts faculty. The assessment model has been in place since 1999 and consists of portfolio evaluations in each course. Faculty identify issues and consider if and how teaching and curriculum might be improved. Evaluation of student interns is provided by site supervisors and is an important component of the Design Arts assessment mechanism. Internship portfolio reviews by faculty sponsors is another important evaluative tool. Finally, assessment of anticipated student learning outcomes is a specific component of the university-wide academic program review process that requires all programs to document how assessment results have been used to continually improve the quality and effectiveness of the program.

Need

The U.S. Department of Labor indicates that employment demand for graphic designers is expected to grow about as fast as the average for all occupations through the year 2014. Individuals with bachelor's degrees and skills using computer design technology will have the best opportunity, especially if they have skills in interactive media such as web and multimedia design. According to the Department of Labor, "demand for graphic designers should increase because of the rapidly expanding market for Web-based information and expansion of the video entertainment market, including television, movies, video and made-for-Internet outlets." Overseas outsourcing of some layout and design positions by publishing firms in the U.S. has eliminated some lower-level design and technical positions. However, the need for creative designers with problem-solving skills engaged in the development of communications strategies and branding will offset these losses.

State and regional need for design professionals remains strong, as Wisconsin has historically had a robust design and printing industry. Wisconsin's Workforce and Labor Market Information System (WORKnet) indicates that over a ten-year period from 2004-2014, graphic design positions will see an increase of 9.46%, or 140 additional positions each year. This projected increase does not account for the increased demand for design professionals that will occur as a significant percentage of the workforce nears retirement age. In the past, much of the growth in the graphic and package design professions in Northeast Wisconsin was due to the needs of the papermaking and paper-converting industry. More recently, commercial growth in the Fox Valley area has created an increased need for design professionals to produce a variety of design materials.

The emerging importance of E-commerce will continue to drive a need for web designers. The Fox Cities area is headquarters to a number of insurance corporations, many with in-house design studios. These in-house studios have high volumes of work and typically outsource a percentage of work to agencies and studios. Overall, the need for skilled entry-level professionals should remain high, especially as the necessity for E-commerce continues to grow.

Projected Enrollment (5 years)

Currently, the Design Arts program has 68 majors and 92 minors. From spring 2002 through fall 2006, an average of 20 students, with an emphasis in Design Arts, have graduated from the program each year although the number of graduating program majors overall has increased over the last two years. Moving the Design Arts program from an emphasis to an interdisciplinary major will make it more visible and is likely to attract more students. It is also likely that students, who would otherwise declare a minor in Design Arts, might choose to major in the program. This transition will result in steady enrollment numbers in core courses and, consequently, will not require additional resources for additional course sections. In addition, should program demand significantly increase, control measures have been discussed and could include program admission portfolio review, GPA requirements and 2nd year platform review. Projected attrition rates are based on the institution-wide graduation rates of students pursuing bachelor's degrees.

Year	Implementation year (major/minor)	2 nd year	3 rd year	4 th year
New students	20/28	24/24	28/20	28/20
Continuing students	68/92	61/83	65/80	72/72
Total enrollment	88/120	85/107	93/100	100/92
Graduating students	20/28	20/28	20/28	24/24

Comparable Programs in and Outside of Wisconsin

The Design Arts program at UW-Green Bay is unique in the state because of its interdisciplinary status and problem-centered focus. The program has been designed to mirror contemporary trends towards collaborative design as an effective tool in addressing complex problems. In addition, the program differs from other UW System graphic design programs in that it will be a hybrid program, merging both environmental and graphic communications courses into an interdisciplinary major. The most comparable programs within the UW system are traditional Visual/Graphic Design majors. Most four-year UW campuses offer programs in Visual/Graphic Design. The scope of these programs varies from campus to campus, but UW–Madison, -Milwaukee, -Oshkosh, -Stevens Point, -Stout, -Eau Claire, -Parkside, -Platteville and -Whitewater have graphic/visual design programs. Most of these campuses offer Bachelor of Fine Arts degrees that require between 75 and 82 credits to complete sub-major requirements in Graphic Design, compared to the fifty-six credit requirement of the proposed Design Arts major.

The University of Minnesota's Design Institute most closely reflects the goals of the proposed UW–Green Bay Design Arts program. The University of Minnesota System campuses also offer traditional B.F.A. programs in Art with sub-majors in graphic design. None offer B.A. programs that include graphic design as a component.

Collaboration

Design Arts faculty recently collaborated on a grant proposal with UW-Whitewater faculty to develop online instruction materials for design software skills development. Initial inquiries have been made regarding the use of Fox Valley Technical College courses in interior design to address specific interests of students. Discussions with the UW Colleges' two-year campuses will be pursued to identify courses that can be used as substitutions for supporting level requirements for students intending to transfer to UW–Green Bay to pursue a Design Arts major.

Diversity

The program is attractive to a significant cross-section of students on the UW-Green Bay campus because of the postgraduate professional possibilities. Students enrolled in the program reflect the increasing diversity of the student base on campus. Design has always been a forum for social activism and reform. Examples of work promoting gender and racial equity, diversity, environmental responsibility, and political activism are routinely included in class discussions. The history of design includes a proportional emphasis on the contributions of women and ethnic minorities. Samples of this work and biographical references are included in the introduction to graphic communications course. The Environmental Design program has long-standing ties to the Oneida Tribe of Indians as a result of project work and faculty consulting with the tribe. Much of the project work was concerned with the design of facilities and community development based in the traditions of Oneida social networks and lodging. A significant number of course assignments require student research into contemporary social and political issues. The assignments frequently require students to explore alternative viewpoints and develop visual communications materials that challenge their perspectives. Many of the general education courses at UW–Green Bay explore issues of diversity and campus degree requirements include completion of World Culture and Ethnic Studies courses.

The Design Arts program will also work closely with the award-winning Phuture Phoenix Program to attract incoming students from diverse racial and ethnic backgrounds. There is also a strong institutional commitment to diversifying the faculty through ongoing programs such as the Chancellor's Diversity Initiative that directly assists the academic deans with "seed" money to expand applicant pools and/or make "opportunity hires" that may not have been possible without this support.

Evaluation from External Reviewers

Reviewer #1 wrote, "The proposed Design Arts major at the University of Wisconsin-Green Bay describes a graphic design program with a larger look at society. This is an extremely exciting program." She concluded her report by stating, "I strongly believe that the existing

interdisciplinary major emphasis in Design Arts should be elevated to the status of an interdisciplinary major.”

Reviewer #2 indicated that the proposed Design Arts program is in line with national trends and student interest should be high due to the program’s focus on integrating media as opposed to working only in paper-based graphic design. The reviewer recommended that a dedicated faculty or staff member serve as the coordinator for internship placement and supervision, and that the program carefully assess the extent to which students have access to the necessary dedicated hardware and software to support the program’s curriculum. He concluded by stating that “the faculty have developed a viable degree program” and that the “proposal seems timely and appropriate.”

The program faculty reviewed and considered the comments and suggestions of both external reviewers. As the program develops, faculty will continually strive to enhance the quality of the program and will be mindful of the suggestions made by the reviewers.

Resource Needs

No new resources are needed to implement the program. There are currently 3.0 FTE tenured and tenure-track faculty members teaching the Design Arts and Environmental Design core course work. The salary for these positions and related S&E are supported by GPR funds. Clerical staff support for the program is provided by the Academic Department Associates currently budgeted to Arts and Visual Design.

All regular S&E expenses, such as telephone, duplicating and office supplies, are part of the unit budget. All regular computing expenses, including the graphics lab, at UW-Green Bay are covered by a campus-level fund. The unit does supply funds for hardware and software upgrades of faculty workstations.

RECOMMENDATION

The University of Wisconsin System recommends approval of Resolution I.1.f.(2), authorizing the implementation of the Bachelor of Arts in Design Arts at the University of Wisconsin-Green Bay.

RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review (November 10, 1995)
Academic Informational Series #1 (ACIS-1.0 revised June 2006)

Estimated Total Costs and Resources for Design Arts Major

	FIRST YEAR		SECOND YEAR		THIRD YEAR	
CURRENT COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel						
Faculty/Instructional Staff	3.0	153,901	3.0	158,518	3.0	163,273
Graduate Assistants						
Non-instructional Academic/Classified Staff	See narrative					
Non-personnel	See narrative		See narrative		See narrative	
Supplies & Expenses	5,500		5,500		5,500	
Capital Equipment	See narrative					
Library	See narrative					
Computing	See narrative					
Other: faculty development	500		500		500	
Subtotal	\$159,901		\$164,518		\$169,273	
ADDITIONAL COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel						
Nonpersonnel						
Other: fac comput upgrades	2,050					
Subtotal						
TOTAL COSTS	\$161,951		\$164,518		\$169,273	
CURRENT RESOURCES						
General Purpose Revenue (GPR)	\$159,901; see narrative for non-personnel		\$164,518		\$169,273	
Gifts and Grants						
Fees						
Other (Define) Lab Mod						
Subtotal	\$159,901		\$164,518		\$169,273	
ADDITIONAL RESOURCES						
GPR Reallocation (Specify source)						
Gifts and Grants						
Fees						
Other (Define) Lab Mod	2,050					
Subtotal						
TOTAL RESOURCES	\$161,951		\$164,518		\$169,273	

Program Authorization (Implementation)
B.A. in Arts Management
University of Wisconsin-Green Bay

EDUCATION COMMITTEE

Resolution I.1.f(3):

That, upon recommendation of the Chancellor of the University of Wisconsin-Green Bay and the President of the University of Wisconsin System, the Chancellor be authorized to implement the B.A. in Arts Management.

**NEW PROGRAM AUTHORIZATION
Bachelor of Arts in Arts Management
University of Wisconsin-Green Bay**

EXECUTIVE SUMMARY

BACKGROUND

In accordance with the procedures outlined in Academic Planning and Program Review (ACIS-1.0 revised June 2006), the new program proposal for a Bachelor of Arts in Arts Management at the University of Wisconsin-Green Bay is presented to the Board of Regents for consideration. If approved, the program will be subject to a Regent-mandated review to begin five years after its implementation. The University of Wisconsin-Green Bay and System Administration will conduct that review jointly, and the results will be reported to the Board of Regents.

The Arts Management concentration at UW-Green Bay began in 2000 as an interdisciplinary minor emphasis with an enrollment of six students. The minor emphasis was offered by the department of Arts and Visual Design and provided students majoring in disciplines such as music, theatre, and visual art an opportunity to enhance their major. In 2006-2007, over eighty students had declared the Arts Management minor emphasis and three students applied for and received permission to craft an individual major in Arts Management. In spring 2007, an Arts Management emphasis within the Arts and Visual Design major was approved and implemented. As of September, 2007, eighteen students had declared the Arts Management major emphasis. The current Arts Management emphasis will be transformed into interdisciplinary major status.

REQUESTED ACTION

Approval of Resolution I.1.f.(3) , authorizing the implementation of the Bachelor of Arts in Arts Management at the University of Wisconsin-Green Bay.

DISCUSSION

Program Description

The curriculum for the Arts Management major is designed to conform to the academic standards developed by the Wisconsin Arts Management Education Partnership (WAMEP), a consortium of arts management faculty at both UW System and private schools. These standards are based on the “Fundamental” academic standards developed by the Association of Arts Administration Educators for graduate programs in Arts Management and adapted to undergraduate needs.

The UW-Green Bay Arts Management major requirements for graduation includes a total of forty-eight (48) credits with a strong arts component (15 credits), reflecting the belief that “arts” and “management” are both necessary parts of the equation. The “management” side is

covered in arts management courses (21 credits) as well as supplementary courses in Public and Environmental Affairs (3-6 credits), and Communication and Business Administration (3-12 credits). Students are advised to take supplemental coursework that fits their career goals and skills. In addition, students will take courses in the history and practice of art, music, theatre or dance, and are highly encouraged to include a number of artistic disciplines in their study, to give them flexibility in career choices and credibility in the marketplace. An internship with an arts organization is an important component of the curriculum, allowing students to practice skills in a safe, supervised atmosphere. General Education and elective coursework totaling seventy-two credits rounds out the minimum degree requirement of 120 credits.

Program Goals and Objectives

Learning objectives and outcomes for this curriculum conform to the standards drafted by the Association of Arts Administration Educators (AAAE). The Wisconsin Arts Management Educational Partnership (WAMEP) has also drafted standards for arts management education at participating Wisconsin schools. These have been, and will continue to be used as learning objectives for the UW-Green Bay Program.

At graduation, students will possess (at both theoretical and practical levels) an understanding of: the roles of the arts and artists in society; the economic, political, and social environment for the arts; not-for-profit, for-profit, government, individual and informal arts organizations; the local, statewide and national resources available to the field; the relationship of the organization's mission to its community; and how technology can be integrated into the 21st century arts organization. The standards also include practical skills students should possess at graduation: an understanding of the financial needs of arts organizations; revenue sources for the arts; arts audiences and how to develop them; not-for-profit structure and personnel; basic business and management practices specific to the unique needs of the arts; and specialized areas as appropriate to each student's skills and career goals.

Specific student learning activities and outcomes are linked to each of these objectives. For example, the objective "Understanding of the financial needs of arts organizations" has a linked learning activity in the form of "Analysis of budgets and financial statements of arts organizations and preparation of a budget for a fictional arts organization."

Relation to Institutional Mission and Academic Plan

The University of Wisconsin-Green Bay's mission is to provide an interdisciplinary, problem-focused educational experience that prepares students to think critically and address complex issues in a multicultural and evolving world. The Arts Management major aligns with UW-Green Bay's mission in several ways. First, Arts Management by its very nature is interdisciplinary, providing experiences in several different art forms, as well as in management and business, marketing, communications, and financial management. Second, the major exemplifies the major focus of UW-Green Bay's academic planning efforts to support the region through programs that directly address community needs and that "Connect Learning to Life," a phrase used by UW-Green Bay to operationalize the concepts of "interdisciplinarity" and "problems-focused educational experiences." An important facet of several courses is work on

case studies involving actual scenarios from the region and elsewhere, and guest speakers from a variety of large and small arts organizations. Implementation of the arts management major is a specific component of the institution's long- and short-term academic planning goal to grow UW-Green Bay's enrollment to 7500 students within the next eight years. The arts management major is designed to support the Growth Agenda and UW-Green Bay's mission to serve the region by providing programs to meet the needs of area businesses.

Program Assessment

Assessment of anticipated student learning outcomes is a specific component of the university-wide academic program review process that requires all programs to document how assessment results have been used to continually improve the quality and effectiveness of the program. The learning outcomes for this program affect both curriculum and assessment. Course requirements include a variety of projects which allow students to simulate real-life situations, and they often interact with professionals in the field to help them better understand what will be required. Students complete an internship with a community arts organization, and their performance is assessed by their field supervisors based on established goals for the internship as well as knowledge of skills required by the field. Majors complete a portfolio consisting of applicable class projects, independent work, and internship evidence, which is assessed against learning outcomes prior to graduation. Faculty receive regular reviews and the program participates in ongoing programmatic review within the Unit (Arts and Visual Design), as well as university-wide reviews. Finally, the UW-Green Bay Career Services Office conducts annual surveys of students and employers to gauge placement rates and employer satisfaction with program graduates.

Need

The Arts Management program serves a distinct industry which has often struggled to find qualified individuals in smaller urban and rural communities like Green Bay and Northeastern Wisconsin because of the lack of a readily available Arts Management program.

Several national studies have recently been published which indicate the need for trained arts managers to staff existing institutions and accommodate anticipated future demand. During the second half of the 20th Century, the number of arts institutions in America increased dramatically. In 1949, there were two local arts councils in America (one of them in Madison). Currently, *Americans for the Arts* lists over 4,300 local arts councils as members.¹ In the 1980s, it was estimated that over 80% of arts managers came from the ranks of artists.² Arts management emerged as an academic field of study as economic conditions, competition, and changing laws required more specific skills.

In *The Leadership Deficit*, Thomas Tierney states that for the years spanning 2007 to 2016, 640,000 new senior managers will be needed in the nonprofit sector.³ Since arts and culture represent nearly 2% of nonprofit jobs,⁴ it is estimated that 12,800 new arts managers will

¹ Americans for the Arts, www.americansforthearts.org

² DiMaggio, Paul. *Managers of the Arts*. Washington, Seven Locks Press, 1987.

³ Tierney, Thomas. *The Leadership Deficit*. Stanford Social Innovation Review, Summer 2006.

⁴ The New Nonprofit Almanac. Independent Sector, 2001.

be needed by 2016 just to maintain existing jobs. With the growth of the arts as a factor in tourism, community image, and the new economy, some estimate this need to be even greater.

Wisconsin employment projections do not include arts management as a separate profession.⁵ UW-Green Bay graduates with the Arts Management minor emphasis have been able to find jobs within Wisconsin and elsewhere and while the exact need is not quantifiable, the placement rates are good.

Projected Enrollment (5 years)

Because there are only minor differences between the current emphasis and the proposed stand-alone major, numbers for the implementation year are based on current enrollments. The program currently relies on faculty members from several existing programs so estimates are included for both major and minor enrollment to reflect the total load possible for the program given current University resources. While the program has grown significantly since its inception in 2000, program personnel are also aware that it cannot grow beyond the current course cap limits without additional resources. Therefore, these estimates are based on a cap of 35 students admitted to the program each year. Within that total, the numbers of majors and minors may fluctuate. Of the 18 student pursuing the emphasis, over half are intending to complete a double major with an artistic discipline. Projected attrition rates are based on the institution-wide graduation rates of students pursuing bachelor's degrees.

Year	Implementation year (major/minor)	2nd year	3 rd year	4th year	5th year
New students admitted	10 / 23	10 / 25	10 / 25	14 / 27	15 / 26
Continuing students	14 / 22	17 / 27	15 / 29	13 / 29	13 / 28
Total enrollment	24 / 45	27 / 52	25 / 54	27 / 56	28 / 54
Graduating students	5 / 15	10 / 20	12 / 23	12 / 25	12 / 25

Comparable Programs in and Outside of Wisconsin

UW-Stevens Point has an Arts Management major similar to the proposed major. UW-Whitewater has a minor in Arts Management; UW-Parkside has both a minor and a certificate program. UW-LaCrosse has a major and minor in Theatre Management, and UW- Eau Claire has a certificate in Performing Arts Administration, focusing on Theatre Management. Viterbo University has a major in Arts Administration. It combines a strong Arts Management core with additional arts coursework and coursework in business, accounting and marketing, and also requires a three-credit internship. Like UW-Whitewater, Viterbo's program leans more toward the performing arts side, although one course in art history is required.

⁵ The Wisconsin Department of Workforce Development employment projection figures do not separate arts management or arts administration as a distinct profession. Several categories, including "Agents/Bus Mgrs Artists/Performers," "Comm/Social Service Mgrs," and "Public Relations Mgrs" could include arts management jobs.

Programs outside of Wisconsin include the University of Minnesota which has an Arts Management emphasis within its Master of Liberal Studies program. Arts Management undergraduate majors and minors also exist at Columbia College (Chicago), Butler University, and Eastern Michigan University. More programs exist at the graduate level (DePaul University, University of Illinois at Springfield).

The UW-Green Bay program will be the first in the northeast part of the state, affording opportunities for students currently pursuing an emphasis to be better prepared to pursue careers in arts management administration.

Collaboration

Since 2001, arts management faculty around Wisconsin have been collaborating on programs including student conferences and block-booking of guest speakers. Since 2001, three Arts Management Student Summits have been held (at UW-Whitewater, UW-Madison, and UW-Green Bay). A fourth is planned for the 2007-2008 school year. In 2005, the collaboration was formalized into the Wisconsin Arts Management Educational Partnership. This group has developed academic standards (see above), and created an online arts management course with a grant from the UW System Learning Technology Council that has been taught at all participating schools. The group is committed to acting as a “distance department,” providing services for students that are not possible in member individual programs, as well as a means to keep up with the latest scholarship of teaching and learning in the field.

In addition to collaborating with UW System schools and private colleges in Wisconsin, the UW-Green Bay program is examining a unusual collaboration with Northeastern Wisconsin Technical College. NWTC is considering adding a certificate program in arts entrepreneurship (with a focus on individual artists and crafters). UW-Green Bay is represented on the advisory development committee and opportunities for creating a pipeline to UW-Green Bay to complete four-year degrees have been discussed.

Diversity

The arts by nature are concerned with diversity and respecting the opinions and creative expressions of others. This attitude is deeply integrated into lower- and upper-level course work of the arts management curriculum, which operates under a basic philosophy that the arts are most successful when they truly reflect the community they serve. Some of the ways in which diversity issues are deliberately included are in discussions of community social issues, ethnic cultural expressions, artistic controversy, and the use of the arts in civic dialogue (in the “Arts in the Community” course); accommodating differences in audiences and volunteers (in “Managing Arts & Cultural Organizations”); program planning for diversity (also in “Managing Arts and Cultural Organizations”); and using the arts to examine social issues (all courses).

The arts management program will also work closely with the award-winning Phuture Phoenix Program to attract incoming students from diverse racial and ethnic backgrounds. There is a strong institutional commitment to diversifying the faculty through ongoing programs such as the Chancellor’s Diversity Initiative that directly assists the academic deans with “seed”

money to expand applicant pools and/or make “opportunity hires” that may not have been possible without this support.

Evaluation from External Reviewers

Reviewer #1 based his review in part on conversations with prospective employers of arts managers who have articulated the skills they desire when hiring individuals for Arts Management positions. He wrote, “What they desire are graduates who write well, who handle technology appropriately, and who display strong leadership qualities and in addition are able to multi-task.” The reviewer expressed the opinion that with some slight curricular adjustments the proposed program would address these needs and “will clearly excel in the training of arts managers.”

Reviewer #2 acknowledged that, currently, no standards exist for undergraduate Arts Management programs but did express the belief that the program, as described, would provide the critical foundation for an undergraduate program in arts management. Program strengths identified included “a good core of courses that are specific to the field of arts management” and “the attention paid to diversity.” He also expressed the opinion that “the arts management field will be experiencing retirements of the first wave of its managers in the next decade and an increased expectation of professionalism from those who will replace them.” With some minor reservations about resources, he fully supported the implementation of the proposal.

The program faculty reviewed and considered the comments and suggestions of both external reviewers. Many of the suggestions describe an optimal program that would require the immediate infusion of additional resources. As the program develops, faculty will continually strive to enhance the quality of the program and will be mindful of the suggestions made by the reviewers.

Resource Needs

No new resources are needed to implement the program. All of the courses in the major are currently being offered by the existing faculty, and it is anticipated that students pursuing the major can be accommodated in those courses without the need to expand. Clerical staff support for the program will be provided by the Academic Department Associates currently employed within the Arts and Visual Design department. The classified personnel provide support for all the programs housed within Arts and Visual Design and do not typically provide break down percentages of time (actual or allocated) to each program within Arts and Visual Design. All regular S&E expenses, such as telephone, duplicating, office supplies, are part of the existing budget. Expenses for computer workstations, software and network support are covered by a campus-level fund and not the responsibility of individual programs.

RECOMMENDATION

The University of Wisconsin System recommends approval of Resolution I.1.f.(3), authorizing the implementation of the Bachelor of Arts in Arts Management at the University of Wisconsin-Green Bay.

RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review (November 10, 1995)
Academic Informational Series #1 (ACIS-1.0 revised June 2006)

Estimated Total Costs and Resources for the Arts Management Major

	FIRST YEAR		SECOND YEAR		THIRD YEAR	
CURRENT COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel						
Faculty/Instructional Staff	3.5	\$167,892	3.5	\$172,928	3.5	\$178,117
Graduate Assistants						
Non-instructional Academic/Classified Staff	See	narrative				
Non-personnel	See narrative					
Supplies & Expenses	\$1,500		\$1,545		\$1,591	
Capital Equipment						
Library						
Computing						
Other (Define) faculty development	\$2,500		\$2,575		\$1,652	
Subtotal	\$171,892		\$177,048		\$181,360	
ADDITIONAL COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel						
Nonpersonnel						
Other						
Subtotal						
TOTAL COSTS						
CURRENT RESOURCES						
General Purpose Revenue (GPR)	\$171,892		\$177,048		\$181,360	
Gifts and Grants						
Fees						
Other (Define)						
Subtotal						
ADDITIONAL RESOURCES						
GPR Reallocation (Specify source)						
Gifts and Grants						
Fees						
Other (Define)						
Subtotal						
TOTAL RESOURCES	\$171,892		\$177,048		\$181,360	

Program Authorization (Implementation)
Bachelor's Degree in Social Work
University of Wisconsin-Stevens Point

EDUCATION COMMITTEE

Resolution I.1.f(4):

That, upon recommendation of the Chancellor of the University of Wisconsin-Stevens Point and the President of the University of Wisconsin System, the Chancellor be authorized to implement the Bachelor's Degree in Social Work.

**NEW PROGRAM AUTHORIZATION
Bachelor's Degree in Social Work
University of Wisconsin-Stevens Point**

EXECUTIVE SUMMARY

BACKGROUND

In accordance with the procedures outlined in Academic Planning and Program Review (ACIS-1.0 revised), the new program proposal for a Bachelor's Degree in Social Work at the University of Wisconsin-Stevens Point is presented to the Board of Regents for consideration. If approved, the program will be subject to a Regent-mandated review to begin five years after its implementation. The University of Wisconsin-Stevens Point and System Administration will conduct that review jointly, and the results will be reported to the Board of Regents.

The program was developed in response to a strong demand from UW-Stevens Point students, regional social service agencies that wished to hire certified undergraduate social workers, and place-bound working professionals who seek social work education. Representatives from regional social service agencies, including well-established adjunct faculty who are employed at several local agencies, as well as colleagues on other UW campuses, have been consulted in the planning process.

UW-Stevens Point has a well-established undergraduate minor in Native American and Rural Social Work, and the proposed major is a logical development to meet community and student needs. The Bachelor's Degree in Social Work will be one of two majors administered by the Department of Sociology within the College of Letters and Science. It will be headed by the Social Work Program Director, in keeping with Council on Social Work Education standards.

REQUESTED ACTION

Approval of Resolution I.1.f.(4), authorizing the implementation of a Bachelor's Degree in Social Work at the University of Wisconsin-Stevens Point.

DISCUSSION

Program Description

The Bachelor's Degree in Social Work will be initiated in the fall semester of 2009 with an initial enrollment of 25 students. The national standard for undergraduate programs in social work is to attain accreditation from the Council on Social Work Education (CSWE) and the proposed major is being developed in accord with CSWE requirements in order to attain full accreditation by 2012.

The proposed social work major consists of a minimum of 39 credits of core social work courses, seven credits of supporting courses, and six credits of electives, for a total of 52 credits.

In addition, students must fulfill the General Degree Requirements for either a Bachelor of Science or a Bachelor of Arts degree, as well as the University requirement of 120 credits for graduation.

Application for admission to the major will typically take place at the end of the sophomore year. Students seeking admission will be required to complete and submit an application form, along with letters of recommendation and a personal narrative statement. Seats will be limited within the social work major as indicated by the CSWE-recommended faculty-to-student ratio of 1:25.

According to the Educational Policy and Accreditation Standards (EPAS) maintained by CSWE, all social work programs must provide foundation content in the following areas: values and ethics; diversity; populations-at-risk and social and economic justice; human behavior and the social environment; social welfare policy and services; and social work practice, research, and field education. These content areas are infused into the proposed curriculum of 12 required social work courses and two required sociology courses. In addition, students must select two elective courses from among the other courses offered within social work or sociology. The program will have varied completion options tailored to students' educational needs, particularly those who are already professionally employed. All students will take the curriculum described above, though the rate at which they complete it will vary. Working professionals who want to return to school specifically for a social work degree can enroll part-time. The program will be supportive of this, while also meeting the needs of full-time students. In addition, students will have the option of completing all of their intern hours in one semester or spread them out over the course of two semesters.

Most coursework will be administered face-to-face, supplemented by online options for class interaction using learning software programs. Required pre-major courses will be offered online and/or through distance technology on a regular basis.

A Social Work Community Advisory Board will be established and comprised of the social work faculty and community representatives who have professional connections to the human services sector. Special efforts will be made to recruit representatives from the tribal communities who have a vested interest in the human services sector and in social work education. The function of the Advisory Board will be to assist the Social Work Program Committee and Department of Sociology in making educational policy and curriculum decisions, including those related to the social work field practicum.

Program Goal and Objectives

The program's goal is to educate professionals ready to assume direct practice social work positions and administrative leadership roles within human service agencies that specialize in serving diverse, rural populations, especially in north central Wisconsin. All course work will be infused with six fundamental themes:

1. A commitment to public sector practice;
2. A commitment to serving tribal and diverse constituencies;

3. A commitment to helping graduates assume administrative leadership roles;
4. An emphasis on family-focused practice;
5. An emphasis on serving clientele from rural areas; and
6. Interdisciplinary cooperation.

The curriculum will comply with the program objectives set forth by CSWE in their Educational Policy and Accreditation Standards (EPAS) document. As stated in this document, graduates of the undergraduate social work program will demonstrate the ability to:

- Apply critical thinking skills within the context of professional social work practice.
- Understand the value base of the profession and its ethical standards and principles, and practice accordingly.
- Practice without discrimination and with respect, knowledge, and skills related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.
- Understand the forms and mechanisms of oppression and discrimination and apply strategies of advocacy and social change that advance social and economic justice.
- Understand and interpret the history of the social work profession and its contemporary structures and issues.
- Apply the knowledge and skills of generalist social work practice with systems of all sizes.
- Use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities.
- Analyze, formulate, and influence social policies.
- Evaluate research studies, apply research findings to practice, and evaluate their own practice interventions.
- Use communication skills differentially across client populations, colleagues, and communities.
- Use supervision and consultation appropriate to social work practice.
- Function within the structure of organizations and service delivery systems and seek necessary organizational change.

As suggested by CSWE, a program may develop additional objectives in relation to its particular mission, goals, and educational level. As such, graduates of the social work program at UW-Stevens Point will also demonstrate the ability to:

- Meet the above objectives as they specifically relate to work in rural communities; and
- Meet the above objectives as they specifically relate to work with Native American individuals, families, organizations, and communities.

Upon completion of the accredited social work major, graduates will be eligible to sit for the State of Wisconsin Department of Regulation and Licensing basic social work certification examination and similar licensing/certification examinations in other states.

Relation to Institutional Mission

The baccalaureate in social work is consistent with the mission and academic plan of UW-Stevens Point and stands to make rich contributions to addressing the human needs and social challenges of the region the University serves. Through a focus on establishing collaborative exchanges between the University and the community, encouraging service learning opportunities, creating an accessible educational experience that is responsive to student needs, and fostering respect for human dignity and cultural diversity, the proposed program's educational purpose is congruent with the institutional mission of UW-Stevens Point.

This program fits exactly with the portion of the UW-Stevens Point mission which emphasizes service to the broader Central Wisconsin region. The Bachelor's Degree in Social Work is designed to meet the human service needs of the region's growing minority populations in Adams, Forest, Langlade, Lincoln, Marathon, Oneida, Portage, Shawano, Waupaca, Waushara, and Wood counties. The proposed Bachelor's Degree in Social Work will become a resource to county and tribal human service departments as they attempt to deal with their documented shortage of personnel. Native American tribes have been developing human service programs to meet the urgent needs of their members. However, they have had difficulty in hiring qualified people who are trained to meet culturally specific needs. This program has been specifically designed to help them meet this need.

Assessment and Program Evaluation

The CSWE accreditation process will serve as the program's initial mechanism for program evaluation. According to CSWE, accreditation provides a means for recognizing professional programs as having a level of performance, integrity, and quality that entitles them to the confidence of the educational community and the public they serve. The pre-candidacy, candidacy, and initial accreditation processes will involve extensive evaluation of the proposed program; success throughout this process will display evidence of the program's effectiveness and appropriateness.

During the 2008-2009 developmental phase, the program assessment plan will be designed to maintain compliance with CSWE guidelines and UW-Stevens Point assessment procedures.

Once the program is fully accredited, reaffirmation of accredited program status occurs every eight years (four years for a newly accredited program). Reaffirmation reviews include an extensive evaluation process conducted by CSWE including site visits, verification of compliance with accreditation eligibility requirements, and a self-study. The proposed social work program will utilize CSWE's process as a mechanism for program evaluation.

Need

There is a national, state, and regional need for increased numbers of social workers, which is generating the need for the UW-Stevens Point social work program. Results of a recent

study conducted by the National Association of Social Workers suggest an impending labor shortage (<http://www.naswdc.org/pressroom/2006/>).

The need for more trained social workers in Wisconsin is clear. According to data from the Wisconsin Department of Workforce Development (DWD), “social and human service assistants” is ranked eighth of all occupations in terms of projected growth during the time period 2002 to 2012. The projected job growth for social workers is 20% for the same time period. An estimated 6,600 social workers were employed in Wisconsin in 2002, and 7,940 are expected by 2012. DWD expects 2,470 unfilled job openings in this category during this ten-year period. In addition to preparing students for employment as social workers, baccalaureate programs in social work also prepare students for employment in a number of other social and human service occupations and for a variety of graduate programs. From 2004 to 2014, employment in these related social and human service occupations is projected to grow by 18.7%, with 2,070 openings occurring annually. The only occupational categories with higher growth expectations in Wisconsin are healthcare, computer technology, and the service industry ([http://dwd.wisconsin.gov/oea/long_term_projections/LT_occ_detail.xls?menuselection=da](http://dwd.wisconsin.gov/oea/long_term_projections/LT_occ_detail.xls?menuselection=da;); http://worknet.wisconsin.gov/worknet/joblist_highgrow.aspx?menuselection=js).

The student interest in, and regional employer demand for this major is clear. A 2005 survey of all students enrolled in social work courses indicated that 97.8% of sociology majors, and 100% of those who were in sociology with a social work emphasis, reported being very or somewhat likely to apply were UW-Stevens Point to offer a major in social work with a focus on Native American and rural practice. Similarly, a survey of human service providers and central Wisconsin tribes in the Stevens Point region made clear the need for this program. All of the nineteen respondents supported the program and agreed or strongly agreed that they have difficulty hiring human service personnel. The lack of the availability of a bachelor’s degree in social work in the region was one of the most common reasons cited for the difficulty in hiring. Twelve of the thirteen respondents from county agencies stated they preferred to hire individuals with a bachelor’s degree in social work, but were currently unable to fill their positions if they required a baccalaureate degree in social work.

Comparable Programs

In Wisconsin, there are currently thirteen accredited undergraduate social work programs: UW-Eau Claire, UW-Green Bay, UW-Madison, UW-Milwaukee, UW-Oshkosh, UW-River Falls, UW-Superior, UW-Whitewater, Carthage College, Concordia University, Marian College, Mount Mary College, and Viterbo University. These programs are frequently not an option for students who are place-bound in the Stevens Point region. Further, social work programs at other UW campuses have reported an inability to meet the demand for social work education through the existing programs and have encouraged the development of a new program at UW-Stevens Point. In addition, the proposed program’s curricular focus on rural and tribal issues is distinct from and does not compete with other accredited programs in Wisconsin and the neighboring states of Illinois, Indiana, Iowa, Michigan, and Minnesota.

Collaboration

Collaboration with regional and tribal social service agencies has been a key element in the development of the proposed program. These partnerships have been bolstered by the proven success of the minor in Native American and Rural Social Work. Limited course-sharing using distance education technology has already been undertaken with UW-Eau Claire, and collaboration with other UW campuses offering undergraduate programs in social work will likely be possible in the future. Until UW-Stevens Point has an accredited social work program, collaboration will remain limited due to restrictions on accredited programs utilizing the course offerings of non-accredited programs. The proposed major will place UW-Stevens Point on an equal footing with other campuses thereby enabling cooperative efforts. It would also put UW-Stevens Point in the position to work collaboratively with other UW social work programs to submit for state and federal grants in social work education.

Academic and Career Advising

In accordance with CSWE policy, students will be assigned a social work faculty advisor to guide them through the program, as well as advise them on career, licensing, and graduate school issues. Students will receive additional career advising from the Social Work Field Coordinator and their agency supervisor during their time in the social work field practicum.

Projected Enrollment (5 years)

Year	1 st year	2 nd year	3 rd year	4 th year	5 th year
New students admitted	25	29	25	29	25
Continuing students	0	21	25	21	25
Total enrollment	25	50	50	50	50
Graduating students	0	21	25	21	25

Diversity

Attention to diversity is a significant part of social work education. According to the Educational Policy and Accreditation Standards (EPAS) developed by CSWE, accredited programs must make “specific and continuous efforts to provide a learning context in which respect for all persons and understanding of diversity are practiced.” Further, diversity education is a major component of the foundation curriculum content. EPAS indicates that “social work programs integrate content that promotes understanding, affirmation, and respect for people from diverse backgrounds ... emphasizes the interlocking and complex nature of culture and personal identity ... ensures that social services meet the needs of groups served and are culturally relevant ... [and] educates students to recognize diversity within and between groups that may influence assessment, planning, intervention, and research.” All courses in the core social work curriculum will attend to diversity, and it will be the central focus in courses such as *Social Services in Rural Communities*, *Social Services in Native American Communities*, and *Social Work with Native Americans and Other Culturally Diverse Families*. Students will also have the

option of pursuing internship opportunities in tribal communities. Already, the UW-Stevens Point program has had student placements in all 11 tribal communities in Wisconsin.

As noted in EPAS, each program *is required to include content about population groups that are particularly relevant to the program's mission*. Although the proposed program will feature all underrepresented population groups residing in the central and north central regions of Wisconsin (i.e., Native Americans, Hmong and other Asian Americans, Latino/Hispanic Americans, African Americans, and others), it focuses on Native American and rural social work.

The American Indian Families Institute (AIFI) was established at UW-Stevens Point in 1991 to provide culturally relevant social work training to professionals who work with American Indian families in the state of Wisconsin. The AIFI will provide support for the proposed baccalaureate in social work by providing enrichment seminars, reading and visual materials, guest speakers, etc., for students as well as professionals. The program is also in the initial stages of developing distance courses with two tribal colleges that have strong social service programs.

The social work major will use the two social work faculty currently employed within the Sociology Department. One, the first Native American faculty person to be tenured at UW-Stevens Point, has strong connections to the tribes in Wisconsin through his roles as a tribal judge, social worker, researcher, educator, consultant, and advocate. The other has expertise in the areas of aging, health care, and death and dying. These specialty areas will allow the social work program to better prepare students to work in Wisconsin's aging society.

Because of its curricular emphasis on serving diverse groups of people, as well as its connections to the tribal community, this major will likely be attractive to students from many diverse backgrounds. Deliberate recruitment of students associated with the various tribes throughout Wisconsin will take place.

Evaluation from External Reviewers

The Department of Sociology asked two external reviewers who are well versed in social work program development and Council of Social Work Education standards to comment on the proposed major. Both reviewers concluded that the proposal presented strong evidence of the need for the program, and both expressed confidence that the program would be in high demand by qualified applicants well into the future. Both reviewers concluded that the curricular design is clearly outlined and is congruent with program goals. The reviewers also commented on the clear vision manifested by the department which led to its efforts to create a "unique accredited, undergraduate social work program emphasizing Native American and Rural Social Work." They also commented that other Bachelor's degree programs exist in Wisconsin, but they lack the emphases outlined in the authorization proposal.

The external reviewers also made useful recommendations for improvement, such as the responsibilities of the field coordinator and the number and types of elective courses in the

curriculum. After careful consideration of the reviewers' comments, The Social Work Task Force made revisions in response to their recommendations.

Resource Needs

The program will be funded by reallocation of existing faculty lines and salary dollars within UW-Stevens Point. The proposed social work curriculum requires an additional .25 FTE for an adjunct to teach one course each semester. The College of Letters and Science will internally reallocate .25 FTE to the Department of Sociology for the purpose of hiring an adjunct professor.

RECOMMENDATION

The University of Wisconsin System recommends approval of Resolution I.1.f.(4), authorizing the implementation of the Bachelor in Social Work at the University of Wisconsin-Stevens Point.

RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review (November 10, 1995), Academic Informational Series #1 (ACIS-1.0 revised June 2006).

Three-Year Budget for Social Work Major

CURRENT COSTS	First Year, 2009-10		Second Year, 2010-11		Third Year, 2011-12	
	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel						
Faculty/Instructional Staff	1.5	\$87,869	1.5	\$91,384	1.5	\$95,039
Student Assistants		\$412		\$428		\$446
Non-instructional Academic /Classified Staff	0.13	\$3,232	0.13	\$3,361	0.13	\$3,496
Non-personnel				\$0		\$0
Supplies & Equipment		\$2,785		\$2,896		\$3,012
Library		\$211		\$219		\$228
Other (Travel)		\$314		\$327		\$340
Subtotal		\$94,823		\$98,616		\$102,561
ADDITIONAL COSTS						
Personnel						
Faculty/Instructional Staff	0.75	\$38,484	0.75	\$40,023	0.75	\$41,624
Student Assistants		\$137		\$142		\$148
Non-instructional Academic /Classified Staff	0.04	\$995	0.04	\$1,035	0.04	\$1,076
Non-personnel				\$0		\$0
Supplies & Equipment		\$928		\$965		\$1,004
Library		\$70		\$73		\$76
Other (Travel)		\$105		\$109		\$114
Other (CSWE Fees)				\$4,855		\$5,049
Subtotal		\$40,719		\$47,203		\$49,091
TOTAL COSTS		\$135,542		\$145,819		\$151,652
CURRENT RESOURCES						
GPR	1.63	\$94,823	1.63	\$98,616	1.63	\$102,561
Subtotal		\$94,823		\$98,616		\$102,561
ADDITIONAL RESOURCES						
GPR Reallocation (Dept. of Soc. Budget)	0.79	\$40,719	0.79	\$42,348	0.79	\$44,042
Other (UW-SP)		\$0		\$4,855		\$5,049
Subtotal		\$40,719		\$47,203		\$49,091
TOTAL RESOURCES	2.42	\$135,542	2.42	\$145,819	2.42	\$151,652

* Based on 4% annual increase in costs and resources

Program Authorization (Implementation)
B.S. in Plastics Engineering
University of Wisconsin-Stout

EDUCATION COMMITTEE

Resolution I.1.f(5):

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 B.S. in Plastics Engineering.

NEW PROGRAM AUTHORIZATION

Bachelor of Science in Plastics Engineering University of Wisconsin-Stout

EXECUTIVE SUMMARY

BACKGROUND

In accordance with the procedures outlined in Academic Planning and Program Review (ACIS-1.0 revised June 2006), the new program proposal for a B.S. in Plastics Engineering at the University of Wisconsin-Stout is presented to the Board of Regents for consideration. If approved, the program will be subject to a Regent-mandated review to begin five years after its implementation. The University of Wisconsin-Stout and System Administration will conduct that review jointly, and the results will be reported to the Board of Regents.

REQUESTED ACTION

Approval of Resolution I.1.f.(5), authorizing the implementation of Plastics Engineering at the University of Wisconsin-Stout.

DISCUSSION

Program Description

The B.S. in Plastics Engineering will be offered on-campus to capitalize on extensive laboratory facilities that presently exist at UW-Stout. It will be housed in the College of Science, Technology, Engineering and Mathematics, and will be administered by the Engineering and Technology Department. This will be a calculus-based program which will progress from solid foundations in math and science through analysis to design. The program will concentrate on design of processes and equipment prevalent in the plastics manufacturing industry. It will include coverage of material selection and testing; processes such as injection molding, extrusion, thermoforming, blow molding, rotational molding; and design of tooling and machinery.

UW-Stout's B.S. in Manufacturing Engineering (accredited by the Accreditation Board for Engineering and Technology) provides coursework in plastics processing and tooling. The B.S. in Plastics Engineering will use the same engineering core courses as the Manufacturing Engineering program but will require six new polymer/plastics materials, processes, analysis, and testing courses in addition to two senior level design project courses. Both Manufacturing and Plastics Engineering programs will share the plastics laboratory and equipment. The curriculum for the B.S. in Plastics Engineering has been developed in accordance with the standards and criteria of the Accreditation Board for Engineering and Technology (ABET), and will provide an appropriate mixture of theoretical and practical instruction typical of the offerings of UW-Stout.

Students will complete 126 credits: 43 credits in general education; 20 credits in mathematics and basic sciences; and 63 in the engineering emphasis area. The 63 credits in the engineering emphasis consist of: 17 credits in an engineering core; 18 credits in plastics/polymer materials, processes, materials analysis, and testing; 18 credits in product and production systems; 9 credits in engineering and professional competitiveness; and 1 credit as a professional elective.

The UW-Stout 43-credit general education requirement provides breadth in the areas of communication, analytical reasoning, humanities and the arts, social and behavioral sciences, and the natural sciences. Also included are ethnic studies and global perspectives courses, which are designed to prepare the student to work in a diverse workplace and a global economy. The 20 credits in mathematics and basic sciences provide foundation courses in physics, chemistry of polymers, differential equations/linear algebra, and probability and statistics.

Program Goals and Objectives

UW-Stout has identified the following expectation for all graduates of baccalaureate degree programs. Graduates will possess:

1. The fundamental skills and knowledge defined by the University's approved goals for General Education;
2. The skills needed to perform successfully at the entry level in a career of their choice, and the ability to learn and adapt that will support their continuing career growth and development; and
3. The skills and attitudes necessary to have healthy interpersonal relationships in professional, civic, and personal life.

In addition, upon completion of the B.S. in the Plastics Engineering program, graduates will be able to:

1. Apply the principles of mathematics and science to the solution of practical problems;
2. Apply concepts of engineering analysis;
3. Design plastic products and manufacturing systems using contemporary methods;
4. Communicate effectively;
5. Function as a team facilitator or member;
6. Integrate sound management principles into the engineering process;
7. Practice his or her profession at the highest ethical standards;
8. Implement technology with an awareness of important societal issues;
9. Recognize the need for and have the ability to engage in life-long learning;
10. Understand global and cultural issues; and
11. Be able to synthesize coursework and develop an integrated understanding of the scientific and engineering principles underlying structure, properties, processing, and performance of plastic.

Relation to Institutional Mission and Academic Plan.

The B.S. in Plastics Engineering is a distinctive program that will be a valuable addition to UW-Stout's and the UW System's program array. The proposed program is consistent with UW-Stout's select mission, providing an approach to learning that involves combining theory, practice, and experimentation to address the changing needs of society. UW-Stout's designation as Wisconsin's Polytechnic University supports the introduction of the Plastics Engineering program as a career-focused degree that emphasizes the tenets of using applied learning, scientific theory, and research to solve real world problems, and collaborating with business and industry to grow the state's economy. As part of UW-Stout's future direction, the University's Academic Plan focuses on developing new programs such as Plastics Engineering that build upon the University's strengths in specific areas of technology and engineering.

Program Assessment

All degree programs offered at UW-Stout are evaluated based on the eleven criteria listed as standards for a UW-Stout baccalaureate degree, as well as the program-specific goals and objectives. Program assessment of student learning outcomes will be conducted annually. Methods used to assess student learning outcomes will correlate with program objectives and will be developed to include standardized tests, portfolios, course-embedded assessment, and other direct measures of student learning outcomes and performance. Results of the program assessment will be shared with key instructors, the department, the program advisory committee, and other stakeholders. With input from these constituents, the program director will develop plans for improvement which may include proposed modifications in course content, course sequencing, changes in teaching methods, or other proposed changes designed to improve student learning outcomes and performance.

The campus Planning and Review Committee (PRC) conducts formal reviews of all degree programs every seven years. The program director develops a self-assessment report based on student, program advisory committee member, and faculty input, which is then reviewed in a formal hearing conducted by the PRC with final results presented to the Faculty Senate and the Provost. The reviews are informed by graduate and employer surveys that are conducted to track one- and three-year alumni, and assess employer satisfaction with program graduates. The surveys contain questions related to the general education, as well as the technical and professional aspects of the program. The PRC identifies areas for improvement and department chairs, directors, and deans must respond with improvement plans that include a timeline for implementing changes.

Need

In a recent report from the Western Wisconsin Workforce Development Board Inc. (2006), one of the widely analyzed challenges for the future is the anticipated labor shortage of skilled workers in the region. Sixty-five percent of the respondents reported severe-to-moderate hiring shortages for scientists and engineers. Engineers were among the top three difficult-to-fill positions in plastics. This challenge will be further compounded by Wisconsin's development of

clusters in plastics and medical devices (most of which are made of plastics), Grow Wisconsin, expansion of existing plastics companies, and new plastics related industries moving into the region. The Plastics Engineering Ad Hoc Industrial Advisory Board has expressed a need for the program, indicating that its greatest challenge is finding qualified plastics engineers. UW-Stout Career Services consistently receives requests from recruiters for this area of expertise and posts job openings on its web sites for plastics engineers. It is expected that the development of the UW-Stout Plastics Engineering program will address the shortages.

Wisconsin is the hub of Midwest plastics manufacturing, the largest plastics market in the country. The state is within a 500-mile radius of 31% of the nation's population, 38% of the nation's manufacturing establishments, and half of the nation's top twenty metropolitan manufacturing centers. Within this 500-mile radius, a full 36% of the nation's plastic manufacturing occurs.

The national leadership of the State of Wisconsin in the manufacture of plastics products is jeopardized, however, by a shrinking pool of skilled labor, the rapidly increasing level of technical sophistication of labor skills, and a shortage of students interested in preparing for careers in technical areas.

An educated workforce is critical to the design and manufacture of increasingly sophisticated products to the quality levels necessary for competition in a global economy. The role of competent engineers in designing increasingly sophisticated systems and processes is central to this effort. These engineers must have a deep understanding of the industry component in which they work, thus increased specialization is a must. For the plastics industries to grow and prosper in Wisconsin, they will have to depend on engineers whose education focuses on their discipline. The University of Wisconsin-Stout is prepared and willing to educate Plastics Engineers who will bring Wisconsin to the forefront in the design, development, and manufacture of plastics products.

Projected Enrollment (5 years)

The table below presents five-year enrollment in the early stages of the program. There will be students who transfer into the program. The internal transfer students and continuing students should be roughly equal to those leaving the program due to attrition. Once the program is established, it is expected that there will be more transfers into the program than those who exit the program. Projections include new student admits, continuing students, total enrollment, and graduating students.

Year	Implementation year	2nd year	3rd year	4th year	5th year
New students	10	21	23	30	35
Continuing and internal students	0	9	27	45	65
Total enrollment	10	30	50	75	100
Graduating students				10	20

Comparable Programs in Wisconsin

The UW-Madison College of Engineering has a Polymer Engineering Center and an associated Polymer Engineering Consortium, and the primary focus of these programs is graduate education and research. Faculty at the Polymer Engineering Center at UW-Madison provide undergraduate instruction in plastics to Mechanical Engineering majors. There are no polymer/plastics engineering programs or programs addressing polymers or the manufacture of plastic products in the state. UW-Stout includes a plastics concentration within the B.S. in Engineering Technology program, which would be subsumed by the new program. UW-Platteville offers a minor in Plastics Processing Technology in coordination within its B.S. in Manufacturing Technology Management and its Center for Plastics Processing Technology.

Comparable Programs Outside Wisconsin

The only plastics engineering program accredited by the Accreditation Board for Engineering and Technology (ABET) is offered at the University of Massachusetts-Lowell. However, there are four programs with various other titles accredited by ABET. Program titles range from Mechanical Polymer Engineering at the University of Akron, to Polymer Science and Engineering at Case Western University, Polymer and Fiber Engineering at the Georgia Institute of Technology, and Polymer Science and Engineering at Pennsylvania State University. ABET-accredited plastics engineering technology programs exist at Pennsylvania College of Technology, Pennsylvania State University-Erie, Pittsburg State University in Kansas, and Western Washington University. A related ABET-accredited program, Composite Materials Engineering, is offered at Winona State University in Minnesota.

Collaboration

There are possibilities for collaboration and activities with plastics at UW-Platteville and UW-Madison. Officials from UW-Stout and these two institutions interact frequently concerning issues involving plastics manufacturing and are familiar with each other's capabilities. An articulation agreement exists between the Plastics Concentration of UW-Stout's Engineering Technology program and the Associate's Degree in Plastics at Madison Area Technical College. UW-Stout will pursue an articulation agreement with MATC for the Plastics Engineering Program.

A new business and industry plastics cluster is in its formative stage. Wisconsin is also home to a strong medical devices cluster which manufactures an array of instruments, machines, and devices designed to diagnose, cure, treat, or prevent disease. Many of these medical devices are molded or extruded from plastic. In Northwestern Wisconsin, it is expected that UW-Stout's Plastics Engineering program would be involved collaboratively with both clusters. It would also be expected that the Plastics Engineering program will be involved with Forward Wisconsin and its plastics industry efforts regarding workforce and economic development.

Diversity

The students in the Plastics Engineering program will be exposed to a diverse set of faculty and academic staff, students, industrial advisory board members, and internship/co-op opportunities in an extremely diverse industry. Global competitive/quality and diversity issues are infused in the current Engineering core courses and this practice will continue as the new Plastics Engineering courses are developed.

UW-Stout has several programs encouraging women, minorities, and other underrepresented populations to consider engineering as a career field. Current recruitment efforts in place include STEPS, a summer technology and engineering camp for the 7th and 10th grade girls, a partnership with Milwaukee's Bradley Technology and Trade High School, and the Engineering and Technology Career Days held on UW-Stout's campus. Retention efforts include faculty advisors who assist students in career planning, an active chapter of Society of Women Engineers (SWE), and other campus initiatives such as the Minority Student Services Office. The B.S. in Plastics Engineering program should ultimately benefit from the various efforts and complement the diverse programs. Program graduates will meet UW-Stout's Ethnic and Global Studies Requirements as well.

Evaluation from External Reviewers

Two individuals knowledgeable about this area of study reviewed the program. The reviewers affirmed the need for a Plastics Engineering program at the baccalaureate level. Their comments included but were not limited to the following: "The proposed curriculum would not only give students the ability to determine material properties, but also the means to interpret them and apply them for materials selection and design. Combining the existing equipment with a proposed budget for new equipment and maintenance of the new equipment is necessary for successful hands-on learning."

The proposed capstone courses at UW-Stout (PLAS-405 Capstone I and PLAS-410 Capstone II) were praised because they "are designed to test the abilities of the polymer engineering student to tackle real-world problems using the knowledge they have obtained throughout their schooling." UW-Stout proposes the use of Design of Experiment (DOE) to help determine significant factors and how they affect the response being studied. DOE is a tool that can be applied not only to processing parameters, but also to different material properties and designs. This truly allows the student to identify a problem, systematically approach it, and determine the best route by which to remedy the problem.

Based on the reviewers' recommendations, additional mechanical/physical/dimensional materials characterization equipment will need to be acquired in support of the existing processing equipment.

Resource Needs

In order to staff the instructional requirements for the coursework that is strictly plastic/polymer-related, a total of three additional engineering faculty members will be required for the program. UW-Stout requested and received base budget funding in the 2007-09 Biennial Budget for three faculty FTE that will be provided through GPR funds. The DIN budget provides salaries for a .25 FTE program director and 2.75 FTE faculty members.

The upgrade and maintenance of the plastics laboratory supporting the Plastics Engineering program will use annual DIN funding in the amount of \$80,970. Of this amount, \$65,000 annually will be dedicated to augmentation or modernization of existing equipment. The remaining \$15,970 is assigned to service and supply expenses. To adequately support a Plastics Engineering program, the test equipment in the existing laboratory will have to be upgraded (see the attached budget).

The budget form below depicts three (3.0 FTE) faculty teaching the Engineering core and the existing plastics courses under current costs. Expenditures also support the existing B.S. in Manufacturing Engineering and B.S. in Engineering Technology. A 3% increase is factored in for years two and three for personnel lines only.

RECOMMENDATION

The University of Wisconsin System recommends approval of Resolution [x] authorizing the implementation of the Plastics Engineering program at UW-Stout.

RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review (November 10, 1995), Academic Informational Series #1 (ACIS-1.0 revised June 2006)

	FIRST YEAR		SECOND YEAR		THIRD YEAR	
CURRENT COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel						
Faculty/Instructional Staff	3.0	\$294,777	3.0	\$303,620	3.0	\$312,729
Graduate Assistants						
Non-instructional Academic/Classified Staff		\$4,829		\$4,974		\$5,123
Non-personnel						
Supplies & Expenses		\$6,800		\$6,800		\$6,800
Capital Equipment						
Library						
Computing						
Other (Define)						
Subtotal		\$306,406		\$315,394		\$324,652
ADDITIONAL COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel	3.0	\$280,000	3.0	\$288,400	3.0	\$297,052
Non-personnel		\$80,970		\$80,970		\$80,970
Other		\$113,036		\$116,427		\$119,920
Subtotal		\$474,006		\$485,797		\$497,942
TOTAL COSTS		\$780,412		\$801,191		\$822,594
CURRENT RESOURCES						
General Purpose Revenue (GPR)		\$306,406		\$315,394		\$324,652
Gifts and Grants						
Fees						
Other (Define)						
Subtotal		\$306,406		\$315,394		\$324,652
ADDITIONAL RESOURCES						
GPR Reallocation (Specify source)		\$474,006 2007-09 DIN		\$485,797 2007-09 DIN		\$497,942 2007-09 DIN
Gifts and Grants						
Fees						
Other (Define)						
Subtotal		\$474,006		\$485,797		\$497,942
TOTAL RESOURCES		\$780,412		\$801,191		\$822,594

Program Authorization (Implementation)
M.A. in Spanish
University of Wisconsin-Milwaukee

EDUCATION COMMITTEE

Resolution I.1.f(6):

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 M.A. in Spanish.

NEW PROGRAM AUTHORIZATION
Master of Arts in Spanish
University of Wisconsin-Milwaukee

EXECUTIVE SUMMARY

BACKGROUND

In accordance with the procedures outlined in Academic Planning and Program Review (ACIS-1.0 revised June 2006), the new program proposal for a Master of Arts in Spanish at the University of Wisconsin-Milwaukee is presented to the Board of Regents for consideration. If approved, the program will be subject to a Regent-mandated review to begin five years after its implementation. The University of Wisconsin-Milwaukee and System Administration will conduct that review jointly, and the results will be reported to the Board of Regents.

Housed in the Department of Spanish and Portuguese, the proposed Master of Arts in Spanish will be a part of the College of Letters and Science. As part of the College, it will be able to draw on the considerable curricular resources of the Master of Arts in Foreign Languages and Linguistics (MAFL) program, the Department of English, and the program in Comparative Literature, which is part of the Department of French, Italian, and Comparative Literature. The Department of Spanish and Portuguese also enjoys excellent working relationships with the Center for Latin American and Caribbean Studies, the Center for International Education, the Center for 21st Century Studies, and the Roberto Hernández Center. The M.A. in Spanish will allow immersion in the study of the Spanish language and the culture and literatures of the Hispanic world, and the name of the degree will emphasize the program's disciplinary integrity. The goal of the Spanish M.A. is to prepare students to pursue additional advanced degrees or careers in teaching and other fields that require full proficiency in the Spanish language as well as mastery of Hispanic literature and culture.

REQUESTED ACTION

Approval of Resolution I.1.f.(6), authorizing the implementation of the Master of Arts in Spanish at the University of Wisconsin-Milwaukee.

DISCUSSION

Program Description

Currently, graduate study in Spanish at the University of Wisconsin-Milwaukee can only be accomplished through the current MAFL, an interdisciplinary and interdepartmental program that, by definition, limits the extent to which students can concentrate in Hispanic language, literature, and culture. The proposed Master of Arts in Spanish will allow immersion in the study of the Spanish cultures, language, linguistics, and literatures of the Hispanic world by focusing on a prescribed series of courses structured to form a coherent whole, which, in turn, is designed to make students fully conversant with the aforementioned areas. The goal of the Spanish M.A. is to prepare students to pursue additional advanced degrees or careers in teaching

and other fields that require full proficiency in the Spanish language as well as mastery of Hispanic literature and culture (which the MAFLLL does not).

The Spanish M.A. program will accept applications for both the fall and spring semesters. The application for admission must be submitted to the Graduate School, along with transcripts and other required documents. Requirements for admission to full graduate standing in the Department are as follows:

1. A bachelor's degree from an accredited college or university with a major in Spanish, foreign languages with an emphasis in Spanish, comparative literature, Hispanic linguistics, or translation; or with a combination of courses that will, in the opinion of the Department, allow the student to participate fully in the program by virtue of linguistic competence in Spanish; or immersion experience; or native fluency; or demonstrated competence in a qualifying examination;
2. A 3.0 grade point average in the last 60 hours of undergraduate course work;
3. A narrative statement of intent, written in Spanish that describes the applicant's accomplishments and plans for the future; and
4. Three letters of recommendation from former professors or advisors.

The thirty-credit M.A. degree in Spanish offers both non-thesis and thesis options, with the latter including a maximum of six credits granted toward the thesis. Specifically, the requirements for graduation include: 1) twelve credits in Spanish or Spanish-American literature and culture courses at the 700 level or above; 2) a minimum of six credits in advanced language and/or linguistics courses in Spanish; 3) Spanish 441 – History of the Spanish Language, or equivalent; 4) six credits in advanced courses in Spanish culture, language, linguistics, literature, thesis, or related courses; and 5) an advanced course in literary criticism. Additionally, students must demonstrate a reading competency in a second Romance language, separate and apart from the 30 credits in Spanish content, and pass a comprehensive final examination.

Program Goals and Objectives

The program consists of a series of courses structured to form a coherent whole, designed to make students fully conversant with Hispanic cultural, language, linguistic and literary issues, and proficient in the Spanish language. Spanish M.A. graduates who subsequently wish to pursue the Ph.D. will be very advanced in the process of mastering the area in which they wish to specialize in their doctoral studies. In recognition of such, the Department of Spanish and Portuguese has identified five learning outcomes for its M.A. majors in Spanish. These educational goals relate closely to the National Standard for Foreign Language Learning, as recommended by the American Council of Teachers of Foreign Languages. Students will be able:

1. To communicate with an advanced or high-level of Spanish proficiency in all four skill areas including listening, reading, writing, and speaking. This includes the ability to comprehend authentic documents, different dialects, and to express advanced levels of proficiency through formal presentations and one-way dialogue (See ACTFL Standards 1.2 through 1.3 – Communication);
2. To develop an advanced understanding and appreciation of Hispanic cultures and communities throughout the world, and analyze and draw cross-cultural differences

- which will be essential to future careers in a growing global environment (See ACTFL Standards 2.1, 2.2-Cultures and 4.2 – Comparisons);
3. To build a foundation of knowledge in the areas of Spanish or Spanish-American literature, culture, and linguistics, which will give students the breadth necessary for subsequent specialization in doctoral studies;
 4. To develop and expand research and analytical skills within the area of Hispanic Studies, including literary analysis, cultural studies, and linguistic analysis (See ACTFL Standards 3.1, 3.2 – Connections); and
 5. To develop basic reading competencies in an additional romance language to prepare students for further research and provide broader career options.

Relation to Institutional Mission

The emphasis of the Master of Arts in Spanish on 1) providing students with a rigorous critical foundation; and 2) allowing them ample opportunity for intensive scholarly work based on a strong foundation in the literatures and cultures of Spain and Latin America, as well as linguistic theories and praxis, contributes effectively and directly to fulfilling UW-Milwaukee's goal of becoming "one of America's premier urban universities."

Two recent academic developments are also relevant to this proposal and its relation to the Institutional Mission: first, the Department is participating actively in the creation and implementation of a new undergraduate Latin American, Caribbean, and U.S. Latino studies major, to be housed in the Center for Latin American and Caribbean Studies. This undergraduate major will serve as a natural source of students for the new M.A. in Spanish. Second, in light of Chancellor Carlos Santiago's initiative to expand the number of doctoral programs at UW-Milwaukee, the Department of Spanish and Portuguese is in the initial stages of developing a request for an entitlement to plan a Ph.D. in Spanish, Latin American, and U.S. Latino Studies, a program that would be the only one of its kind in the State of Wisconsin. The Spanish M.A. would prepare students for this potential Ph.D. program.

Additionally, the M.A. in Spanish can be directly linked to at least three portions of UW-Milwaukee's mission as a major urban university that meets the diverse needs of Wisconsin's largest metropolitan area, develops and maintains high quality graduate education programs appropriate to a major urban doctoral university, and provides educational leadership in meeting future social and cultural challenges. The proposed degree program will assist UW-Milwaukee in serving the urban needs and inhabitants of southeast Wisconsin, in particular both those of, and those working with, Hispanics—which, according to the U.S. Census Bureau, grew some 41% between 2000 and 2007 and now comprises some 4.9% of the state's population.

Program Assessment

Assessment will include both direct and indirect measures.

Direct measures:

1. Portfolio – Students will be asked to assemble a portfolio containing selected research papers that have earned superior grades and comments from faculty

members concerning their quality, to be submitted upon successfully completing the final comprehensive examination.

2. M.A. Comprehensive Exam – This five-hour written examination is based on courses taken by the student and on the Department’s established reading list.

Indirect measures:

1. Student self-survey – Students will fill out a “Completion of M.A. Program Evaluation Form,” assessing the value of the courses they have taken and making recommendations for improving any aspects of the program that they deem in need of revising.
2. Alumni Survey – Graduates of the program will be contacted three years after they have graduated and asked to assess how the program has helped them to achieve their professional goals and what, if any, changes they would recommend.

A formal examination of the above measures—in relation to the five learning outcomes identified above—will be carried out annually by the departmental Curriculum and Assessment Committee, reporting recommendations to be implemented to the graduate faculty. This will help the departmental faculty assess how the program’s goals are being achieved, what changes need to be made in classes, instruction, and/or the program, and implement those changes in order for the students to reach maximum potential in achieving programmatic goals.

Need

It is expected that UW-Milwaukee’s M.A. in Spanish program will become the natural destination for those persons living in southeastern Wisconsin who are interested in pursuing a graduate degree in Spanish. It is very likely that many Hispanics will be part of that group, whose number in the greater Milwaukee area already has surpassed 79,000, or about 10 percent of the population of Milwaukee, according to the 2003 estimated U.S. Census. At the same time, the demand for Spanish teachers in the Milwaukee area (and in the whole country) is growing constantly, as is the demand for persons fluent in what already is the second language in the United States, spoken by some 30 million people. In fact, it could be argued—and has been by some—that Spanish is no longer a foreign language in the United States.

UW-Milwaukee Master of Arts in Foreign Languages and Linguistics (MAFLL) graduates with a concentration in Spanish have done very well in securing employment, mainly as secondary school teachers, but also with jobs in business and in government agencies. Given present national trends in demand for qualified English-Spanish bilingual individuals, there is no reason to doubt that graduates of UW-Milwaukee’s M.A. in Spanish will find employment easily in education, international business, public policy, law, criminal justice, and social work. In fact, the new M.A. in Spanish should make it easier for them to obtain jobs, both because their training in Spanish will be more rigorous than now is possible through MAFLL and because the title of their degree will identify their expertise to prospective employers more clearly than does the MAFLL degree with a Spanish concentration.

Additionally, the Wisconsin Department of Workforce Development's 2004-2014 employment projections indicate that some 1.07 million total job openings will occur in the state during that time period, of which 8% will require more than a bachelor's degree. Hispanics are already the largest minority demographic in the U.S. (with 260,500+ living in Wisconsin), and according to the Bureau of Labor Statistics, will comprise almost one out of every six members of the U.S. workforce in 2014. It is projected that 71% of these citizens will be Spanish-speaking, intensifying the need for highly bilingual and bicultural competency—skills reflected in the M.A. program's learning objectives.

Finally, for students who wish to pursue the Ph.D. in Spanish—with its focus on Peninsular Spanish or Latin American literature—an M.A. in Spanish, rather than a concentration in Spanish (as provided by MAFL), is critically important. In fact, recent data reflecting results of MAFL final comprehensive exams clearly show that the students concentrating in Spanish need additional preparation to be competitive for admission to some of the top programs in the country, a comment also substantiated by one of the proposed program's outside reviewers.

Projected Enrollment (5 years)

Year	Implementation year	2nd year	3rd year	4th year	5th year
New students admitted	15	10	12	13	14
Continuing students*		9	10	12	13
Total enrollment	15	19	22	25	27
Graduating students	5**	8	9	11	12

* Assumes a 10% non-continuance rate.

**Graduates during the first year of implementation will come from those students who decide to transfer from the current MAFL program to the M.A. in Spanish.

Comparable Programs

There is only one other Master of Arts in Spanish in the UW System, at UW-Madison. In Milwaukee, only Marquette University offers an M.A. as well as an M.A.T. in Spanish. These programs are very small and, because Marquette is a private university, rather costly for students who do not receive teaching assistantships. Three area colleges—Alverno, Carroll, and Concordia—offer an M.A. in Education that allows students to do some work in Spanish, but none of these have an M.A. focusing entirely on Spanish.

Programs similar to the one proposed by UW-Milwaukee exist in Illinois, Michigan, Iowa, and Minnesota and are available to qualified college graduates from Wisconsin. However given the aforementioned growing Hispanic population in Wisconsin, and Milwaukee in particular, the proposed M.A. in Spanish at UW-Milwaukee is much more accessible to that demographic section, and therefore is more likely than out-of-state programs to serve their needs.

Collaboration

The Department of Spanish and Portuguese does not believe it is feasible to offer the proposed M.A. cooperatively with another institution in the area (see “Comparable Programs,” above, for discussion of the M.A., M.A.T., and Masters in Education options in the Milwaukee area) nor would it be effective as a “sub-major” of an existing program. On the other hand, the Department will investigate the possibility of collaborating with UW campuses relatively close to UW-Milwaukee (e.g., UW-Parkside, -Oshkosh, -Stevens Point, and -Green Bay), to allow students from those areas to enroll in the UW-Milwaukee program and to complete appropriate courses at those campuses for transfer (within limits allowed by the Graduate School) to count toward the M.A. in Spanish at UW-Milwaukee. The new M.A. program will benefit from the Department’s extensive collaboration with the UW-Milwaukee Center for Latin American and Caribbean Studies, the Center for International Education, the School of Education, the English Department, the Department of Foreign Languages and Linguistics, and the Department of French, Italian and Comparative Literature, among other departments, centers, and programs on campus. The requirement of one course in Spanish or Latin American history for all students will enhance the Department’s collaboration with the Department of History.

Diversity

Curriculum: The very nature of this program provides many opportunities to serve the UW-Milwaukee’s diversity goals through a curriculum that exposes students to a variety of Hispanic cultures and communities within the U.S. and throughout the world. The curriculum also equips students with the ability to analyze cross-cultural differences preparing them for an increasingly global society.

Students: Given its focus on the language, literatures, and cultures of the Hispanic world, the program expects to attract students not only from the United States, but from Spain, Latin America, the Caribbean, and other geographic areas where there is a Hispanic cultural influence—especially those countries where UW-Milwaukee faculty have personal contacts. A strong indication that diversity is, in fact, guaranteed can be found in the ethnic, cultural, and gender diversity of students, faculty, and staff now in the Spanish B.A. program, as well as the MAFLLL program who are concentrating in Spanish.

The program’s current undergraduate majors (the primary population from which M.A. students should come) are composed of 65.7% female and 34.3% male, of which 76.1% are white, 19.7% are Hispanic, 3% are African-American, and 1.5% American Indian. And while specific data for Spanish M.A. programs nationwide is generally not available, the Modern Language Association’s report on 2006 Ph.D. graduates in all foreign languages (http://www.ade.org/reports/SEDrpt_2006_preprint.pdf) indicates that the program performs above the national average with regard to diversity in the area of Hispanic and Native American students. The program intends to maintain high numbers in those areas while increasing numbers in other areas.

Faculty and Staff: Diversity is also evident in both the Department’s undergraduate and

graduate faculty. Of the seven current graduate faculty members in Spanish, four are Hispanic (representing four different countries), and three are women (the eleven full-time Spanish faculty members in the department are composed of eight Hispanics and seven women).

Evaluation from External Reviewers

The outside reviewers, in general, heartily endorsed the proposed Master of Arts in Spanish. Professor Wilcox (from the University of Illinois at Urbana-Champaign and immediate past President of the American Association of Teachers of Spanish and Portuguese) stated that: “It is clear to me that there exists a need for an MA in Spanish on a state campus in the Milwaukee area and that UW-Milwaukee has the qualified personnel to offer such a degree” and “I believe that the MA proposed for UW-Milwaukee is a sensible suggestion and that it has all the hallmarks of becoming a successful program.” Professor Turner (Spanish Professor and Director of International Affairs at the University of Nebraska) remarked that: “I endorse without reservation the rationale for the proposed program for a Master of Arts in Spanish” and “You may [be] sure that I will follow developments with keen interest, and should the proposal receive acceptance by the University of Wisconsin-Milwaukee, I will be among the first to recommend the Master of Arts in Spanish to colleagues and to students.”

Only one substantial change was recommended by the reviewers (Turner), that of altering the title to a “Master of Arts in Hispanic Studies.” However, after careful deliberation the Department decided against that suggestion since an M.A. in Hispanic Studies is, by definition, an interdisciplinary degree most usually awarded for a program of study (i.e., coursework) involving multiple departments and curriculum possibilities. The current M.A. in Spanish proposal is not such an interdisciplinary degree; it is, instead, a program focusing on Spanish. If students wish to undertake an interdisciplinary program in Spanish/Hispanic Studies or a double concentration in Spanish and another field, the MAFL program will still be available to them. The purpose of the M.A. in Spanish, as stated above, is to prepare students to pursue additional advanced degrees or careers in teaching and other fields that require full proficiency in the Spanish language, as well as mastery of Hispanic literature and culture.

Resource Needs

Initially, the proposed program will not require additional faculty members since the courses are already being taught as a part of the MAFL, emphasis Spanish, program. However, if the Master of Arts in Spanish growth projections are attained as expected, it will require at least one more assistant or associate professor within the first two years of the program. Given the varied nature of the field, the program’s most pressing need is for a specialist in the literature of Spain (Peninsular); in addition, should the M.A. program continue to grow, future hires will be requested, when appropriate, in the areas of linguistics (Hispanic) and the literature of Latin America (Colonialism). Such growth will be supported by an increase in tuition revenues. The Dean supports the hiring of new faculty to support projected increased growth as the program develops. The addition of 1.0 FTE TA in the first year and 0.5 FTE in each of the two subsequent years will allow the program to meet a large part of this increased demand. All of the aforementioned areas complement fields of specialization already available in the Department. Recruitment of new faculty members as enrollments increase is especially important because of the Department’s commitment to close mentoring of students by faculty members, a feature of

the program that is one of its salient strengths, as well as the extensive assessment procedures that the Department is undertaking.

The program will require a small increase in the department's S&E budget (presently \$16,835) mainly to cover the cost of brochures and their distribution to colleges and other places in the area from which applicants will be sought (estimated cost: \$1000). If the success of the program results in an increase in the number of faculty members, the departmental S&E budget will have to be increased to address the needs of these new faculty members.

RECOMMENDATION

The University of Wisconsin System recommends approval of Resolution I.1.f.(6), authorizing the implementation of the Master of Arts in Spanish at the University of Wisconsin-Milwaukee.

RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review, Academic Informational Series #1 (ACIS-1.0 revised June 2006).

Estimated Total Costs and Income

	FIRST YEAR 2008-2009		SECOND YEAR 2009-2010		THIRD YEAR 2010-2011	
CURRENT COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel						
Faculty/Instructional Staff ¹	2.00	\$162,935	2.00	\$167,823	2.00	\$172,857
Graduate Assistants	7.61	\$229,936	7.61	\$236,834	7.61	\$243,939
Non-instructional Academic/ Classified Staff ²	0.30	\$10,610	0.20	\$7,285	0.20	\$7,504
Non-personnel						
Supplies & Equipment		\$3,367		\$3,367		\$3,367
Subtotal		\$406,848		\$415,309		\$427,667
ADDITIONAL COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel						
Faculty/Instructional Staff ³			0.25	\$18,760	0.25	\$19,323
Graduate Assistants	1.0	\$29,877	1.5	\$47,509	2.0	\$63,943
Non-instructional Academic/ Classified Staff						
Non-personnel						
Supplies & Equipment		\$1,240		\$1,240		\$1,240
Subtotal		\$31,117		\$67,509		\$84,506
TOTAL COSTS		\$437,965		\$482,818		\$512,173
CURRENT RESOURCES						
GPR		\$406,848		\$415,309		\$427,667
Subtotal		\$406,848		\$415,309		\$427,667
ADDITIONAL RESOURCES						
GPR Reallocation (list sources) - vacant faculty/staff positions		\$31,117		\$67,509		\$84,506
Subtotal		\$31,117		\$67,509		\$84,506
TOTAL RESOURCES		\$437,965		\$482,818		\$512,173

¹FTE based on 8 faculty members devoting 25% time to this program (currently teaching courses in the Spanish emphasis MAFL program; advising master's students).

²FTE based on one classified staff member devoting 30% time to this program in the first year and 20% thereafter.

³FTE based on one new faculty member contributing 25% to program.

Program Authorization (Implementation)
M.A. in Women's Studies
University of Wisconsin-Milwaukee

EDUCATION COMMITTEE

Resolution I.1.f(7):

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 M.A. in Women's Studies.

**NEW PROGRAM AUTHORIZATION
Master of Arts in Women's Studies
University of Wisconsin-Milwaukee**

EXECUTIVE SUMMARY

BACKGROUND

In accordance with the procedures outlined in Academic Planning and Program review (ACIS-1.0 revised June 2006), the new program proposal for a Master of Arts in Women's Studies at the University of Wisconsin-Milwaukee is presented to the Board of Regents for consideration. If approved, the program will be subject to a Regent-mandated review to begin five years after its implementation. The University of Wisconsin-Milwaukee and System Administration will conduct that review jointly, and the results will be reported to the Board of Regents.

The Women's Studies program has long been a national leader in the field and a model of interdisciplinary education at UW-Milwaukee. It is the oldest Women's Studies program in Wisconsin, established in 1974 as the Office of Women's Studies under the purview of the Vice Chancellor. The program offered an interdisciplinary major in Women's Studies through the College of Letters and Science Committee Interdisciplinary Major (CIM), and later added undergraduate and graduate certificates in Women's Studies. Over the past thirty years, it has become the Center for Women's Studies, housed in the College of Letters and Science. The B.A. and minor in Women's Studies were implemented in 2005 to replace the original interdisciplinary major and undergraduate certificate. The M.A. in Women's Studies will combine advanced-level Women's Studies courses in feminist theory, research, global feminisms, and various topics, with graduate-level curriculum from across the disciplines. The graduate degree will add depth to and complement the existing graduate certificate program, and prepare students for doctoral studies or careers requiring advanced research.

REQUESTED ACTION

Approval of Resolution I.1.f.(7), authorizing the implementation of the M.A. in Women's Studies at the University of Wisconsin-Milwaukee.

DISCUSSION

Program Description

The age of information technology and international communication necessitates that urban citizens become global citizens. Global and metropolitan contexts are explored best within interdisciplinary educational and research programs, such as Women's Studies, which cross disciplinary boundaries and draw on traditional disciplines. In the twenty-first century, educational and research programs must be tailored to explore and impart interdisciplinary knowledge in a manner that emphasizes the relationship between theoretical and practical

learning. The Women's Studies M.A. program meets these needs with a core curriculum (see below) that reinforces the interconnectedness of theory, analysis, and practice both within and outside of the classroom. Exposure to multiple knowledge bases and multiple disciplinary approaches to women's and gender issues produces an essential appreciation of women's diverse experiences based on age, race, sexuality, class, religion, and ability status, among other factors. The Master of Arts in Women's Studies is designed to serve students who intend to pursue additional academic degrees and students who seek graduate credentials to further their career goals.

Admissions and Advising: Admissions, fellowship, and teaching assistantship decisions will be made by the Women's Studies Graduate Committee; graduate advising will be the responsibility of the Director of the Center for Women's Studies and faculty members with joint-appointments in Women's Studies and graduate faculty status.

Curriculum: To earn an M.A. in Women's Studies, students must complete 24 or 27 credits (thesis option includes three thesis credits), of which 12-15 credits are in required Women's Studies courses and 9-12 credits in appropriate graduate level courses offered in Women's Studies or in other departments. Four Women's Studies (WMNS) courses are required: Global Feminisms, Graduate Feminist Theory, Graduate Feminist Research Methods, and Women's Studies Practicum. The remaining credits may be completed in WMNS graduate courses or in approved cross-listed courses. The Women's Studies program also will schedule late afternoon and evening graduate classes to accommodate working adults and other non-traditional students. In addition, it will expand its current practice of offering undergraduate WMNS courses on-line to include WMNS graduate courses.

Degree Completion Requirements: Students have the option of completing their master's degree with a written thesis, paper or project, or comprehensive examination. All options include an oral defense. The M.A. in Women's Studies will conform to the UW-Milwaukee Graduate School time-to-degree requirements, under which students must complete their master's degree within five years of enrollment.

Program Goals and Objectives

The Master of Arts in Women's Studies integrates theoretical understanding and practical experience in an interdisciplinary structure that takes advantage of the unique opportunities offered by UW-Milwaukee's metropolitan setting. Students completing an M.A. in Women's Studies will:

- Gain an understanding of Women's Studies as an interdisciplinary field of study and research;
- Demonstrate an advanced understanding of feminist theory;
- Develop critical thinking skills that will enable them to analyze competing perspectives and integrate various bodies of knowledge across traditional academic boundaries, paying particular attention to gender-based assumptions and their consequences on individuals and social and cultural groups;
- Apply feminist theory and research methods to practical situations; and

- Acquire the background necessary for entry into Ph.D. programs in Women's Studies.

Measurement of these outcomes will be based on a student's final work in required courses, and M.A. completion product (thesis, paper or project, or examination) and defense. In addition to skills specific to the Women's Studies M.A., students will develop a set of more general skills that will prepare them for: further graduate study in many fields of the humanities, social sciences, or professions; and career fields that require an advanced degree, including work in non-profit organizations, business, the creative arts, education, government and public policy, journalism, law, medicine, publishing, science, the social sciences, and social work.

Relation to Institutional Mission

The Master of Arts in Women's Studies is an outgrowth of UW-Milwaukee's mission to provide innovative and comprehensive graduate education. The academic programs and initiatives of Women's Studies contribute substantially to the goals of the College of Letters and Science and the University, particularly the commitment to metropolitan diversity. As its Strategic Plan states, UW-Milwaukee is the major urban campus in the UW System, and, as such, it has a "special opportunity and responsibility to provide postsecondary education to a diverse population." The Select Mission of UW-Milwaukee includes a commitment to "further academic and professional opportunities at all levels for women, minority, part-time, and financially or educationally disadvantaged students." To that end, a master's program in Women's Studies is uniquely positioned both to attract women pursuing academic careers and to bring into the academy women in the workforce and from underrepresented groups. Moreover, the discipline of Women's Studies examines gender formations within and outside of the U.S., and within different types of communities, and thus prepares students well for a multicultural society in the twenty-first century. The master's degree in Women's Studies will draw from diverse populations because diversity and gender are central to its curriculum.

According to the Strategic Plan, in order to expand its urban mission, UW-Milwaukee should "intensify efforts to use the university's metropolitan location to expand the student educational experience by providing more internships, fieldwork, co-op programs and other learning opportunities in the community." Over the past eight years, Women's Studies has offered undergraduate internships at the Milwaukee Women's Center, the YWCA, the Women's Fund, and other community organizations through its "Feminism in the City" internship course; implemented an Urban Studies program that enables students throughout the UW System to take the Women's Studies internship and other courses in an Urban Semester at UW-Milwaukee; and developed a service learning component in its freshman seminars. The master's program will build on these successful undergraduate efforts by requiring a graduate-level practicum, during which students use their knowledge of feminist theory and research methods to produce a gender-based analysis of a practical context, and by making possible the enrollment of students from other UW-campuses through classroom-based, hybrid, and on-line courses.

Program Assessment

Women's Studies will use both indirect and direct measures to assess the master's program. For the first three years, Women's Studies will collect final papers from all required

WMNS graduate courses offered during the academic year in order to establish a baseline for future assessments. In later years, the program may choose to use a sampling of final papers and master's completion work to streamline assessment. The Women's Studies Graduate Committee will review these materials to assess whether the courses are meeting program goals to:

- Gain an understanding of Women's Studies as a discipline (all courses);
- Demonstrate an advanced understanding of feminist theory (Graduate Feminist Theory);
- Develop critical thinking skills to analyze competing perspectives (Global Feminisms); and
- Apply feminist theory and research methods to practical situations (Women's Studies Practicum).

Beginning in the third year, and every three years thereafter, students completing the degree or leaving without finishing the degree will be surveyed to obtain their evaluation of the program and its effects on their career opportunities and development. Women's Studies will meet annually to determine if academic outcomes are being met and make changes in the curriculum as needed. At the recommendation of the UW-Milwaukee Graduate Faculty Committee, the program will undergo a formal review after two years.

Need

Undergraduate enrollments in Women's and Gender Studies programs nationally demonstrate strong and expanding interest in the field. Undergraduate Women's Studies courses enrolled nearly 89,000 students nationwide in 2005-2006 (according to the *National Census* mentioned earlier). Undergraduate majors enrolled nearly 4,300 students, while undergraduate minors enrolled nearly 10,500. At the graduate level, graduate course enrollments were nearly 2,700 for the same time period. Of those, more than 1,000 were in doctoral courses. New graduate programs, such as the proposed master's degree at UW-Milwaukee, are needed to meet this considerable, growing demand for advanced instruction in Women's Studies.

Strong interest in Women's Studies graduate-level education is visible regionally and across Wisconsin, as well. Responses from the other UW System program faculty and administrators unanimously support the creation of a master's degree program in Women's Studies at UW-Milwaukee. Several comments speak explicitly to the need for more Women's Studies graduate programs in the state: "based on [our] interactions with other graduate programs in the CIC and the response to our new MA . . . there is *far* more demand for Women's Studies graduate programs than we will be able to meet" (UW-Madison); "it would be an advantage to our major or minor students who want to advance their studies to have more than one program to choose from within the UW system" (UW-Eau Claire); "having a masters program in Women's Studies at UWM will be a good thing for our state system" (UW-Oshkosh).

One gauge of the marketability of a Women's Studies master's degree is the track record of UW-Milwaukee certificate program alumni, some of whom are employed in teaching at either the high school or college level, while others are continuing graduate studies for careers in higher

education. Still others work in the public and private sectors in areas where their women's studies background is valuable.

Projected Enrollment (5 years)

	Year 1	Year 2	Year 3	Year 4	Year 5
New students	4	4	5	5	5
Continuing students		3	4	5	7
Total enrollment	4	7	9	10	12
Graduates			2	3	3

It is expected that students will take two-to-four years to complete the degree. The program will offer maximum flexibility in accommodating non-traditional, returning, and working students, some of whom may need to stop out briefly. An enrollment of 10-15 by the end of the first five years is anticipated. Of the 32 free-standing Women's Studies master's programs in the U.S. for which data is available (23), 12 had enrollments between 9 and 16 master's students in 2005-2006. If a Women's Studies M.A./MLIS (Master's of Library and Information Science) dual degree program is implemented, enrollment figures may be somewhat higher.

Comparable Programs

In Wisconsin, only UW-Madison offers a master's degree in Women's Studies. The Madison program is designed as a two-year, full-time residence degree. It has a global focus, requires second language competency, and culminates in a thesis that addresses transnational and cross-cultural issues. The M.A. at UW-Milwaukee, in contrast is designed to attract working and returning students who desire an advanced degree to further their career goals and who cannot enroll in a full-time program, as well as students intending to pursue further academic degrees. It will offer evening and on-line courses, requires practicum experience outside the classroom, and includes a non-thesis option.

Outside Wisconsin, the University of Minnesota's Department of Gender, Women's and Sexuality Studies offers a Ph.D. and graduate minor in Feminist Studies, but not a stand-alone master's degree. Minnesota State University-Mankato has a master's degree program in Women's Studies. The M.A. program at UW-Milwaukee is designed with the flexibility to meet student academic and career goals in the humanities, social and natural sciences, arts, and professions. In the northern Illinois/Chicago region, three universities have master's programs in Women's Studies: Roosevelt University, Loyola University, and DePaul University. All three are private institutions with different educational environments and tuition costs significantly higher than those at UW-Milwaukee.

Collaboration

The UW System is unique in the nation in having established in 1989 the UW System Women's Studies Consortium, a formal structure that, among other significant activities, facilitates inter-institutional collaboration and communication. It is comprised of the fourteen campus-based Women's Studies programs and UW-Extension. Students from other Women's Studies programs have participated in UW-Milwaukee's internship course, "Feminism in the City," and earned credits at their home institutions; likewise UW-Milwaukee students have earned UW-Milwaukee credits in Women's Studies study-abroad programs at other UW campuses. All undergraduate WMNS on-line courses are open to students system-wide. There is a long history of inter-campus cooperation upon which to build. Additionally, the Women's Studies program has begun conversations with the Dean and Associate Dean of the School of Information Studies (SOIS) to develop a dual degree program.

Diversity

The field of Women's Studies is built on a wide range of scholarship and instruction that addresses women in all their diversity, including race, class, sexuality, age, and ability. Women's Studies courses offer students alternative curricular options that allow them to understand their diverse cultural experiences within an intellectual setting that supports their educational success. Significant attention to the diversity of women's perspectives and positions is already a core feature of the curriculum, because understanding that "women" is not a monolithic category is fundamental to feminist thinking. The Center for Women's Studies is committed to inclusivity in both its academic programs and campus activities. It works closely with the Women's Resource Center and LGBT Center on policy and events, offers courses that fulfill the LGBT undergraduate certificate, works with the Ethnic Studies Advisory Committee and the UW System Inclusivity Initiative, and offers sections of Multicultural America as part of UW-Milwaukee's Cultures and Communities Program. There have been 40 graduate certificate students since 2000, of whom 10% are African American and 10% are international students. The program is committed to attracting master's students with diverse cultural backgrounds and, beginning this fall, will advertise the master's program at new student events organized by the Graduate School.

Evaluation from External Reviewers

Both external reviewers spoke positively about establishing a master's program in Women's Studies at UW-Milwaukee. They concluded that there is sufficient demand and strong interdisciplinary faculty support for the degree, that the curriculum is sound, with a wide variety of cross-listed courses available to students, and that the degree will benefit both the university and local communities. Professor Anne Sisson Runyon, Head of the Department of Women's Studies at the University of Cincinnati, applauded the intent to attract local and regional students and working women to the master's program: "catering to this market will enhance women's human capital in the city, region, and state, providing a source of women-centered leaders needed for the development of more just communities and workplaces." She also noted "the high quality of . . . [the program's] core and affiliate faculty, its long-time undergraduate program and experience with a graduate certificate, its faculty development and student

programming done in collaboration with other units, and its service to the profession through its involvement with NWSA [National Women's Studies Association] organizing one of its conferences." Professor Jennifer Croissant, Director of Graduate Studies, Department of Women's Studies at the University of Arizona found that "the multi-disciplinary enrollments from numerous fields demonstrate the demand for courses as well as satisfaction with the [graduate certificate] program."

Both reviewers raised the issue of faculty resources regarding implementation of a graduate program. With a commitment from the Dean of the College of Letters and Science for two new joint-appointment faculty in subsequent years, the program will have the faculty needed to teach the required graduate classes and advise master's students.

Resource Needs

Two assistant professors with joint appointments in Women's Studies will contribute 0.50 FTE to the master's program. For fall 2008, Women's Studies is recruiting for a third joint appointment faculty member who will contribute another 0.25 FTE to the master's program. The Center also uses faculty (two per year on average, 0.50 FTE) from other departments, schools, or colleges. In addition, the Director, with a 50% administrative appointment, will also participate in advising and related graduate program duties.

The M.A. in Women's Studies will require only a modest increase in funding. A sizeable number of cross-listed courses are offered for graduate credit by other units, and the Women's Studies curricular area already has several split undergraduate/graduate courses approved and offered regularly. As a result, the M.A. will require the creation of just three additional courses at the graduate-only level. In addition to the faculty member now being recruited, the budget calls for hiring one new faculty member each year for the next two years. Each new faculty member will have a joint appointment (50-50) in Women's Studies and a regular College department. The program also has requested funds for an additional 25% course buyout per year. These resources are sufficient to offer all the required Women's Studies courses for both the undergraduate and graduate program at least once a year.

The five faculty members and the program director can easily manage the advising load, especially because there will likely be some students whose faculty advisors will come from the group of affiliated faculty members. The M.A. program will admit its first class of students in Fall 2009 but will not start to offer teaching assistantships until Fall 2010, at which time 1 FTE TA is requested.

Women's Studies has a full-time Academic Program Specialist who will contribute 0.05 FTE toward administration of the master's program and a full-time Program Assistant who will contribute 0.10 FTE toward support for the master's program. At this time, additional staff positions are not anticipated.

The M.A. proposal does not request any additional S&E funds beyond a very modest inflationary adjustment. The budgetary needs for the M.A. program will be addressed through internal reallocation and the acquisition of some new resources in the form of tuition revenue and

online course fees. Making joint hires ameliorates the impact of reallocation on other departments.

RECOMMENDATION

The University of Wisconsin System recommends approval of Resolution I.1.f.(7), authorizing the implementation of a Master of Arts in Women's Studies at the University of Wisconsin-Milwaukee.

RELATED REGENT POLICIES

University of Wisconsin System Academic Planning and Program Review (November 10, 1995), Academic Informational Series #1 (ACIS-1.0 revised June 2006)

APPENDIX A
Estimated Total Costs and Resources
 (assumes costs increase 3% over previous year)

	FIRST YEAR 2008-2009		SECOND YEAR 2009-2010		THIRD YEAR 2010-2011	
CURRENT COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel						
Faculty/Instructional Staff ¹	0.675	\$48,439	0.675	\$50,321	0.675	\$52,170
Graduate Assistants						
Non-instructional Academic/ Classified Staff ²	0.15	\$7,854	0.15	\$8,148	0.15	\$8,450
Non-personnel						
Supplies & Equipment		\$400		\$412		\$424
Subtotal		\$56,693		\$58,881		\$61,044
ADDITIONAL COSTS	#FTE	Dollars	#FTE	Dollars	#FTE	Dollars
Personnel						
Faculty/Instructional Staff ³	.25	\$29,431	.50	\$54,946	.75	\$83,323
Graduate Assistants ⁴					1.0	\$33,638
Non-personnel						
Supplies & Expenses ⁵		\$2,900		\$1,306		\$1,012
Computing ⁶		\$1,800		\$1,800		\$1,800
Subtotal		\$34,131		\$58,052		\$119,773
TOTAL COSTS		\$90,824		\$116,933		\$180,817
CURRENT RESOURCES						
GPR		\$56,693		\$58,881		\$61,044
Fees (online courses)		\$3,500		\$3,500		\$3,500
Subtotal		\$60,193		\$62,381		\$64,544
ADDITIONAL RESOURCES						
GPR Reallocation (Vacant faculty positions in College of Letters & Science)		\$30,631		\$54,552		\$116,273
Subtotal		\$30,631		\$54,552		\$116,273
TOTAL RESOURCES		\$90,824		\$116,933		\$180,817

¹FTE based on faculty time for instruction in current courses, part of Director's time

²FTE based on one academic staff devoting 5% and one classified staff devoting 10% time to this program.

³FTE based on faculty time for teaching new courses in the program

⁴ Addition of 2 master's TAs (each 0.5 FTE)

⁵Office furniture and supplies for new faculty and TA's

⁶For computer equipment for new faculty members and TAs.

Acceptance of the Proffer from the Trustees
of the William F. Vilas Trust Estate

EDUCATION COMMITTEE

Resolution I.1.f.(8):

That, upon recommendation of the Chancellors of the University of Wisconsin-Madison and the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Board of Regents accepts the proffer of \$11,509,605 made by the Trustees of the William F. Vilas Trust Estate for fiscal year July 1, 2008 to June 30, 2009, as provided by the terms of the William F. Vilas Trust, for Support of Scholarships, Fellowships, Professorships, and Special Programs in Arts and Humanities, Social Sciences, Biological Sciences, Physical Sciences and Music.

**ANNOUNCEMENT OF THE PROFFER FROM THE
TRUSTEES OF THE WILLIAM F. VILAS TRUST ESTATE
FOR SUPPORT OF SCHOLARSHIPS, FELLOWSHIPS, PROFESSORSHIPS, AND
SPECIAL PROGRAMS IN ARTS AND HUMANITIES, SOCIAL SCIENCES AND
MUSIC**

EXECUTIVE SUMMARY

BACKGROUND

The terms of the Deed of Gift and Conveyance of the estate of William F. Vilas, subsequently validated and accepted by an act of the Legislature of Wisconsin, provides in part that the Trustees of the Estate may proffer in writing to the Board of Regents funds for the maintenance of scholarships, fellowships, professorships, with their respective auxiliary allowances, and other like endowments specifically enumerated, defined, and provided for by the Deed.

At the beginning of each calendar year, the Trustees of the William F. Vilas Trust Estate formally request that the President of the UW System ask the Chancellors of UW-Madison and UW-Milwaukee to determine from the Vilas Professors the amounts they will request for special project allowances for the ensuing academic year and to obtain from the Chairs of the UW-Madison and UW-Milwaukee music departments their programs and requests for the next year. In addition, the Chancellor of UW-Madison is asked to determine the number of scholarships, fellowships, Vilas Associates, and any other initiatives to be requested.

The Board of Regents approved the UW-Madison and UW-Milwaukee requests at the April, 2008, meeting; following approval, President Reilly sent the formal request to the Trustees. The Trustees determine the amount of income that is available for the various awards (particularly for music, which varies with the value of the trust) and respond with a proffer of funds, which is included in the following document.

REQUESTED ACTION

Approval of resolution I.1.f.(8), accepting the proffer in the sum of \$11,509,605 from the Trustees of the William F. Vilas Trust Estate.

DISCUSSION

The attached document contains the Vilas Trustees' proffer detailing how the funds may be expended. It has five components: (a) continuation of Trustee-approved programs, UW-Madison (\$3,363,109); (b) one-time-only program allocations, UW-Madison (\$8,063,846); (c) support for the *Guest Artist – Performance Series* program, UW-Milwaukee (\$32,150); (d) request to fund Kumkum Sangari, Vilas Research Professor in the Department of English, UW-Milwaukee (\$48,000); and (e) continuation of the standard retirement benefit in support of Vilas Professor Emeritus Ihab Hassan, UW-Milwaukee (\$2,500). Based on the Trust's available income, the proffer does not fully fund the request made by the Board in April 2008. In consultation with UW-Madison Provost Patrick Farrell, the Trustees were able to fully fund UW-Madison's Continuation Request but were required to reduce its one-time only request in order to match available income.

WILLIAM F. VILAS TRUST ESTATE
602 PLEASANT OAK DR., SUITE F
OREGON, WISCONSIN 53575

May 8, 2008

The Regents of the University of Wisconsin
1860 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin 53706-1557

Dear Regents:

The fiscal year of the William F. Vilas Trust Estate ended on March 31, 2008. The Trustees met on April 21, 2008, and considered the annual audited financial statements and your request for funding, as set forth in President Kevin P. Reilly's letter of April 17, 2008. As a result of our audit, an item shown as income on our preliminary financial statements was reclassified by our auditors as a return of principal. This reclassification reduced the income available for expenditures and, in consultation with Provost Patrick Farrell, we reduced expenditures within the one-time only program allocations requested in President Reilly's said letter. In accordance with the provisions of the Will of William F. Vilas, the Trustees proffer to the Regents of the University of Wisconsin the sum of **\$11,509,605.00** for fiscal year July 1, 2008, to June 30, 2009, to be expended in the following manner:

A. CONTINUATION OF APPROVED PROGRAMS

- | | | | |
|----|---|------------------|-------------|
| 1. | Continuation of 10 Vilas Undergraduate Scholarships
for the 2008-2009 academic year at \$400.00 each | | \$ 4,000.00 |
| 2. | Continuation of 10 Graduate Fellowships for the
2008-2009 academic year: | | |
| | a. 5 resident Fellowships at \$600.00 each | \$ 3,000.00 | |
| | b. 5 traveling Fellowships at \$1,500.00 each | <u>7,500.00</u> | 10,500.00 |
| 3. | Continuation of the salaries and the respective
allowances of 16 Vilas Research Professorships: | | |
| | <u>Vernon Barger</u> – Vilas Research Professor of Physics,
College of Letters and Science, Madison | | |
| | Salary | 10,000.00 | |
| | Auxiliary Allowance | <u>38,000.00</u> | 48,000.00 |

The Regents of the University of Wisconsin

May 8, 2008

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David Bethea – Vilas Research Professor of Slavic
Languages, College of Letters and Science, Madison

Salary	10,000.00	
Auxiliary Allowance	<u>38,000.00</u>	48,000.00

William A. Brock – Vilas Research Professor of
Economics, College of Letters and Science, Madison

Salary	\$ 10,000.00	
Auxiliary Allowance	<u>38,000.00</u>	48,000.00

William Cronon - Vilas Research Professor of History
and Geography, College of Letters and Science and
Gaylord Nelson Institute for Environmental Studies,
Madison

Salary	10,000.00	
Auxiliary Allowance	<u>38,000.00</u>	48,000.00

Richard Davidson – Vilas Research Professor of
Psychology and Psychiatry, College of Letters and
Science and Medical School, Madison

Salary	10,000.00	
Auxiliary Allowance	<u>38,000.00</u>	48,000.00

Morton Gernsbacher – Vilas Research Professor of
Psychology, College of Letters and Science, Madison

Salary	10,000.00	
Auxiliary Allowance	<u>38,000.00</u>	48,000.00

Robert M. Hauser - Vilas Research Professor of
Sociology, College of Letters and Science, Madison

Salary	10,000.00	
Auxiliary Allowance	<u>38,000.00</u>	48,000.00

Judith Kimble – Vilas Research Professor of Biochemistry
and Medical Genetics, College of Agricultural and Life
Sciences and Medical School, Madison

Salary	10,000.00	
Auxiliary Allowance	<u>38,000.00</u>	48,000.00

Ching Kung – Vilas Research Professor of Genetics,
College of Agricultural and Life Sciences, Madison

Salary	10,000.00	
Auxiliary Allowance	<u>38,000.00</u>	48,000.00

<u>Emiko Ohunki-Tierney</u> – Vilas Research Professor of Anthropology, College of Letters and Science, Madison			
	Salary	\$ 10,000.00	
	Auxiliary Allowance	<u>38,000.00</u>	48,000.00

<u>Paul Rabinowitz</u> - Vilas Research Professor of Mathematics, College of Letters and Science, Madison			
	Salary	10,000.00	
	Auxiliary Allowance	<u>38,000.00</u>	48,000.00

<u>Kumkum Sangari</u> - Vilas Research Professor of English, College of Letters and Science, Milwaukee			
	Salary	10,000.00	
	Auxiliary Allowance	<u>38,000.00</u>	48,000.00

<u>Elliott Sober</u> – Vilas Research Professor of Philosophy, College of Letters and Science, Madison			
	Salary	10,000.00	
	Auxiliary Allowance	<u>38,000.00</u>	48,000.00

<u>Howard Weinbrot</u> – Vilas Research Professor of English, College of Letters and Science, Madison			
	Salary	10,000.00	
	Auxiliary Allowance	<u>38,000.00</u>	48,000.00

<u>Erik Olin Wright</u> – Vilas Research Professor of Sociology, College of Letters and Science, Madison			
	Salary	10,000.00	
	Auxiliary Allowance	<u>38,000.00</u>	48,000.00

<u>Sau Lan Wu</u> – Vilas Research Professor of Physics, College of Letters and Science, Madison			
	Salary	10,000.00	
	Auxiliary Allowance	<u>38,000.00</u>	48,000.00

- | | | | | |
|----|----|---|------------------|-----------|
| 4. | a. | Continuation of fifty (50) additional undergraduate
scholarships at \$400.00 each | 20,000.00 | |
| | b. | Continuation of fifty (50) additional graduate
fellowships at \$600.00 each | <u>30,000.00</u> | 50,000.00 |
| 5. | | Continuation of eighty (80) additional undergraduate scholarships
at \$400.00 each under the provisions of Paragraph (3), Article Fourth
of the Deed of Gift and Conveyance | | 32,000.00 |

As to the one hundred thirty (130) additional Vilas Scholarships and the fifty (50) additional Vilas Fellowships provided for in paragraph four and five above, the Regents shall bear in mind the provisions of the Will regarding that the additional Fellowships shall be (a) awarded to graduates of the University of Wisconsin, and (b) the further provisions of the Will that "for at least one-fifth of these scholarships and fellowships, the Regents shall prefer in appointment among worthy and qualified candidates those of Negro blood, if such present themselves. Otherwise than as aforesaid, they shall be governed by the Regents in like manner as those first above provided for."

6.	Retirement benefits for nine (9) Vilas Professors at \$2,500.00 each: Berkowitz, Bird, Goldberger, Hassan (Milwaukee), Hermand, Keisler, Lardy, Mueller and Vansina	22,500.00
7.	17 Vilas Associates in the Arts and Humanities	566,591.00
8.	12 Vilas Associates in the Social Sciences	464,780.00
9.	16 Vilas Associates in the Physical Sciences	680,169.00
10.	7 Vilas Associates in the Biological Sciences	172,969.00
11.	Continuation of support for encouragement of merit and talent or to promote appreciation of and taste for the art of music:	
	a. Madison: Continuation of support for encouragement of merit and talent or to promote appreciation of and taste for the art of music. (\$26,100)	
	b. Milwaukee: Department of Music Request (\$32,150)	58,250.00
12.	Continuation of 1998 and 2002 Expansion of Approved Programs:	
	a. 940 additional undergraduate scholarships at \$400.00 each pursuant to Article 4, Sections A and E of the Deed of Gift and Conveyance	376,000.00
	b. 400 additional fellowships at \$600.00 each, pursuant to Article 4, Sections A and E of the Deed of Gift and Conveyance	<u>240,000.00</u>
TOTAL CONTINUATION REQUEST		\$3,445,759.00

While the foregoing Continuation Request is fully supported by the income earned by the Vilas Trust Estate, the total amount available is **\$11,509,659.00**. Therefore, \$8,063,900.00 is available for the one time only program requests listed below. In consultation with Provost Farrell, the Trustees reduced by 156 the number of additional undergraduate scholarships and the special funding to Vilas Research Professor Sau Lan Wu to match the available income to the classes of one-time only program allocations, as shown below.

B. ONE-TIME ONLY PROGRAM ALLOCATIONS

1.	One-time special funding for Vilas Research Professors:	
	Vernon Barger	50,000.00
	David Bethea (sixth year of a six year request)	30,000.00
	Ching Kung	65,000.00
	Howard Weinbrot	18,500.00
	Erik Olin Wright	5,000.00
	Robert Hauser	250,000.00
	Sau Lan Wu	<u>299,346.00</u>
		\$717,846.00
2.	Renewal of Vilas Life Cycle Professorship program created in 2005	372,000.00
3.	6,435 additional undergraduate scholarships at \$400.00 each, pursuant to Article 4, Sections A and E of the Deed of Gift and Conveyance, for all undergraduates eligible for need-based grants.	2,574,000.00
4.	120 Vilas Research Investigator Awards of \$20,000.00 each pursuant to and consistent with the intent of Article 4, Section E of the Deed of Gift and Conveyance, for the purpose of providing an annual research allocation to support graduate student pursuit of their research. This research allocation will be used to cover some educational expenses, including tuition.	2,400,000.00
5.	40 Vilas Faculty Recruitment and Retention Awards. These awards will average \$50,000 in flexible research funds and will assist in the area of recruiting and retaining the best faculty.	2,000,000.00
	TOTAL ONE TIME ONLY REQUESTS	\$8,063,846.00

The Regents of the University of Wisconsin
May 8, 2008
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The funding for special allowances for the Vilas Research Professors, Vilas Life Cycle Professorship program, additional 6,435 scholarships, 120 Vilas Research Investigator Awards and 40 Vilas Faculty Recruitment and Retention Awards cannot be regarded as permanent or continuing programs. Although we will do our best to honor your request to fund special requests for the Vilas Research professors and these additional programs each year, we can only commit to annual funding for fiscal year July 1, 2008 to June 30, 2009, in an amount which does not exceed the net annual income. Because the total invested capital on March 31, 2008, exceeds \$30,000,000.00, the Will provides that, so long as the capital shall be maintained at that level, all the net income may be expended for the professorships, scholarships, fellowships and allowances therein provided.

TOTAL PROFFER FOR 2007 – 2008 \$11,509,605.00

Very truly yours,



Robert R. Stroud
Secretary of the Trustees

RRS:gh

cc: President Kevin P. Reilly
Chancellor John Wiley
Rita Cheng, Provost & Vice Chancellor, UW-Milwaukee

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I.2. Business, Finance, and Audit Committee

June 5, 2008
UW-Milwaukee
Wisconsin Room, Union

9:00 a.m. Board of Regents Closed Session

- Convene in open session and act on a motion to move into closed session to consider appointments of chancellors for UW-Madison, UW-Parkside, and UW-Whitewater, as permitted by s.19.85(1)(c),(e), and (f), *Wis. Stats.*, and to consider annual personnel evaluation and salary adjustment, as permitted by s.19.85(1)(c), *Wis. Stats.*

10:30 a.m. All Regents Invited

- UW-Milwaukee Presentation: Building the Research University of the Future
 - Guest Speakers: Milwaukee Mayor Tom Barrett and Milwaukee Business Leader and Philanthropist Joseph Zilber

11:30 a.m. All Regents Invited

- The Growth Agenda and Need-Based Financial Aid
 - Guest Speaker: Mary Gulbrandsen, Executive Director, Fund for Wisconsin Scholars

12:30 p.m. Lunch

1:15 p.m. All Regents Invited

- Approval of UW System 2008-09 Annual Operating Budget and Tuition and Fee Schedules
[Resolution A]

2:15 p.m. Business, Finance, and Audit Committee – Union, Room 280

- a. UW-Milwaukee Presentation: Overview of the Master Planning Process
- b. Approval of Differential Tuition Proposals
 1. UW-Madison School of Engineering Undergraduate Differential Tuition
[Resolution I.2.b.1.]
 2. UW-Superior Undergraduate Differential Tuition
[Resolution I.2.b.2.]
- c. UW System Information Technology Report
 1. Project Status Report as required by *Wis. Stats.* s.13.58(5)(b)(3)
 2. Required Format for UW Strategic Plans for Major Information Technology (IT) Projects as required by *Wis. Stats.* s.13.58(5)(b)(3)

- d. UW System Trust Funds Revision to Policy on Investment and Social Responsibility
[Resolution I.2.d.]

- e. Committee Business
 - 1. Quarterly Gifts, Grants, and Contracts (3rd Quarter)
 - 2. Quarterly Expenditures – Budget to Actual Report (3rd Quarter)
 - 3. Consideration of Salary Range Adjustment for the Chancellor of UW-Milwaukee
[Resolution I.2.e.3.]

- f. Report of the Vice President
 - 1. Update on FY08 Utility Expenditure Projections
 - 2. 2008 College Sustainability Report Card

- g. Consent Agenda
 - 1. Approval of the minutes of the April 10, 2008 Meeting of the Business, Finance, and Audit Committee
 - 2. UW-Oshkosh Food Service Contract
[Resolution I.2.g.2.]
 - 3. UW-Eau Claire Bookstore Contract
[Resolution I.2.g.3.]
 - 4. UW-Platteville Bookstore Contract
[Resolution I.2.g.4.]

- h. Additional items, which may be presented to the Committee with its approval

4:15 p.m. Board of Regents Closed Session

Convene in open session and act on a motion to move into closed session to consider annual personnel evaluations, as permitted by s.19.85(1)(c), *Wis. Stats.*

UW-Madison School of Engineering
Undergraduate Differential Tuition

BUSINESS, FINANCE, AND AUDIT COMMITTEE

Resolution:

That, upon the recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the Board of Regents approves the differential tuition for all UW-Madison undergraduate students enrolled in the Engineering Major beginning in the Fall Semester of 2008-09. The proposed tuition increase will be phased in over three years: \$300 per semester (\$600 per year) in 2008-09; \$500 per semester (\$1,000 per year) in 2009-10; and \$700 per semester (\$1,400 per year) in 2010-11 and ongoing. The differential would be prorated for part-time undergraduate students.

UW-MADISON SCHOOL OF ENGINEERING UNDERGRADUATE DIFFERENTIAL TUITION

EXECUTIVE SUMMARY

BACKGROUND

In its *Study of the UW System in the 21st Century*, the Board of Regents approved flexibilities for tuition setting. In March 2008, the Board of Regents discussed the final report of the UW System President's Advisory Group on Tuition and Financial Aid Policy. And, in April 2008, the Board of Regents affirmed its openness to institutional and programmatic differential tuition to meet student needs. Therefore, the UW-Madison College of Engineering proposes an undergraduate differential tuition for students majoring in engineering programs.

REQUESTED ACTION

Approval of Resolution I.2.b.1.

DISCUSSION AND RECOMMENDATIONS

The UW-Madison College of Engineering has been faced with two major forces that are increasing the cost of providing an engineering degree: competition with the private sector for engineers to serve as faculty and staff, and the rapid expansion of the scope of engineering to include biology and health care. These forces require major changes in the technology, content, and delivery of engineering education. A differential tuition is now commonly used by leading U.S. colleges of engineering to address these pressures. For example, all public colleges of engineering in the Big Ten have raised tuition for engineers beyond their base tuition level.

A differential tuition for declared majors in the College of Engineering would provide the necessary resources to maintain and enhance the quality of the undergraduate engineering program and the value of a UW-Madison engineering degree. In addition, differential tuition will allow the College of Engineering to educate a larger, more diverse, pool of well-educated engineers from which state industries can recruit. The proposed differential tuition will be phased in over three years for students with a declared major in the College of Engineering: \$300 per semester (\$600 per year) in 2008-09; \$500 per semester (\$1,000 per year) in 2009-10; and \$700 per semester (\$1,400 per year) in 2010-11 and ongoing. The differential would be prorated for part-time undergraduate students. Differential tuition would increase resources for the College of Engineering by approximately \$1.2 million in 2008-09, \$2.1 million in 2009-10, and \$3.1 million in 2010-11. The College of Engineering has also committed to students that it will raise funds for need-based student aid to insure that no student will be unable to afford an engineering degree as a result of the increased differential tuition.

The UW-Madison College of Engineering has worked with its students to identify four areas that will be funded with differential tuition revenue:

I. Faculty

The impact of proposed differential tuition revenues on students would be immediate and significant. The engineering curriculum is by necessity very regimented, with most engineering courses requiring prerequisite courses. Differential tuition will allow the College of Engineering to provide more sections of these courses, and the staff to teach them, to reduce bottlenecks and time to degree for students who were previously unable to enroll in the necessary courses at the appropriate time. In addition, differential tuition will allow the College of Engineering to increase the number of new students majoring in engineering by 20 percent (400 students) by the time the differential tuition is fully implemented in 2010-11.

II. Engineering Shop and Undergraduate Labs

Students in the College of Engineering have stated that they would like to see extended engineering shop hours and significantly increased and formalized training on the use of shop equipment. Differential tuition revenue will allow the College of Engineering to expand shop hours and add staff to support expanded hours. Additional training sessions will be provided to students, and the number of hands-on laboratory sessions and instructional staff in key courses will also be expanded.

III. Student Services

Computer-Aided Engineering (CAE) services, Wendt Library, Professional Development Programs, and other student services are currently staffed at a minimum operating level. Because operating costs for these services continue to increase annually, differential tuition revenue would be used to maintain and enhance these programs.

IV. New Programs and Curricular Innovations

Differential tuition revenue would fund new programs identified by students such as societal/multicultural understanding, multidisciplinary perspective, flexible and relevant curricula, service to the profession and community, contemporary educational delivery, professional development for students, and supplemental instruction.

Polygon and the College of Engineering 2010 Roundtable, which includes student representation, will actively help the College of Engineering leadership determine the specific elements of the differential budget in the Fall of 2008. Note that the budget themes and general categories and the amounts assigned to those themes/categories were shared with Polygon and the College of Engineering 2010 Roundtable in March 2007. A proposed budget for the three years of implementation follows.

Table 1: Proposed Differential Tuition Budget							
		YEAR 1		YEAR 2		YEAR 3	
Budget by Major Class		FTE	Amount	FTE	Amount	FTE	Amount
Faculty							
	Salaries	4.00	\$425,532	7.00	\$744,681	10.00	\$1,092,199
	Fringe Benefits (41%)		\$174,468		\$305,319		\$447,802
	S&E		\$0		\$0		\$0
	Subtotal	4.00	\$600,000	7.00	\$1,050,000	10.00	\$1,540,001
Shop/Lab Staff							
	Salaries	2.00	\$100,000	4.00	\$220,000	6.00	\$340,000
	Fringe Benefits (41%)		\$41,000		\$90,200		\$139,400
	S&E		\$99,000		\$109,800		\$136,600
	Subtotal	2.00	\$240,000	4.00	\$420,000	6.00	\$616,000
Student Services							
	Salaries	2.00	\$90,000	3.00	\$150,000	4.00	\$220,000
	Fringe Benefits (41%)		\$36,900		\$61,500		\$90,200
	S&E		\$53,100		\$103,500		\$151,800
	Subtotal	2.00	\$180,000	3.00	\$315,000	4.00	\$462,000
Curricular Update							
	Salaries	2.00	\$80,000	3.00	\$130,000	4.00	\$200,000
	Fringe Benefits (41%)		\$32,800		\$53,300		\$82,000
	S&E		\$67,200		\$131,700		\$180,000
	Subtotal	2.00	\$180,000	3.00	\$315,000	4.00	\$462,000
GRAND TOTAL							
	Salaries	10.00	\$695,532	17.00	\$1,244,681	24.00	\$1,852,199
	Fringe Benefits (41%)		\$285,168		\$510,319		\$759,402
	S&E		\$219,300		\$345,000		\$468,400
	Subtotal	10.00	\$1,200,000	17.00	\$2,100,000	24.00	\$3,080,001
Notes: Sample titles/positions for new FTE within each category. Shop/Lab Staff: Information Processing Consultant, Instrument Maker. Student Services: Student Services Coordinator. Curricular Update: Instructional Specialist.							

The proposed differential tuition was developed with input from Polygon, an umbrella organization consisting of student leaders from 55 student organizations in the College. Polygon is the recognized shared-governance group representing students from the College of Engineering. A Student College of Engineering Tuition Task Group (STTG) was also formed to allow student leaders to assist the administration in developing plans for the use of the differential tuition as well as inform and engage students in the College of Engineering regarding the proposed differential. On March 20, 2007, the STTG held an informal listening session for all College of Engineering students to answer questions and listen to comments.

After extensive engagement, Polygon voted overwhelmingly in favor (80%) of the concept and need for an undergraduate differential tuition on April 11, 2007. Following the Polygon decision to support a differential tuition for engineering students, further meetings and discussion sessions were held to discuss the amount of the differential. Differential tuition levels were considered by the students in the discussions. On April 25, the students voted 2:1 (24-12-1) in favor of a \$700 per semester tuition increase to be phased in over three years - the amount proposed by the College of Engineering leadership.

Students will continue to provide input on instructional program priorities that will influence the expenditure of differential tuition revenue through two avenues. First, the College of Engineering 2010 Roundtable has the task of prioritizing strategies to transform engineering education to accommodate rapid technology acceleration and meet global challenges. This Roundtable has had student representation since its inception.

Second, Polygon will form an elected committee from the College of Engineering undergraduate student body to identify and prioritize undergraduate student engineering educational needs, similar to the manner in which Polygon prioritized undergraduate engineering educational needs in the fall of 2006.

Each committee will be provided information on prior investments of funds from the differential tuition, and each committee will report annually to the Dean and the Academic Planning Council of the College of Engineering. Engineering student leaders will remain active in reviewing how differential tuition revenue is being spent and setting priorities for how the revenue should be spent in the future.

RELATED REGENT POLICIES

Study of the UW System in the 21st Century (June 1996)

32-7 Student Involvement in Differential Tuition Initiatives

UW-Superior Undergraduate
Differential Tuition

BUSINESS, FINANCE, AND AUDIT COMMITTEE

Resolution:

That, upon the recommendation of the Chancellor of the University of Wisconsin-Superior and the President of the University of Wisconsin System, the Board of Regents approves an increase of \$57 to the differential tuition for all UW-Superior undergraduate students beginning in the fall semester of 2008-09. The tuition differential would increase from \$75 per semester to \$103.50 per semester (\$207 per year). The differential would be prorated for part-time undergraduate students.

UW-SUPERIOR UNDERGRADUATE DIFFERENTIAL TUITION

EXECUTIVE SUMMARY

BACKGROUND

In its *Study of the UW System in the 21st Century*, the Board of Regents approved flexibilities for tuition setting. In June 2003, the Board of Regents approved a differential tuition at UW-Superior which supported the Jim Dan Hill Library. The differential has been \$75 per semester (\$150 per year) since 2003. The differential required re-evaluation with the student government and reauthorization by the Board of Regents after spring 2008. In March 2008, the Board of Regents discussed the final report of the UW System President's Advisory Group on Tuition and Financial Aid Policy. And, in April 2008, the Board of Regents affirmed its openness to institutional and programmatic differential tuition to meet student needs.

REQUESTED ACTION

Approval of Resolution I.2.b.2.

DISCUSSION AND RECOMMENDATIONS

UW-Superior requests that the Board approve a differential tuition of \$103.50 per semester (\$207 per year) for undergraduate students beginning fall 2008. The differential will be prorated for part-time students. The UW-Superior differential tuition has two parts: library services and student career services. The first part reduces the library initiative differential that expired in spring 2008. The differential from \$75 per semester to \$68.50 per semester - a \$6.50 decrease per semester. The second part uses \$35 per semester to address the student need for expanded career services. This represents a \$57 increase per year to the differential. The differential tuition for the two parts combined is \$103.50 per semester (\$207 per year).

Library Services. UW-Superior proposes that \$68.50 per semester of the differential support library services. This is a decrease from the previous \$75 library initiative differential. The estimated annual income is \$300,000.

The University's strategic plan theme of academic excellence depends on the Library's mission. The Library is an active partner in "develop[ing] a creative and dynamic learning environment within the liberal arts tradition that enables students to meet their individual goals while fostering life-long learning." (UW-Superior Strategic Plan, October 2007). The academic excellence goals of implementing the Liberal Arts Initiative and expanding research are inherently connected to the Library's programming.

The Library's information literacy program is also incorporated in the five Liberal Arts Initiatives: Writing Across the Curriculum, Academic Service Learning, Senior Experience, Global Awareness, and First Year Experience. To support the information literacy program, the Library must provide access to research and teaching materials. The continuation of differential tuition funding is vital to the ongoing liberal arts mission of UW-Superior and the Hill Library.

Last year, library staff spent \$124,000 on electronic resources funded by the differential tuition. Inflation for these resources is 6-8% per year. The requested differential will continue to enable access to databases and journals and allow some resource expansion.

The differential will also augment departmental allocations. Historically, faculty and teaching staff have received an allocation from the Library to select materials that support their courses. Books and journals are used by students to complete their research assignments; DVDs and videos are primarily used in class to complement course materials.

Professional librarians choose materials to support student research and balance the general collection. A recent collection analysis revealed that the Jim Dan Hill Library owns only 15% of the books recommended by Resources for College Libraries, the best books list for academic libraries. As with electronic resources, the library reviews use statistics, monitors the curriculum, and works collaboratively with the UW System libraries to determine which materials to purchase.

The upcoming renovation tangibly enhances the idea of "Library as Place". With the increase of student open study areas and study rooms, students will have convenient access to the library. The student assistants budget must therefore be supplemented to support expanded library hours and a higher minimum wage.

Projected Use of Student Differential Tuition, 2008-2011

Database and full-text journal subscriptions	\$139,000
Research and teaching materials for the reference and general collections	\$55,000
Research and teaching materials selected by campus faculty to support the curriculum	\$100,000
Student assistants to maintain library hours	\$12,000
TOTAL	\$306,000

Student Career Services. UW-Superior proposes that \$35 per semester (\$70 per year) support the Career Services program. The estimated annual income is \$156,000.

The most recent annual report assessing Career Services noted that students require more support to develop talents and successfully market themselves to employers and graduate schools. Experiential learning is key to becoming marketable and would be better supported by an articulated and resourced effort to develop internships and other work experiences.

Career Services are housed in the Office of Student Academic and Career Advising. This office is staffed by one academic staff position and one classified clerical support

position. These staff also provide support to Disability Services in addition to career and academic advising. The office is severely under-resourced for the level of service it is expected to provide.

The differential will provide expanded career services for students and alumni in a variety of ways. Career development will begin early with a comprehensive first-year experience that assists students in the selection of an academic program. Additionally, the program will include employer and faculty outreach, individual consultations with students, and educational programs and workshops. Funding for student peer educators will supplement services and provide additional on-campus employment opportunities.

Projected Use of Student Differential Tuition Annually

Career Services Director/Coordinator	\$55,000
Career Services Support Staff	\$30,000
Fringe benefits	\$42,500
Supplies & program expenses	\$29,000
TOTAL	\$156,500

Student Involvement and Impact. The UW-Superior Student Senate approved two motions in support of the differential on April 21, 2008. The Senate unanimously approved a differential tuition for career services. It also approved continuing the library differential with seven in support and three abstaining.

Each March, the Vice Chancellor for Campus Life/Dean of Students will prepare a progress report of the previous year's Career Center activities and will present any plans for changes to the SGA. The Vice Chancellor for Academic Affairs/Provost will present a similar report on library activities in September. SGA will review the material and conduct a vote on whether the initiatives have made the level of progress intended.

This differential fee will remain in place until the spring semester of 2011 at which time it will be re-evaluated for continued academic excellence support, in consultation with student government.

It is not expected that the increase in tuition will affect overall enrollment at UW-Superior.

RELATED REGENT POLICIES

Study of the UW System in the 21st Century. (June 1996)
32-7 Student Involvement in Differential Tuition Initiatives

UW SYSTEM INFORMATION TECHNOLOGY REPORT PROJECT STATUS REPORT

EXECUTIVE SUMMARY

BACKGROUND

Section 13.58 Wisconsin Statutes requires the Board of Regents to provide to the Joint Committee on Information Policy and Technology on March 1 and September 1 of each year a specific and detailed “progress” report on all large and high risk projects.

REQUESTED ACTION

This report is for information only.

DISCUSSION AND RECOMMENDATIONS

The attached report includes a detailed progress report on the UW System’s six major information technology projects. They include the Oracle/PeopleSoft Campus Solutions (student information systems) implementations at UW-Eau Claire, UW-La Crosse, and UW-Stout, the Human Resource System project, the Supply project, and the Identity and Access Management project. All major projects are on target with respect to timelines, budget, and scope.

RELATED REGENT POLICIES

25-2 Guide to plan and implement management information systems

Project: Oracle/PeopleSoft Campus Solutions Implementation, UW-Eau Claire

Description: UW- Eau Claire will be replacing the existing mainframe-based student administrative systems with PeopleSoft Campus Solutions software, version 9.0. With implementation of Campus Solutions, UW-Eau Claire will be operating the UW's "common system" for student administration. UW-Eau Claire's project will parallel the Campus Solutions projects at UW-La Crosse and UW-Stout.

UW-Eau Claire will be implementing the following modules:

- Campus Community: Biographical and demographic information for Campus Solutions.
- Admissions: Functionality to process applicants and admit students.
- Financial Aid: Budgeting, packaging, awarding, disbursement, and monitoring of aid.
- Student Records: Functionality to support scheduling classes, registering students, producing transcripts, academic record maintenance, posting degrees.
- Student Financials: Foundation for student financial data, including billing students, maintaining student accounts, tuition calculation, and processing payments.
- Campus Solutions Self-Service: Provide web access for students and faculty.
- Academic Advising: Functionality that gives students and faculty timely access to academic records and reports, including degree audit requirements for graduation. Eau Claire is still assessing the functionality of PeopleSoft's Academic Advising module.

UW System Administration has contracted with CIBER, Inc. to provide project planning and functional consulting resources for the Campus Solutions projects at UW-Eau Claire, UW-La Crosse, UW-Stout (Contract Number: LT-07-2379).

Expected Project Schedule & Budget:

Estimated schedule: Implementation began in spring 2008; all modules operating successfully in full production status for the start of fall 2009 semester.

Estimated project budget for external consulting resources: \$2,974,450.

Source of funds: System and Campus Reallocations - Common Systems (2/3) and Campus Resources (1/3)

Status of Project Planning and Documentation:

	Status
Governance structure	Established
Project Charter	Completed
Communication Plan	Completed
Project Plan	In Progress
Project Budget	In Progress
Quality Assurance Plan	Established

Project Dashboard (See Appendix 1 for dashboard definitions):

<p>Determine the status for each of the categories below based on the criteria identified on the right and on the back of this page.</p> <p>Insert an X in the column that best describes the status of the category or color/shade the appropriate status box.</p> <p>If a category has a status of Yellow or Red describe the problem/issue and what actions will be taken to correct the problem/issue.</p>		STATUS COLOR INDICATORS		
	Green	On target as planned		
	Yellow	Encountering issues		
	Red	Problems		
Project Status Dashboard: Oracle/PeopleSoft Campus Solutions Implementation, UW-Eau Claire		Green	Yellow	Red
Schedule Status		x		
Scope Status		x		
Budget Status		x		
Other Issues (Staffing, Risks, etc.):		x		

Project: Oracle/PeopleSoft Campus Solutions Implementation, UW-La Crosse

Description: UW-La Crosse is currently operating a student information system that is costly to maintain and lacks the flexibility to meet the business needs of the institution and provide web-based services to their students. UW-La Crosse will be replacing its existing system with PeopleSoft Campus Solutions software, version 9.0. With implementation of Campus Solutions, UW-La Crosse will be operating the UW's "common system" for student administration. UW-La Crosse's project will parallel the Campus Solutions projects at UW-Eau Claire and UW-Stout.

UW-La Crosse will be implementing the following modules:

- Campus Community: Biographical and demographic information for Campus Solutions.
- Admissions: Functionality to process applicants and admit students.
- Financial Aid: Budgeting, packaging, awarding, disbursement, and monitoring of aid.
- Student Records: Functionality to support scheduling classes, registering students, producing transcripts, academic record maintenance, posting degrees.
- Student Financials: Foundation for student financial data, including billing students, maintaining student accounts, tuition calculation, and processing payments.
- Academic Advising: Functionality that gives students and faculty timely access to academic records and reports, including degree audit requirements for graduation.
- Campus Solutions Self-Service: Provide web access for students and faculty.

UW System Administration has contracted with CIBER, Inc. to provide project planning and functional consulting resources for the Campus Solutions projects at UW-Eau Claire, UW-La Crosse, UW-Stout (Contract Number: LT-07-2379).

Expected Project Schedule & Budget:

Estimated schedule: Implementation began in spring 2008; all modules operating successfully in full production status for the start of fall 2009 semester.

Estimated project budget for external consulting resources: \$2,850,000.

Source of funds: System and Campus Reallocations - Common Systems (2/3) and Campus Resources (1/3)

Status of Project Planning and Documentation:

	Status
Governance structure	Established
Project Charter	Completed
Communication Plan	Completed
Project Plan	Completed
Project Budget	Completed
Quality Assurance Plan	Established

Project Dashboard (See Appendix 1 for dashboard definitions):

<p>Determine the status for each of the categories below based on the criteria identified on the right and on the back of this page.</p> <p>Insert an X in the column that best describes the status of the category or color/shade the appropriate status box.</p> <p>If a category has a status of Yellow or Red describe the problem/issue and what actions will be taken to correct the problem/issue.</p>		STATUS COLOR INDICATORS		
	Green	On target as planned		
	Yellow	Encountering issues		
	Red	Problems		
Project Status Dashboard: Oracle/PeopleSoft Campus Solutions Implementation, UW-La Crosse		Green	Yellow	Red
Schedule Status		x		
Scope Status		x		
Budget Status		x		
Other Issues (Staffing, Risks, etc.):		x		

Project: Oracle/PeopleSoft Campus Solutions Implementation, UW-Stout

Description: UW-Stout is currently using Datatel's "Colleague" system for student administration processing. UW-Stout will be replacing its Datatel with PeopleSoft Campus Solutions software, version 9.0. By migrating to Campus Solutions, UW-Stout will improve access to and enhance reporting of student information. Furthermore, with implementation of Campus Solutions, UW-Stout will then be operating the UW's "common system" for student administration. UW-Stout's project will parallel the Campus Solutions projects at UW-Eau Claire and UW-La Crosse.

UW-Stout will be implementing the following modules:

- Campus Community: Biographical and demographic information for Campus Solutions.
- Admissions: Functionality to process applicants and admit students.
- Financial Aid: Budgeting, packaging, awarding, disbursement, and monitoring of aid.
- Student Records: Functionality to support scheduling classes, registering students, producing transcripts, academic record maintenance, posting degrees.
- Student Financials: Foundation for student financial data, including billing students, maintaining student accounts, tuition calculation, and processing payments.
- Academic Advising: Functionality that gives students and faculty timely access to academic records and reports, including degree audit requirements for graduation.
- Campus Solutions Self-Service: Provide web access for students and faculty.

UW System Administration has contracted with CIBER, Inc. to provide project planning and functional consulting resources for the Campus Solutions projects at UW-Eau Claire, UW-La Crosse, UW-Stout (Contract Number LT-07-2379).

Expected Project Schedule & Budget:

Estimated schedule: Implementation began in spring 2008; all modules operating successfully in full production status for the start of fall 2009 semester.

Estimated project budget for external consulting resources: \$2,850,000.

Source of funds: System and Campus Reallocations - Common Systems (2/3) and Campus Resources (1/3)

Status of Project Planning and Documentation:

	Status
Governance structure	Established
Project Charter	Completed
Communication Plan	Completed
Project Plan	Completed
Project Budget	Completed
Quality Assurance Plan	Established

Project Dashboard (See Appendix 1 for dashboard definitions):

<p>Determine the status for each of the categories below based on the criteria identified on the right and on the back of this page.</p> <p>Insert an X in the column that best describes the status of the category or color/shade the appropriate status box.</p> <p>If a category has a status of Yellow or Red describe the problem/issue and what actions will be taken to correct the problem/issue.</p>		STATUS COLOR INDICATORS		
	Green	On target as planned		
	Yellow	Encountering issues		
	Red	Problems		
Project Status Dashboard: Oracle/PeopleSoft Campus Solutions Implementation, UW-Stout		Green	Yellow	Red
Schedule Status		x		
Scope Status		x		
Budget Status		x		
Other Issues (Staffing, Risks, etc.):		x		

Project: Human Resource System (HRS) Project

Description: The current University of Wisconsin Payroll System has served University of Wisconsin's needs since approximately 1975. Approximately 60,000 faculty, staff, student workers and administrators from all University of Wisconsin campuses are paid through this system. Both technology and the needs of higher education have changed considerably since the legacy system was implemented. While the legacy system has met UW needs for more than 30 years, the system lacks the functionality and efficiency that today's human resource environment demands. The legacy system limits the UW's ability to deliver more strategic human resource management capabilities and business process reinvention to our stakeholders. Replacing the legacy system with HRS will result in substantial benefits to the UW by improving data integrity; increasing standardization of policies, practices, and service delivery; eliminating the numerous institutional shadow systems; and providing self-service to its employees. UW will be implementing Oracle's PeopleSoft Human Capital Management suite, version 9.0.

Phase 1: HRS Project Planning

UW System Administration contracted with CIBER, Inc. to provide project planning consulting services (Contract Number: LV-07-2342). The deliverables of the consulting engagement include a project charter, fit-gap sessions and analysis, and a project plan and budget.

Schedule: June 2007 – September 2008

Budget: \$1,600,000

Source of funds: System and Campus Reallocations - Common Systems

Project Dashboard (See Appendix 1 for dashboard definitions):

<p>Determine the status for each of the categories below based on the criteria identified on the right and on the back of this page.</p> <p>Insert an X in the column that best describes the status of the category or color/shade the appropriate status box.</p> <p>If a category has a status of Yellow or Red describe the problem/issue and what actions will be taken to correct the problem/issue.</p>		STATUS COLOR INDICATORS		
	Green	On target as planned		
	Yellow	Encountering issues		
	Red	Problems		
Project Status Dashboard: HRS Planning Project		Green	Yellow	Red
Schedule Status		x		
Scope Status		x		
Budget Status		x		
Other Issues (Staffing, Risks, etc.):		x		

Phase 2: HRS Implementation

The project will move into the implementation phase upon approval of the project plan and budget coming out of phase 1 project plan.

Expected project schedule: Implementation to begin fall 2008; project duration TDB
Expected project budget: Planning process will determine overall budget.

Status of Planning and Documentation to support HRS Implementation:

HRS:	Status
Governance structure	Established
Project Charter	Completed
Communication Plan	In draft
Project Plan	Due fall 2008
Project Budget	Due fall 2008
Quality Assurance Plan	Established

Project: Supply Project

Description: The University of Wisconsin System is undertaking the Supply Project to: Provide an easier-to-use purchasing system; aggregate basic data about UW System purchases to improve outcomes for strategic sourcing efforts; and ensure more timely and accurate accountability to our stakeholders.

The UW institutions currently use various Procurement/Supply systems to order and pay for goods and services and collect information about those transactions. Purchasing card payment tracking and Bids/RFP posting to prospective vendors are provided with additional software systems. These Supply transaction systems include the Shared Financial System (UW System's PeopleSoft's Financial Management System), the State's VendorNet system, Access Online (P-Card) and various other auxiliary systems. While the current systems serve basic procurement needs, they each function independently. The business environment and fundamental information needs have changed over the years and the ability of the current systems, which are separate and not integrated, to respond to these new demands is limited.

Oracle/PeopleSoft Supplier Relationship Management/Supply Chain Management software has been licensed. With the implementation of these additional software modules, the UW will improve the current SFS platform to streamline purchasing processes and provide enhanced functionality. These activities will enable the UW to spend less time on tactical processes and allow a strategic approach to contracting for supplies and services, saving taxpayer and student dollars.

Phase 1: Supply Project Planning

UW System Administration contracted with CIBER, Inc. to provide project planning consulting services (Contract Number: LV-07-2342). The deliverables of the consulting engagement include a project charter, fit-gap sessions and analysis, and a project plan and budget.

Schedule: November 2007 – Fall 2008 (depending on Fit-gap session scheduling)

Budget: \$600,000

Source of funds: System and Campus Reallocations - Common Systems

Project Dashboard (See Appendix 1 for dashboard definitions):

<p>Determine the status for each of the categories below based on the criteria identified on the right and on the back of this page.</p> <p>Insert an X in the column that best describes the status of the category or color/shade the appropriate status box.</p> <p>If a category has a status of Yellow or Red describe the problem/issue and what actions will be taken to correct the problem/issue.</p>		STATUS COLOR INDICATORS		
	Green	On target as planned		
	Yellow	Encountering issues		
	Red	Problems		
Project Status Dashboard: Supply Planning Project		Green	Yellow	Red
Schedule Status		X		
Scope Status		X		
Budget Status		X		
Other Issues (Staffing, Risks, etc.):		X		

Phase 2: Supply Implementation

The project will move into the implementation phase upon approval of the project plan and budget coming out of phase 1 project plan.

Expected project schedule: TBD

Expected project budget: Planning process will determine overall budget.

Status of Planning and Documentation to support Supply Implementation:

HRS:	Status
Governance structure	Established
Project Charter	In draft
Communication Plan	In draft
Project Plan	Due fall 2008
Project Budget	Due fall 2008
Quality Assurance Plan	In draft

Project: Identity and Access Management (IAM) Project

Description: UW-Madison Division of Information Technology (DoIT) currently operates two locally-authored identity systems - the University Directory Service (UDS) for UW-Madison, and the Identification, Authentication and Authorization system (IAA) for the UW System. While logically separate systems, they share common physical infrastructure, technology, and business logic. The system supports over 900,000 active and inactive identities, and is currently growing at a rate approaching 80,000 identities per year.

The UW has recently acquired Oracle's Identity and Access Management software. The IAM project will involve the implementation of the software to support UW Common Systems with central, reusable identity and access management services ensuring that the right people have access to the right resources at the right time. It offers the potential for significantly improved management of employee and student data along with management of user credentials and access to services. It also helps address some security challenges the university faces. This enhanced functionality is essential to a robust, reliable infrastructure platform upon which to base future applications.

Expected Project Schedule & Budget:

Estimated schedule: Project planning began in February 2008. The project team is actively engaged with Oracle on a roadmap strategy, training our staff, and beginning the first stages of implementation. Project implementation schedule is to be determined.

Estimated project budget: \$1,500,000

Source of funds: System and Campus Reallocations - Common Systems

Status of Planning and Documentation to support IAM Implementation:

HRS:	Status
Governance structure	In progress
Project Charter	In progress
Communication Plan	In progress
Project Plan	In progress
Project Budget	In progress
Quality Assurance Plan	In progress

Project Dashboard (See Appendix 1 for dashboard definitions):

<p>Determine the status for each of the categories below based on the criteria identified on the right and on the back of this page.</p> <p>Insert an X in the column that best describes the status of the category or color/shade the appropriate status box.</p> <p>If a category has a status of Yellow or Red describe the problem/issue and what actions will be taken to correct the problem/issue.</p>		STATUS COLOR INDICATORS		
	Green	On target as planned		
	Yellow	Encountering issues		
	Red	Problems		
Project Status Dashboard: Identity and Access Management (IAM) Project		Green	Yellow	Red
Schedule Status		x		
Scope Status		x		
Budget Status		x		
Other Issues (Staffing, Risks, etc.):		x		

Appendix 1: Project Dashboard Definitions:

Project Status Category Descriptions
<p>Schedule Status (refers to target implementation date of phase or project)</p> <p>Green – Indicates that the project or phase will be completed on target or on the planned date.</p> <p>Yellow – Indicates that the project or phase <u>may be falling behind</u> and work needs to be done to determine if the project can recover and still complete on the scheduled date or if adjustments must be made to the schedule date.</p> <p>Red – Indicates that the project or critical tasks <u>have fallen behind</u> schedule and corrective action must be taken to make the scheduled date or the scheduled date must change.</p>
<p>Scope Status</p> <p>Green – We have not changed the scope in any way that will keep the implementation from meeting the objectives planned for the project.</p> <p>Yellow – The scope of the project has increased. Budget and implementation date are impacted by < 10%. Or the scope of the project has decreased but objectives are not substantially impacted.</p> <p>Red – The scope of the project is under review and changes are being requested that will mean the implementation will not meet the project objectives in some substantial way or doing them later will increase cost 10% or more above the original total cost of the project approved by the sponsors.</p>
<p>Budget Status</p> <p>Green – Currently on target with project budget.</p> <p>Yellow – Project is over budget by 10 – 25%.</p> <p>Red – Project is over budget by 25% or more.</p>
<p>Other Issues (Staffing, Risks, etc.)</p> <p>Green – No staffing, Risks, or other issues/concerns exist.</p> <p>Yellow – Staffing concerns/issues exist that need to be monitored and possible adjustments made. Key staff departing. One or more risks or other issues may be surfacing which need to be monitored and contingency plans developed.</p> <p>Red – Staffing concerns/issues exist and will impact project schedule, budget, deliverables, risks, etc. Key staff lost. One or more risks or other issues have surfaced and will have an impact on budget, deliverables, staffing, scope, and/or schedule. Corrective action must be taken or contingency plans executed.</p>

REQUIRED FORMAT FOR UW STRATEGIC PLANS FOR MAJOR INFORMATION TECHNOLOGY (IT) PROJECTS

EXECUTIVE SUMMARY

BACKGROUND

As prescribed in Section 13.58 Wisconsin Statutes (2007 Wisconsin Act 20), the Board of Regents is required to create a reporting format for University of Wisconsin System and each of the University of Wisconsin institutions strategic information technology (IT) plans.

REQUESTED ACTION

This report is for information only.

DISCUSSION AND RECOMMENDATIONS

As required by the statutes, the University of Wisconsin System and each UW institution will submit a “Strategic Plan for IT Projects” to the Board of Regents each year by March 1. In accordance with the policies reviewed by the Board in February 2008 and adopted by the Board at its April 2008 meeting, the institutional strategic plans for March 1, 2008 shall be those already developed and implemented. Those institutions without an IT strategic plan shall develop a plan to submit by March 1, 2009.

For the plans submitted March 1, 2009 and thereafter, each plan will focus on the individual needs of the campus and the UW System is requiring that all submitted plans contain information regarding:

- a. How the plan was developed
- b. List the planning principles
- c. How the plan is being measured
- d. How the plan is tied to the university’s strategic objectives
- e. How the plan is written (format, accessibility)
- f. Identification of critical objectives / Is there an implementation plan for them
- g. Timeline
- h. Description of IT Plan governance on the campus
- i. Major themes of the plan

RELATED REGENT POLICIES

25-2 Guide to plan and implement management information systems

UW System Trust Funds
Revision to Policy on
Investment and Social
Responsibility

BUSINESS, FINANCE, AND AUDIT COMMITTEE

Resolution:

That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves a revision to Regent Policy 31-13, Investment and Social Responsibility, such that item 3. reads as follows:

3. To enhance the Board's awareness of social concerns, the Regents through the Business, Finance, and Audit Committee will direct University of Wisconsin System Administration *to conduct a proxy review to highlight* proxy resolutions related to discrimination and substantial social injury.

**UW SYSTEM TRUST FUNDS
REVISION TO POLICY ON INVESTMENT AND SOCIAL RESPONSIBILITY
EXECUTIVE SUMMARY**

BACKGROUND

Regent Policy 31-13, Investment and Social Responsibility, Item 3., reads as follows: “To enhance the Board's awareness of social concerns the Regents through the Business and Finance Committee will direct University of Wisconsin System Administration to subscribe to a proxy review service that will highlight proxy resolutions related to discrimination and substantial social injury.” UW System Administration has subscribed to a proxy review service since inception of this policy in early 1997.

REQUESTED ACTION

Adoption of resolution to revise the clause in Regent Policy 31-13, Item 3., from “to subscribe to a proxy review service that will highlight” to “*to conduct a proxy review to highlight.*”

DISCUSSION AND RECOMMENDATION

The revision to Policy 31-13 described above will permit UW Trust Funds more flexibility in determining how to obtain the necessary information on proxy proposals dealing with “social responsibility” so that the proposals can be appropriately reviewed and voted. Annual subscription costs for an externally-provided “proxy review service” for UW Trust Funds have escalated over the years (there are few providers and little competition) and would now approximate \$13,000 per year.

There are several reasons why such a cost may no longer be justifiable. First, because UW Trust Funds now has considerably more of its assets in commingled or mutual funds rather than “separately-managed accounts,” there are fewer shareholder resolutions to be reviewed and voted than in the past. Second, our separate account managers can provide us with information on the proxy proposals related to the companies of which we directly own shares. Third, these managers themselves generally subscribe to external proxy services and can share some basic research and other information from those providers. Lastly, rather than paying a “proxy service” to provide research on various “social responsibility” investment issues, such research can now be easily and cheaply conducted internally by utilizing the Web and other resources.

RELATED REGENT POLICIES

Regent Policy 31-13: Investment and Social Responsibility
Regent Policy 31-10: Procedures and Guidelines for Voting Proxies

UNIVERSITY OF WISCONSIN SYSTEM
GIFTS, GRANTS AND CONTRACTS AWARDED
QUARTERLY REPORT & PRIOR-YEAR COMPARISON
FISCAL YEAR 2007-2008 - Third Quarter

FISCAL YEAR 2007-2008	Public Service	Instruction	Libraries	Misc	Phy Plt	Research	Student Aid	Total
Total	80,883,802	45,298,550	2,329,687	106,758,722	21,102,187	524,462,263	107,619,039	888,454,250
Federal	41,776,004	30,280,912	200,000	10,118,752	882,032	344,893,413	92,756,146	520,907,259
Nonfederal	39,107,798	15,017,638	2,129,687	96,639,970	20,220,155	179,568,850	14,862,893	367,546,991
FISCAL YEAR 2006-2007								
Total	71,674,340	47,898,226	1,691,030	95,719,804	26,535,978	521,107,050	100,059,053	864,685,480
Federal	39,227,843	32,915,018	40,172	8,435,396	9,200	338,261,401	87,720,615	506,609,646
Nonfederal	32,446,497	14,983,208	1,650,858	87,284,408	26,526,778	182,845,649	12,338,438	358,075,834
INCREASE(DECREASE)								
Total	9,209,462	(2,599,675)	638,657	11,038,918	(5,433,791)	3,355,213	7,559,986	23,768,770
Federal	2,548,161	(2,634,106)	159,828	1,683,356	872,832	6,632,012	5,035,531	14,297,615
Nonfederal	6,661,301	34,431	478,829	9,355,562	(6,306,623)	(3,276,799)	2,524,455	9,471,155

UNIVERSITY OF WISCONSIN SYSTEM
GIFTS, GRANTS AND CONTRACTS AWARDED - BY INSTITUTION
QUARTERLY REPORT & PRIOR-YEAR COMPARISON
FISCAL YEAR 2007-2008 - Third Quarter

	Public Service	Instruction	Libraries	Misc	Phy Plt	Research	Student Aid	Total
FISCAL YEAR 2007-2008								
Madison	22,804,753	28,126,934	2,070,412	92,618,135	20,174,646	495,502,483	26,868,314	688,165,677
Milwaukee	10,387,293	4,175,472	58,275	1,584,178	0	22,259,730	11,597,057	50,062,005
Eau Claire	585,706	936,492	0	0	0	736,492	5,189,165	7,447,855
Green Bay	60,730	2,485,341	1,000	274,633	927,184	906,897	2,777,902	7,433,687
La Crosse	411,149	659,762	0	953,123	0	821,927	5,392,037	8,237,998
Oshkosh	5,104,358	5,359,268	0	0	0	677,328	7,279,629	18,420,583
Parkside	1,192,740	987,557	0	38,740	0	824,235	3,606,609	6,649,881
Platteville	171,379	18,103	200,000	434,507	0	5,236	5,904,787	6,734,012
River Falls	1,025,328	50,149	0	2,146,200	0	77,027	4,699,244	7,997,948
Stevens Point	2,937,631	443,912	0	776,612	0	2,083,666	8,355,500	14,597,321
Stout	3,714,394	216,265	0	2,483,205	0	47,696	7,192,126	13,653,685
Superior	149,307	0	0	720,295	0	349,053	1,747,165	2,965,820
Whitewater	134,750	23,546	0	3,473,649	356	96,855	7,476,713	11,205,869
Colleges	1,289	605,527	0	1,195,445	0	73,639	9,507,791	11,383,691
Extension	32,202,995	0	0	0	0	0	0	32,202,995
System-Wide	0	1,210,222	0	60,000	0	0	25,000	1,295,222
Totals	80,883,802	45,298,550	2,329,687	106,758,722	21,102,187	524,462,263	107,619,039	888,454,250
Madison	15,393,455	14,461,437	0	2,551,173	882,032	321,812,449	14,955,694	370,056,240
Milwaukee	6,185,234	4,401,952	0	0	0	18,959,203	10,721,824	40,268,213
Eau Claire	496,867	924,492	0	0	0	624,288	5,189,165	7,234,812
Green Bay	33,130	2,152,596	0	0	0	843,036	2,768,629	5,797,391
La Crosse	113,122	641,500	0	779,894	0	246,901	5,371,537	7,152,954
Oshkosh	2,451,457	4,902,468	0	0	0	459,844	7,279,629	15,093,398
Parkside	1,101,508	846,018	0	10,000	0	530,338	3,424,026	5,911,890
Platteville	32,222	0	200,000	0	0	4,400	5,903,787	6,140,409
River Falls	765,487	0	0	1,806,756	0	44,508	4,697,544	7,314,295
Stevens Point	872,704	31,414	0	686,199	0	983,300	8,355,500	10,929,117
Stout	3,384,829	100,211	0	1,517,457	0	20,000	6,665,516	11,688,013
Superior	120,000	0	0	720,295	0	250,000	1,747,165	2,837,460
Whitewater	54,000	4,000	0	1,368,124	0	85,022	6,820,709	8,331,855
Colleges	0	604,602	0	618,854	0	30,124	8,855,421	10,109,001
Extension	10,771,989	0	0	0	0	0	0	10,771,989
System-Wide	0	1,210,222	0	60,000	0	0	0	1,270,222
Federal Totals	41,776,004	30,280,912	200,000	10,118,752	882,032	344,893,413	92,756,146	520,907,259
Madison	7,411,298	13,665,497	2,070,412	90,066,962	19,292,614	173,690,034	11,912,620	318,109,437
Milwaukee	4,202,059	(226,480)	58,275	1,584,178	0	3,300,527	875,233	9,793,792
Eau Claire	88,839	12,000	0	0	0	112,204	0	213,043
Green Bay	27,600	332,745	1,000	274,633	927,184	63,861	9,273	1,636,296
La Crosse	298,027	18,262	0	173,229	0	575,026	20,500	1,085,044
Oshkosh	2,652,901	456,800	0	0	0	217,484	0	3,327,184
Parkside	91,232	141,539	0	28,740	0	293,897	182,583	737,991
Platteville	139,157	18,103	0	434,507	0	836	1,000	593,603
River Falls	259,841	50,149	0	339,444	0	32,519	1,700	683,653
Stevens Point	2,064,927	412,498	0	90,413	0	1,100,366	0	3,668,204
Stout	329,565	116,054	0	965,748	0	27,696	526,610	1,965,672
Superior	29,307	0	0	0	0	99,053	0	128,360
Whitewater	80,750	19,546	0	2,105,525	356	11,833	656,004	2,874,014
Colleges	1,289	925	0	576,591	0	43,515	652,370	1,274,690
Extension	21,431,006	0	0	0	0	0	0	21,431,006
System-Wide	0	0	0	0	0	0	25,000	25,000
Nonfederal Totals	39,107,798	15,017,638	2,129,687	96,639,970	20,220,155	179,568,850	14,862,893	367,546,991

UNIVERSITY OF WISCONSIN SYSTEM
GIFTS, GRANTS AND CONTRACTS AWARDED - BY INSTITUTION
QUARTERLY REPORT & PRIOR-YEAR COMPARISON
FISCAL YEAR 2007-2008 - Third Quarter

	Public Service	Instruction	Libraries	Misc	Phy Plt	Research	Student Aid	Total
FISCAL YEAR 2006-2007								
Madison	21,599,059	29,902,206	1,488,341	82,477,199	26,491,305	487,515,624	23,946,990	673,420,724
Milwaukee	3,945,109	7,057,525	131,980	2,164,095	0	23,609,674	13,917,778	50,826,161
Eau Claire	839,968	537,157	0	0	0	1,440,365	6,826,697	9,644,187
Green Bay	11,600	2,370,281	0	345,736	0	458,249	4,042,469	7,228,335
La Crosse	981,678	425,253	19,300	853,958	0	2,942,326	4,684,628	9,907,143
Oshkosh	3,117,760	4,749,668	0	0	0	638,546	5,062,999	13,568,973
Parkside	464,365	959,059	6,500	104,139	0	195,401	4,935,759	6,665,223
Platteville	289,809	4,378	41,909	47,012	0	59,254	3,746,504	4,188,866
River Falls	581,097	84,018	0	1,682,504	0	11,500	3,896,527	6,255,646
Stevens Point	4,771,709	167,936	0	109,854	1,853	1,497,665	6,979,313	13,528,330
Stout	3,713,654	233,295	0	2,047,395	0	134,993	4,933,355	11,062,692
Superior	28,156	10,381	0	698,346	0	2,157,919	2,033,164	4,927,966
Whitewater	84,575	124,706	0	1,450,894	42,820	280,695	6,650,783	8,634,474
Colleges	8,754	590,105	3,000	1,128,486	0	164,839	8,002,086	9,897,270
Extension	31,237,047	0	0	0	0	0	0	31,237,047
System-Wide	0	682,257	0	2,610,185	0	0	400,000	3,692,442
Totals	71,674,340	47,898,226	1,691,030	95,719,804	26,535,978	521,107,050	100,059,053	864,685,480
Madison	14,313,830	16,865,580	0	1,740,294	9,200	311,827,300	14,509,467	359,265,671
Milwaukee	1,908,474	6,659,904	0	0	0	19,265,035	13,209,330	41,042,743
Eau Claire	581,817	537,157	0	0	0	1,107,360	6,826,697	9,053,031
Green Bay	0	1,921,906	0	0	0	244,551	4,012,724	6,179,181
La Crosse	879,185	389,988	0	767,654	0	2,209,300	4,684,628	8,930,755
Oshkosh	2,701,482	4,276,548	0	0	0	591,596	5,062,999	12,632,625
Parkside	332,043	811,544	0	0	0	0	4,849,726	5,993,313
Platteville	230,486	0	40,172	0	0	50,000	3,746,504	4,067,162
River Falls	394,234	0	0	1,382,756	0	0	3,882,107	5,659,097
Stevens Point	3,142,560	37,000	0	0	0	458,891	6,979,313	10,617,764
Stout	3,262,246	144,543	0	1,453,744	0	126,865	4,440,741	9,428,139
Superior	28,156	7,881	0	733,346	0	1,999,000	2,000,164	4,768,547
Whitewater	47,981	0	0	925,268	0	259,144	6,106,736	7,339,129
Colleges	0	580,710	0	659,444	0	122,359	7,409,479	8,771,992
Extension	11,405,349	0	0	0	0	0	0	11,405,349
System-Wide	0	682,257	0	772,890	0	0	0	1,455,147
Federal Totals	39,227,843	32,915,018	40,172	8,435,396	9,200	338,261,401	87,720,615	506,609,646
Madison	7,285,229	13,036,626	1,488,341	80,736,905	26,482,105	175,688,324	9,437,523	314,155,053
Milwaukee	2,036,635	397,621	131,980	2,164,095	0	4,344,639	708,448	9,783,418
Eau Claire	258,151	0	0	0	0	333,005	0	591,156
Green Bay	11,600	448,375	0	345,736	0	213,698	29,745	1,049,154
La Crosse	102,493	35,265	19,300	86,304	0	733,026	0	976,388
Oshkosh	416,278	473,120	0	0	0	46,950	0	936,348
Parkside	132,322	147,515	6,500	104,139	0	195,401	86,033	671,910
Platteville	59,323	4,378	1,737	47,012	0	9,254	0	121,704
River Falls	186,863	84,018	0	299,748	0	11,500	14,420	596,549
Stevens Point	1,629,149	130,936	0	109,854	1,853	1,038,774	0	2,910,566
Stout	451,407	88,752	0	593,651	0	8,128	492,614	1,634,553
Superior	0	2,500	0	(35,000)	0	158,919	33,000	159,419
Whitewater	36,594	124,706	0	525,626	42,820	21,551	544,047	1,295,345
Colleges	8,754	9,395	3,000	469,042	0	42,480	592,607	1,125,278
Extension	19,831,698	0	0	0	0	0	0	19,831,698
System-Wide	0	0	0	1,837,295	0	0	400,000	2,237,295
Nonfederal Totals	32,446,497	14,983,208	1,650,858	87,284,408	26,526,778	182,845,649	12,338,438	358,075,834

UNIVERSITY OF WISCONSIN SYSTEM
GIFTS, GRANTS AND CONTRACTS AWARDED - BY INSTITUTION
QUARTERLY REPORT & PRIOR-YEAR COMPARISON
FISCAL YEAR 2007-2008 - Third Quarter

	Public Service	Instruction	Libraries	Misc	Phy Plt	Research	Student Aid	Total
INCREASE (DECREASE)								
Madison	1,205,694	(1,775,272)	582,071	10,140,936	(6,316,659)	7,986,859	2,921,324	14,744,953
Milwaukee	6,442,184	(2,882,053)	(73,705)	(579,917)	0	(1,349,944)	(2,320,721)	(764,156)
Eau Claire	(254,262)	399,335	0	0	0	(703,873)	(1,637,532)	(2,196,332)
Green Bay	49,130	115,060	1,000	(71,104)	927,184	448,648	(1,264,567)	205,352
La Crosse	(570,529)	234,509	(19,300)	99,165	0	(2,120,399)	707,409	(1,669,145)
Oshkosh	1,986,598	609,600	0	0	0	38,782	2,216,630	4,851,610
Parkside	728,375	28,498	(6,500)	(65,399)	0	628,834	(1,329,150)	(15,342)
Platteville	(118,430)	13,725	158,091	387,495	0	(54,018)	2,158,283	2,545,147
River Falls	444,231	(33,869)	0	463,696	0	65,527	802,717	1,742,302
Stevens Point	(1,834,078)	275,976	0	666,758	(1,853)	586,001	1,376,187	1,068,991
Stout	740	(17,030)	0	435,809	0	(87,297)	2,258,771	2,590,992
Superior	121,151	(10,381)	0	21,949	0	(1,808,866)	(285,999)	(1,962,146)
Whitewater	50,175	(101,160)	0	2,022,755	(42,464)	(183,840)	825,929	2,571,395
Colleges	(7,465)	15,422	(3,000)	66,959	0	(91,200)	1,505,705	1,486,421
Extension	965,948	0	0	0	0	0	0	965,948
System-Wide	0	527,965	0	(2,550,185)	0	0	(375,000)	(2,397,220)
Totals	9,209,462	(2,599,675)	638,657	11,038,918	(5,433,791)	3,355,213	7,559,986	23,768,770
Madison	1,079,625	(2,404,143)	0	810,879	872,832	9,985,149	446,227	10,790,569
Milwaukee	4,276,760	(2,257,952)	0	0	0	(305,832)	(2,487,506)	(774,530)
Eau Claire	(84,950)	387,335	0	0	0	(483,072)	(1,637,532)	(1,818,219)
Green Bay	33,130	230,690	0	0	0	598,485	(1,244,095)	(381,790)
La Crosse	(766,063)	251,512	0	12,240	0	(1,962,399)	686,909	(1,777,801)
Oshkosh	(250,025)	625,920	0	0	0	(131,752)	2,216,630	2,460,773
Parkside	769,465	34,474	0	10,000	0	530,338	(1,425,700)	(81,423)
Platteville	(198,264)	0	159,828	0	0	(45,600)	2,157,283	2,073,247
River Falls	371,253	0	0	424,000	0	44,508	815,437	1,655,198
Stevens Point	(2,269,856)	(5,586)	0	686,199	0	524,409	1,376,187	311,353
Stout	122,583	(44,332)	0	63,713	0	(106,865)	2,224,775	2,259,873
Superior	91,844	(7,881)	0	(13,051)	0	(1,749,000)	(252,999)	(1,931,087)
Whitewater	6,019	4,000	0	442,856	0	(174,122)	713,973	992,726
Colleges	0	23,892	0	(40,590)	0	(92,235)	1,445,942	1,337,009
Extension	(633,360)	0	0	0	0	0	0	(633,360)
System-Wide	0	527,965	0	(712,890)	0	0	0	(184,925)
Federal Totals	2,548,161	(2,634,106)	159,828	1,683,356	872,832	6,632,012	5,035,531	14,297,615
Madison	126,069	628,871	582,071	9,330,057	(7,189,491)	(1,998,290)	2,475,097	3,954,384
Milwaukee	2,165,424	(624,101)	(73,705)	(579,917)	0	(1,044,112)	166,785	10,374
Eau Claire	(169,312)	12,000	0	0	0	(220,801)	0	(378,113)
Green Bay	16,000	(115,630)	1,000	(71,104)	927,184	(149,837)	(20,472)	587,142
La Crosse	195,534	(17,003)	(19,300)	86,925	0	(158,000)	20,500	108,656
Oshkosh	2,236,622	(16,320)	0	0	0	170,534	0	2,390,837
Parkside	(41,090)	(5,976)	(6,500)	(75,399)	0	98,496	96,550	66,081
Platteville	79,834	13,725	(1,737)	387,495	0	(8,418)	1,000	471,899
River Falls	72,978	(33,869)	0	39,696	0	21,019	(12,720)	87,104
Stevens Point	435,778	281,562	0	(19,441)	(1,853)	61,592	0	757,638
Stout	(121,843)	27,302	0	372,096	0	19,568	33,996	331,119
Superior	29,307	(2,500)	0	35,000	0	(59,866)	(33,000)	(31,059)
Whitewater	44,156	(105,160)	0	1,579,899	(42,464)	(9,718)	111,956	1,578,669
Colleges	(7,465)	(8,470)	(3,000)	107,549	0	1,035	59,763	149,412
Extension	1,599,308	0	0	0	0	0	0	1,599,308
System-Wide	0	0	0	(1,837,295)	0	0	(375,000)	(2,212,295)
Nonfederal Totals	6,661,301	34,431	478,829	9,355,562	(6,306,623)	(3,276,799)	2,524,455	9,471,155

University of Wisconsin System
Actual Expenditures - GPR / Fees Funds
Through Third Quarter FY 2008 (7/1/2007 - 3/31/2008)

	Current Year To Date				Prior Year To Date		
	SFS Budget	Actual	% Expended		Final Budget	Actual	% Expended
Madison	934,760,243	639,925,312	68.46%		886,221,652	618,031,483	69.74%
Milwaukee	308,382,844	229,105,954	74.29%		304,147,675	217,063,775	71.37%
Eau Claire	100,920,334	72,203,886	71.55%		96,909,735	67,647,495	69.80%
Green Bay	51,589,006	35,106,120	68.05%		48,410,819	33,568,645	69.34%
La Crosse	86,517,177	52,044,704	60.16%		81,796,712	49,858,770	60.95%
Oshkosh	97,022,015	67,216,622	69.28%		93,093,669	61,830,565	66.42%
Parkside	48,703,497	33,290,246	68.35%		45,550,661	31,942,331	70.12%
Platteville	62,731,445	46,778,466	74.57%		61,320,552	43,389,184	70.76%
River Falls	60,576,075	43,578,091	71.94%		57,558,061	40,431,890	70.25%
Stevens Point	90,337,758	63,782,796	70.60%		86,840,404	59,765,126	68.82%
Stout	85,104,557	59,254,044	69.62%		80,118,685	55,267,328	68.98%
Superior	32,780,089	23,362,446	71.27%		31,207,929	22,231,599	71.24%
Whitewater	92,397,110	66,262,372	71.71%		90,387,327	62,077,208	68.68%
Colleges	73,700,811	56,927,946	77.24%		71,058,153	54,271,722	76.38%
Extension	58,048,562	37,882,948	65.26% (1)		45,539,782	35,019,484	76.90%
System Admin	9,599,086	7,208,047	75.09%		9,513,531	6,828,708	71.78%
Systemwide	46,172,622	93,802,064	203.16% (2)		16,802,868	23,803,952	141.67%
UW System	2,239,343,229	1,627,732,064	72.69%		2,106,478,215	1,483,029,263	70.40%

(1) UW-Extension is currently holding approximately \$7.2 million in fringe benefit budget authority which will be allocated to other UW institutions as part of the year end closing process. If that shift was booked at 3/31, actuals would have been approximately 74% of budget.

(2) Systemwide (SW) figures look odd because of timing differences in debt service charged initially to SW, then allocated to institutions,

Note: GPR/Fees includes only funds 101-119,122,126,131-132,158,171-178,186,189,301,402,403,406 and 601.

BUSINESS, FINANCE, AND AUDIT COMMITTEE:

Resolution I.2.e.3.

Whereas, s. 20.923 (4g), *Wis. Stats.*, gives the Board of Regents the authority to establish salary ranges for: System President; Senior Vice Presidents; Chancellors; UW-Madison Vice Chancellor; and UW-Milwaukee Vice Chancellor; and

Whereas, the Senior Executive Salary Policy (Regent Policy Document 6-5 as amended October 10, 2003) specifies that UW senior executive salary ranges shall be adopted by resolution by a majority of the full membership of the Board of Regents in open session by roll call vote at a regularly scheduled meeting, for the ensuing fiscal year, after review of peer salary survey information; and

Whereas, Chancellor Santiago's salary is 16.2% below the projected peer median for 2007-08 and nearly the lowest among the peers; and

Whereas, Chancellor Santiago's salary of \$291,284 is \$38,919 below 95% of the projected peer median for 2007-08

Now, therefore be it resolved;

That, in accordance with Wisconsin statutes and Regent Policy Document 6-5, the Board adopts a new salary range for the university senior executive in senior executive salary group seven as set forth in the attached, effective July 1, 2008.

CONSIDERATION OF SALARY RANGE ADJUSTMENT FOR THE CHANCELLOR OF UW-MILWAUKEE

EXECUTIVE SUMMARY

BACKGROUND

In accordance with 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, set forth in Regent Policy Documents 6-5.

REQUESTED ACTION

Approval of Resolution I.2.e.3.

DISCUSSION

The Board of Regents is requested to adjust the salary range of the UW-Milwaukee Chancellor. The range adjustment requested is to be effective July 1, 2008. The salary of the UW-Milwaukee Chancellor is well below peers in comparable institutions. The range adjustment will allow for the UW-Milwaukee Chancellor's salary to be more competitive and to reflect the structure of the system as per ss. 20.923(4g) which states: "The Board of Regents shall set the salaries for these positions within the ranges to which the positions are assigned to reflect the hierarchical structure of the system, to recognize merit, to permit orderly salary progression and to recognize competitive factors."

Chancellor Santiago's salary, including the contract with UWM Foundation, is 16.2% below the projected peer median for 2007-08 and nearly the lowest among the peers.

The President of the UW System has therefore initiated this process and with this resolution is forwarding for approval this salary range adjustment. This requested action will not result in any changes in compensation. This is only a request to adjust a salary range.

RELATED REGENT POLICIES

Regent Policy 6-5

Wisconsin Statutes, s. 20.923(4g), and s. 36.09(1)(j)

Peer Salary Comparison for UW-Milwaukee Chancellor

Current range for the UW-Milwaukee Chancellor:

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
\$251,507	\$279,452	\$307,397

Proposed for 07/01/08:

Senior Executive Salary Range Calculated in Accordance with Board of Regents' Policy:

2006-07 peer group median salary:	\$334,214
CUPA-HR projects 4.0% increase in 2007-08	<u>x 1.040</u>
2007-08 projected peer group median:	\$347,582
Executive salary policy cost-of living adjustment	<u>.95</u>
Regents Salary Range Midpoint:	\$330,203
Regents Salary Range Minimum (90%):	\$297,183
Regents Salary Range Maximum (110%):	\$363,223

CUPA-HR Median for Chancellor: \$405,000

Based on institutions of the similar size budget and doctoral level programs from the CUPA-HR (College and University Professional Association for Human Resources) 2007-08 salary survey of 1,307 institutions.

2006-07 Peer Group Salaries:

UW-Milwaukee Chancellor's Salary 6/1/08

Rutgers University-Newark	\$525,000
Temple University	\$465,000
University of Texas-Dallas	\$449,904
University of Toledo	\$385,000
Wayne State University	\$373,975
University of Cincinnati	\$343,350
University of Akron	\$325,077
University of Illinois-Chicago	\$316,000
University of Louisville	\$297,002

UW-Milwaukee
\$291,284
(w/personal
services
contract)

Cleveland State University \$279,825

UW-Milwaukee
\$271,284 (w/o
personal
services
contract)

University of Missouri-Kansas City \$262,650
State University of New York-Buffalo \$240,000

Mean	\$355,232
Median	\$334,214

UW–Oshkosh
Food Service Contract with
Sodexo Management, Inc.

BUSINESS, FINANCE, AND AUDIT COMMITTEE

Resolution:

That, upon the recommendation of the Chancellor of the University of Wisconsin–Oshkosh and the President of the University of Wisconsin System, the Board of Regents approves the contract with Sodexo Management, Inc., to provide Dining Services at the University of Wisconsin–Oshkosh effective July 11, 2008 for a period of seven years.

UW-OSHKOSH FOOD SERVICE CONTRACT WITH SODEXHO MANAGEMENT, INC

BACKGROUND

UW–Oshkosh invited vendors to submit proposals to operate its dining services, believing there was potential to increase retail sales and enhance its residential dining program. To meet these objectives, UW–Oshkosh requested that proposals include innovative management, expansion of campus sustainability, and ethnic dining programs. The goal was to create a total dining service program, meeting the needs of a diverse student body, faculty and staff, and an extensive camps and conferences program. UW-Oshkosh sought excellence in quality of food and service at a reasonable cost to students.

The University and the contractor will work cooperatively to complement the institutional mission and enhance campus life.

REQUESTED ACTION

That, upon recommendation of the Chancellor of the University of Wisconsin–Oshkosh and the President of the University of Wisconsin System, the Board of Regents approve the contract with Sodexho Management, Inc., to provide Dining Services to the University of Wisconsin-Oshkosh effective July 11, 2008 for a period of seven years.

DISCUSSION

UW–Oshkosh has contracted for dining services since the 1970s, with its most recent contract expiring in June 2008. Under a request for proposal process, two vendors submitted proposals. Sodexho Management, Inc. received the highest total score. A nine-member evaluation committee including campus staff, students, and a community member working with UW System Procurement staff completed the scoring process. Sodexho Management, Inc.’s proposal meets all of UW-Oshkosh’s desired outcomes. Contract highlights include:

- The contractor will assume operation of all dining services operations, including the residential dining program, retail operations, catering, summer camps and conferences, and sports center concessions.
- Contract revenue is valued at over \$6.5 million annually over seven years.
- Residential students can choose from several different meal plans that offer great flexibility including access to retail venues.
- Per meal cost increases from previous rates are less than 10 percent and are escalated annually based on the Consumer Price Index.

- Dining options include Pizza Hut, Taco Bell, and several specialty concepts, such as sub sandwiches, coffee, bagels, and ethnic foods.

RELATED REGENT POLICIES

Regent Policy Document 13-3, *Authorization to Sign Documents*

UW-P-101 (Rev. 1/98)
UNIVERSITY OF WISCONSIN SYSTEM
SYSTEM OFFICE OF PROCUREMENT
780 REGENT STREET
MADISON, WI 53715

CONTRACT NO. UF-08-2396

C O N T R A C T

COMMODITY OR SERVICE: DINING SERVICE for the University of Wisconsin –
Oshkosh

PERIOD OF CONTRACT: July 11, 2008 through July 10, 2009 with six automatic one year renewal
options

This contract is entered into by and between the State of Wisconsin, University of Wisconsin -
System DBA University of Wisconsin – Oshkosh, and Sodexo Management Inc.
(Contractor).

Whereby University of Wisconsin - System Office of Procurement agrees to direct the purchase and
the Contractor agrees to supply such requirements of the commodity or service cited above in
accordance with the terms and conditions of Request for Proposal No RL-08-2396 and in
accordance with Contractors proposal response dated March 28, 2008, correspondence dated April
25, May 8, 2008 and Best and Final offer dated May 15, 2008 which are hereby made a part of this
contract.

Contracts estimated to be twenty five thousand dollars (\$25,000) or more require the submission of
a written affirmative action plan. Contractors with an annual workforce of less than ten employees
are excluded from this requirement.

Within fifteen (15) days after the award of the contract, the plans shall be submitted to the
University of Wisconsin System Office of Procurement, 780 Regent Street, Madison, WI 53715.
Contractors and bidders are encouraged to contact this office for technical assistance on Equal
Opportunity.

TO BE COMPLETED BY CONTRACTOR:

FOR: STATE OF WISCONSIN FOR:
UNIV. OF WISCONSIN SYSTEM

FIRM NAME

FIRM ADDRESS

BY: Rich Lampe

BY: _____

SIGNATURE: _____

SIGNATURE: _____

TITLE: Senior Program Administrator

TITLE: _____

DATE: _____

DATE: _____

PHONE: 608-262-9138

PHONE: _____

FEIN: _____

EMAIL: Rlampe@uwsa.edu

EMAIL: _____

UW-Eau Claire
Bookstore Contract
with Barnes and Noble

BUSINESS, FINANCE, AND AUDIT COMMITTEE

Resolution:

That, upon recommendation of the Chancellor of the University of Wisconsin-Eau Claire and the President of the University of Wisconsin System, the Board of Regents approves the contract with Barnes and Noble to provide Bookstore Services to the University of Wisconsin-Eau Claire effective July 1, 2008 for a period of seven years.

UW-EAU CLAIRE BOOKSTORE CONTRACT WITH BARNES AND NOBLE

BACKGROUND

UW–Eau Claire invited vendors to submit proposals for the operation of its bookstore and textbook rental services. The overall goals were to create a bookstore service program to meet the unique needs of a diverse student population, faculty and staff; to provide supplementary textbooks and materials, school supplies, apparel and some consumer technology products; and to operate a textbook rental program. The current contract to operate UW–Eau Claire’s University Center bookstore was negotiated in 2001 and expires June 2008.

Students took part in discussions on prices, products, e-commerce, hours of operation, and the potential for future store renovations.

The University and the contractor will work cooperatively to complement the mission of the campus and enhance campus life.

REQUESTED ACTION

That, upon recommendation of the Chancellor of the University of Wisconsin-Eau Claire and the President of the University of Wisconsin System, the Board of Regents approve the contract with Barnes and Noble to provide Bookstore Services to the University of Wisconsin-Eau Claire effective July 1, 2008 for a period of seven years.

DISCUSSION

Under a request for proposal process, three vendors submitted proposals. Barnes and Noble provided the highest scoring proposal. A seven-member evaluation committee including campus staff, students, and a community member along with UW System Procurement staff completed the scoring process. The proposal meets all of UW–Eau Claire’s desired outcomes while maintaining pricing at an acceptable level. Contract highlights include:

- Over seven years, annual sales revenue will be approximately \$2,025,000.
- UW–Eau Claire will receive sales commissions of 10.2 percent, approximately \$207,000 annually.
- The contractor will make a financial contribution not to exceed \$100,000 to refurbish the current store. In addition, UW–Eau Claire will receive \$350,000 for a new bookstore in the Davies Center building project scheduled within the expected term of this contract.

RELATED REGENT POLICIES

Regent Policy Document 13-3, *Authorization to Sign Documents*

UW-P-101 (Rev. 1/98)
UNIVERSITY OF WISCONSIN SYSTEM
SYSTEM OFFICE OF PROCUREMENT
780 REGENT STREET
MADISON, WI 53715

CONTRACT NO. UC-08-2407

C O N T R A C T

COMMODITY OR SERVICE: Bookstore and Textbook Rental Services for the University of
Wisconsin – Eau Claire

PERIOD OF CONTRACT: July 1, 2008 through June 30, 2009 with six automatic one year renewal
options

This contract is entered into by and between the State of Wisconsin, University of Wisconsin -
System DBA University of Wisconsin – Eau Claire, and Barnes and Noble College Bookstores.

Whereby University of Wisconsin - System Office of Procurement agrees to direct the purchase and
the Contractor agrees to supply such requirements of the commodity or service cited above in
accordance with the terms and conditions of Request for Proposal No RL-08-2407 and in
accordance with Contractors proposal response dated May 1, 2008 which are hereby made a part of
this contract.

Contracts estimated to be twenty five thousand dollars (\$25,000) or more require the submission of
a written affirmative action plan. Contractors with an annual workforce of less than ten employees
are excluded from this requirement.

Within fifteen (15) days after the award of the contract, the plans shall be submitted to the
University of Wisconsin System Office of Procurement, 780 Regent Street, Madison, WI 53715.
Contractors and bidders are encouraged to contact this office for technical assistance on Equal
Opportunity.

TO BE COMPLETED BY CONTRACTOR:

FOR: STATE OF WISCONSIN FOR:

UNIV. OF WISCONSIN SYSTEM

FIRM NAME

FIRM ADDRESS

BY: Rich Lampe

BY: _____

SIGNATURE: _____

SIGNATURE: _____

TITLE: Senior Program Administrator

TITLE: _____

DATE: _____

DATE: _____

PHONE: 608-262-9138

PHONE: _____

FEIN: _____

EMAIL: Rlampe@uwsa.edu

EMAIL: _____

UW-Platteville
Bookstore Contract with
Follett Higher Education

BUSINESS, FINANCE, AND AUDIT COMMITTEE

Resolution:

That, upon the recommendation of the Chancellor of the University of Wisconsin-Platteville and the President of the University of Wisconsin System, the Board of Regents approves the contract with Follett Higher Education to provide Bookstore Services at the University of Wisconsin-Platteville effective, July 1, 2008 for a period of seven years.

UW-PLATTEVILLE BOOKSTORE CONTRACT WITH FOLLETT HIGHER EDUCATION

BACKGROUND

UW–Platteville invited vendors to submit a sealed bid for the operation of its bookstore services. The overall goal was to create a bookstore service program that met the unique needs of a diverse student body, faculty and staff with an emphasis on providing supplementary textbooks and materials, school supplies, apparel, and some consumer technology products. The contract does not include basic textbook sales as campus staff operates a text rental program.

Student input was sought and received through multiple avenues. Those avenues included representation on the Student Center Advisory Committee which included SUFAC approval of the operating revenues and expenses through the annual budget process. In addition, the students were involved in the initial contract review which included discussions regarding prices, products, e-commerce, and hours of operation.

UW–Platteville’s current bookstore contract has been in place since January 1999, when the then-new Student Center opened. The University has encouraged high standards in quality and service to be provided at a reasonable cost and will work cooperatively with the contractor to complement the institution’s mission and to enhance campus life.

REQUESTED ACTION

That, upon recommendation of the Chancellor of the University of Wisconsin-Platteville and the President of the University of Wisconsin System, the Board of Regents approve the contract with Follett Higher Education to provide Bookstore Services to the University of Wisconsin Platteville effective July 1, 2008 for a period of seven years.

DISCUSSION

Under a request for bid process, two vendors submitted bids. Follett Higher Education provided the highest commission. The bid meets all of the desired outcomes of UW-Platteville while maintaining acceptable levels of pricing. Contract highlights include:

- Over seven years, annual sales revenue will be approximately \$612,000.
- UW-Platteville will receive commissions of 12.1 percent on sales all up to \$500,000, and commissions of 12.6 percent on sales exceeding \$500,000, valued at approximately \$75,000 annually. By comparison, the previous contract provided 10% commission for all sales or a minimum amount of \$45,000 annually, whichever was greater.

RELATED REGEND POLICIES

Regent Policy Document 13-3, *Authorization to Sign Documents*

UW-P-101 (Rev. 11/98)
UNIVERSITY OF WISCONSIN SYSTEM
SYSTEM PURCHASING
780 REGENT STREET
MADISON, WI 53715

CONTRACT NO: UH-08-2408

C O N T R A C T

COMMODITY OR SERVICE: BOOKSTORE SERVICE for the University of Wisconsin - Platteville

PERIOD OF CONTRACT: July 1, 2008 through June 30, 2009 with six automatic one year renewals

This contract is entered into by and between the State of Wisconsin, University of Wisconsin - System, dba as the University of Wisconsin – Platteville and Follett Higher Education (Contractor).

Whereby University of Wisconsin - System Procurement agrees to direct the purchase and the Contractor agrees to supply such requirements of the commodity or service cited above in accordance with the terms and conditions of Request for Bid No. RL-08-2408 and in accordance with Contractors bid response dated April 29, 2008 which are hereby made a part of this contract.

Contracts estimated to be ten thousand dollars (\$10,000) or more require the submission of a written affirmative action plan. Contractors with an annual workforce of less than ten employees are excluded from this requirement.

Within fifteen (15) days after the award of the contract, the plans shall be submitted to the University of Wisconsin System Procurement Office, 780 Regent Street, Madison, WI 53715. Contractors and bidders are encouraged to contact this office for technical assistance on Equal Opportunity.

TO BE COMPLETED BY CONTRACTOR:

FOR: STATE OF WISCONSIN
UNIV. OF WISCONSIN SYSTEM

FOR: _____
FIRM NAME

FIRM ADDRESS

BY: Rich Lampe

BY: _____

SIGNATURE: _____

SIGNATURE: _____

TITLE: _____

TITLE: _____

DATE: _____

DATE: _____

PHONE: _____

PHONE: _____

Email: RLampe@uwsa.edu

FEIN: _____

Email: _____

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I.3. Physical Planning and Funding Committee

Thursday, June 5, 2008
UW-Milwaukee
Union – Wisconsin Room

9:00 a.m. Board of Regents Closed Session

- Convene in open session and act on a motion to move into closed session to consider appointments of chancellors for UW-Madison, UW-Parkside, and UW-Whitewater, as permitted by s.19.85(1)(c), (e), and (f), *Wis. Stats.*, and to consider annual personnel evaluation and salary adjustment, as permitted by s.19.85(1)(c), *Wis.Stats.*

10:30 a.m. All Regents Invited

- UW-Milwaukee Presentation: Building the Research University of the Future
 - Guest Speakers: Milwaukee Mayor Tom Barrett and Milwaukee Business Leader and Philanthropist Joseph Zilber

11:30 a.m. All Regents Invited

- Growth Agenda and Need-Based Financial Aid
 - Guest Speaker: Mary Gulbrandsen, Executive Director, Fund for Wisconsin Scholars

12:30 p.m. Lunch

1:15 p.m. All Regents Invited

- Approval of UW System 2008-09 Annual Operating Budget and Tuition and Fee Schedules [Resolution A]

2:15 p.m. Physical Planning and Funding Committee – Fireside Lounge (1st floor, Union)

- a. UW-Milwaukee Presentation: Master Plan Update
- b. UW-La Crosse: Approval of the Design Report and Authority to Construct the New Academic Building Project
[Resolution I.3.b.]
- c. UW-Madison: Authority to Enter Into a Land Use Agreement to Allow the University of Wisconsin Medical Foundation (UWMF) to Construct a Faculty Office Building and Accept the Facility as a Gift-in-Kind
[Resolution I.3.c.]
- d. UW-Platteville: Authority to Construct the Outdoor Track Lighting Portion of the Williams Fieldhouse Addition Phase I Project
[Resolution I.3.d.]

- e. UW-Stevens Point: Authority to (1) Purchase a Parcel of Land with Improvements at 2016 Briggs Street and (2) Acquire Nine Parcels of Land on Briggs Street in the City of Stevens Point for Parking Development
[Resolution I.3.e.]
- f. UW System: Authority to Construct All Agency Maintenance and Repair Projects
[Resolution I.3.f.]
- g. Report of the Associate Vice President
 - 1. Building Commission Actions
 - 2. Discussion of the 2009-11 Capital Budget
- h. Consent Agenda:
 - 1. Approval of the Minutes of the April 10, 2008 Meeting of the Physical Planning and Funding Committee;
 - 2. UW-Madison: Authority to Grant a Permanent Easement for Access to Private Property Adjacent to the Rhinelander Agricultural Research Station;
[Resolution I.3.h.(2)]
 - 3. UW-Stevens Point: Authority to Adjust the Budget of the Fine Arts Center Remodeling and Addition Project;
[Resolution I.3.h.(3)]
 - 4. UW-Stevens Point: Authority to Adjust the Budget of the Dreyfus University Center Remodeling and Addition Project;
[Resolution I.3.h.(4)]
 - 5. Amendment of the Bylaws of the Board of Regents to Change the Name of the Physical Planning and Funding Committee to the *Capital Planning and Budget Committee*.
[Resolution I.3.h.(5)]
- i. UW-Superior: Approval of the Design Report and Authority to Construct the New Academic Building Project
[Resolution I.3.i.]
- j. UW-Superior: Authority to Revise the Funding of the Jim Dan Hill Library Renovation
[Resolution I.3.j.]
- k. Additional items which may be presented to the Committee with its approval
- z. Closed Session to Consider the Purchase of Property on Behalf of UW-Madison as Permitted by s. 19.85(1)(e), *Wis. Stats.*

4:15 p.m. Board of Regents Closed Session

- Convene in open session and act on a motion to move into closed session to consider annual personnel evaluations, as permitted by s.19.85(1)(c), *Wis. Stats.*

Approval of the Design Report and Authority to
Construct the New Academic Building Project,
UW-La Crosse

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-La Crosse Chancellor and the President of the University of Wisconsin System, the Design Report of the New Academic Building project be approved and authority be granted to increase the scope and budget by \$250,000 Program Revenue-Cash and construct the project at a total cost of \$44,250,000 (\$36,950,000 General Fund Supported Borrowing, \$350,000 Building Trust Funds, \$950,000 Program Revenue-Cash, and \$6,000,000 Gift Funds).

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2008

1. Institution: The University of Wisconsin-La Crosse
2. Request: Approval of the Design Report of the New Academic Building Project and authority to increase the scope and budget by \$250,000 Program Revenue-Cash and construct the project at a total cost of \$44,250,000 (\$36,950,000 General Fund Supported Borrowing, \$350,000 Building Trust Funds, \$950,000 Program Revenue-Cash, and \$6,000,000 Gift Funds).
3. Description and Scope of Project: The project will construct a new 116,740 ASF/179,600 GSF academic building located at the center of campus. The project demolishes Baird Hall, a 44-year-old residence hall; Trowbridge Hall, a 47-year-old residence hall; and Wilder Hall, a 52-year-old former residence hall, which is currently used as an administrative building. These buildings have a total of 78,713 ASF/116,993 GSF.

Over sixty percent of the new academic building will be occupied by 46 general assignment classrooms which will be equipped with modern educational technology. The sizes of these classrooms range from 40 seat rooms to 250 seat auditoriums. This building will provide approximately 66,400 ASF of general access classroom space, 8,700 ASF of instructional support and student study space, 36,600 ASF to accommodate the office and resource functions of eleven academic and student advising departments that will relocate to the new building, and 5,040 ASF of space for general building support functions.

The building will also contain the Hall of Nations, a large gathering space that can accommodate formal functions, including catered dinner receptions for visiting scholars and dignitaries, as well as other local and international delegations.

The new building will be connected to the campus telecommunications fiber optic backbone, voice and data lines, fire alarm reporting system, and steam, chilled water and electrical distribution systems. A recently completed project to expand the chilled water plant has taken into account the additional loads that this project will add to the system.

The design of the new building is heavily influenced by the principles of sustainability. The building shape and facades were designed to allow as much natural daylight as possible to enter the space, thus reducing the need for artificial illumination. The building includes a large south-facing court yard that provides open gathering and collaborative learning spaces. Low volatile organic compounds (VOC) materials will be specified for the facility as well as finish materials that are renewable or contain recycled products. The building and systems will be designed to be 32% more energy efficient than the current State of Wisconsin Building Code. Innovative ways to reduce, or completely eliminate the

need to carry storm water away from the site will be explored. The intent is to recycle a large majority of the building materials from the existing buildings on the site. The increase in scope and budget was requested by the campus because of their desire to achieve a LEED™ Silver Rating and to use renewable energy sources as an educational tool.

4. Justification of the Request: A full justification for this project was provided as part of the 2005-07 and 2007-09 capital budget requests. In summary, there is a lack of adequate general assignment classrooms, and numerous space shortages for academic, administrative, and student advising departments on the campus. Many of the existing classrooms are too small for the class sections that they need to support. This project is a significant first step in solving these major space issues.

Along with the shortage of appropriate classroom space, the various academic and student advising departments and all of their associated programs have grown significantly in the last thirty years, without any corresponding growth in building space. Other than a small addition to the Wing Technology Center as part of a renovation of that building in 2001, no new academic building space has been added on the UW-La Crosse campus since Wimberly Hall was constructed in 1974. As a result, many of the departments on campus are suffering from a severe shortage of space.

Demolition of Baird and Trowbridge halls will allow the new academic building to be located at the academic core of campus where it will anchor the southwest corner of the future Campus Central Mall, as described in the 2005 UW-La Crosse Master Plan. It will also provide the university with an opportunity to remove the two oldest residence halls on campus, and an obsolete administrative building (Wilder Hall), which has significant infrastructure deficiencies.

6. Budget and Schedule:

Budget	Cost
Construction	\$35,960,000
Contingency	1,421,000
A/E Design Fees	2,195,000
Other Fees	581,000
DSF Fee	1,438,000
Movable Equipment	2,545,000
Percent for Art	<u>110,000</u>
Total Project Cost	\$44,250,000

Schedule	Date
Final Documents	November 2008
Bidding Date	March 2009
Construction Start	July 2009
Substantial Completion	April 2011

6. Previous Action:

August 19, 2004 Resolution 8888	Recommended that the UW-La Crosse Academic Building Project be submitted for planning to Department of Administration and the State Building Commission as part of the university's 2005-07 Capital Budget request, at an estimated total project cost of \$31,100,000. The project was subsequently recommended for planning by the State Building Commission for that amount.
October 7, 2005 Resolution 9082	Granted approval to request that the State Building Commission authorize release of \$596,000 Building Trust Funds—Planning to use with \$130,000 Gift Funds to plan the UW-La Crosse New Academic Building project. The State Building Commission subsequently authorized release of funds for planning.
August 17, 2006 Resolution 9225	Recommended that the UW-La Crosse Academic Building project be submitted to the Department of Administration and the State Building Commission as part of the university's 2007-09 Capital Budget request, at an estimated total project cost of \$34,200,000. The project was subsequently recommended by the State Building Commission for enumeration at \$44,000,000 (\$36,950,000 General Fund Supported Borrowing, \$6,000,000 Gift Funds, \$700,000 Program Revenue Supported Borrowing, and \$350,000 Building Trust Funds).

Authority to Enter Into a Land Use Agreement
to Allow the University of Wisconsin Medical
Foundation to Construct a Faculty Office
Building and Accept the Facility as a
Gift-in-Kind, UW-Madison

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to permit the University of Wisconsin Medical Foundation (UWMF) to construct a new Faculty Office Building adjacent to the University of Wisconsin Clinical Science Center (CSC), under terms of a land use agreement with the University of Wisconsin System Board of Regents, and to accept the completed facility as a gift-in-kind from the foundation.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2008

1. Institution: The University of Wisconsin–Madison
2. Request: Authority to permit the University of Wisconsin Medical Foundation (UWMF) to construct a new Faculty Office Building adjacent to the University of Wisconsin Clinical Science Center (CSC), under terms of a land use agreement with the University of Wisconsin System Board of Regents, and to accept the completed facility as a gift-in-kind from the foundation.
3. Description and Scope of Project: The project will construct an office building of approximately 135,000 GSF consisting of faculty office and academic support areas. The multi-story addition will connect to the existing CSC located at 600 Highland Avenue, Madison, Wisconsin. The estimated total project cost will not exceed \$43,000,000. The UWMF has obtained gift funds for this project and, upon completion of construction, will donate the office building to UW-Madison.

The UWMF advertised publicly for “Design Build” teams to produce the project and received responses from eight statewide teams. Vogel Brothers Building Company of Madison was selected through this competitive process to lead the project with Flad and Associates, Madison, Wisconsin as their design and space programming partner. The team was selected by a steering committee comprised of representatives from the UW School of Medicine and Public Health, the UWMF, the UW Hospital Authority, and UW-Madison Facilities Planning and Management. The addition will be subject to the Village of Shorewood Hills zoning, site, and building design review and approval processes.

Campus utilities, including steam, chilled water, electricity and signal will be connected to the existing CSC infrastructure. Domestic, storm, and waste waters will be connected at the most efficient locations. The increased utility and maintenance costs will be absorbed by the campus.

The State of Wisconsin Division of State Facilities and the university architect have been involved in the planning of this project and will continue to review and approve all plans and specifications before any construction begins.

4. Justification of the Request: The CSC supports health sciences education, research, and patient care. The CSC opened in 1970 and combined modern inpatient and clinical services with the Medical School, the School of Nursing, and the School of Pharmacy

training facilities. The UW Hospital and Clinics, the UW Children's Hospital, the Paul P. Carbone Comprehensive Cancer Center, the School of Nursing, and the School of Medicine and Public Health (SMPH) now occupy the CSC. The CPC is the primary home for thirteen SMPH clinical departments and contains a significant portion of the school's research and academic endeavors.

In May 2007, the SMPH in conjunction with the UWMF and the UW Hospital and Clinics engaged the services of Eppstein Uhen Architects to conduct a feasibility study regarding the construction of a faculty office building addition to the Clinical Science Center. The goals of the study were to quantify the growth projections for the SMPH faculty that might occupy the space and to analyze the given site to determine the optimal size and location for an addition.

The study identified that many faculty members are currently sharing offices and that there is an urgent need to decompress the existing office space in the CSC. Additional office space is needed for the retention of outstanding clinician faculty across multiple departments within the SMPH. The SMPH has preliminarily identified nineteen different clinical groups as potential occupants of the building; final assignments will be based on academic needs.

The proposed site is the entry area to the former Emergency Department, the last large open plot of ground adjacent to the CSC. The close proximity of this construction to the existing hospital, clinical, and research facilities will enable an efficient and synergistic interaction among clinical researchers, community based researchers and educators, all of whom are focused on the creation of new knowledge as it applies to wellness and the treatment of disease.

The current overcrowding is a serious detriment to retaining and recruiting new faculty. The UW Medical Foundation is very supportive of maintaining academic excellence and has agreed to provide the resources necessary for this project if development can commence within the next several months.

5. Budget: Not Applicable.

6. Previous Action: None.

Authority to Construct the Outdoor Track
Lighting Portion of the Williams Fieldhouse
Addition Phase I Project, UW-Platteville

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Platteville Chancellor and the President of the University of Wisconsin System, authority be granted to construct the Outdoor Track Lighting portion of the Williams Fieldhouse Addition Phase I project at a cost of \$250,000 Program Revenue Supported Borrowing.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2008

1. Institution: The University of Wisconsin-Platteville
2. Request: Authority to construct the Outdoor Track Lighting portion of the Williams Fieldhouse Addition Phase I project at a cost of \$250,000 Program Revenue Supported Borrowing.
3. Description and Scope of Project: This project will install exterior lighting to illuminate the track. Four 70-foot poles will be installed around the perimeter of the field with seven lighting fixtures per pole that will provide 15 foot-candles on the track 20 foot-candles on the interior fields. The fixtures will have a shielding system that will minimize spill light and glare to the surrounding areas. The lighting will be used for track meets and student recreational purposes.

The campus would like to bid this portion of the Williams Fieldhouse Phase I project this fall so the lighting features will be in place by spring 2009. This scope of work can easily be bid separately to an installer of specialty athletic field lighting. The remaining portion of the Williams Fieldhouse Phase I project will be brought forward for design report approval and authority to construct in fall of 2008 with plans for bidding in the spring of 2009.

4. Justification of the Request: The track is located directly south of the Williams Fieldhouse. It is used for both college track meets and recreational needs of the students, faculty, staff, and the local community. The track and interior field presently do not have any lighting. The lack of lighting limits the ability of UW-Platteville to continue track meets into evening hours during the fall semester. It also limits the amount of campus intramural sports activities that can occur during the evening hours.
5. Fee Impact: In November 2006, the Segregated University Fee Allocation Commission (SUFAC) approved a \$22 per semester fee in support of the entire Phase I project. The fee was implemented in two steps; for 2007-08 a \$22 per year (\$11 per semester) was charged. The full fee of \$44 per year, will be collected beginning in 2008-09. This lighting project has no additional fee impact.

6. Budget and Schedule:

Budget	%	Cost
Construction		\$194,500
A/E Design Fees	10.0%	26,100
Other Fees		6,000
DSF Management	4.0%	8,700
Project Contingency	7.0%	14,700
Percent for the Arts	0.25%	<u>0</u>
Estimated Total Project Cost		\$250,000

Schedule	Date
BOR/SBC Approval	June 2008
Bid Date	September 2008
Start of Construction	October 2008
Substantial Completion	November 2008
Final Completion	December 2008

7. Previous Action: None.

Authority to (1) Purchase a Parcel of Land with Improvements at 2016 Briggs Street and (2) Acquire Nine Parcels of Land on Briggs Street in the City of Stevens Point for Parking Development, UW-Stevens Point

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Stevens Point Chancellor and the President of the University of Wisconsin System, authority be granted to (1) purchase a 0.303-acre parcel of land and improvements located at 2016 Briggs Street in the city of Stevens Point for \$88,000 Program Revenue-Cash, plus closing costs; and (2) purchase the remaining nine parcels along Briggs Street within the Board of Regents approved boundary as they become available at a total estimated cost of \$870,000 (in 2008 dollars) funded by a combination of Program Revenue-Cash and Program Revenue Supported Bonding, as appropriate.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2008

1. Institution: The University of Wisconsin-Stevens Point
2. Request: Authority to (1) purchase a 0.303-acre parcel of land and improvements located at 2016 Briggs Street in the city of Stevens Point for \$88,000 Program Revenue-Cash, plus closing costs; and (2) purchase the remaining nine parcels along Briggs Street within the Board of Regents approved boundary as they become available at a total estimated cost of \$870,000 (in 2008 dollars) funded by a combination of Program Revenue-Cash and Program Revenue Supported Bonding, as appropriate.
3. Description and Scope of the Project: This project will acquire a 0.303-acre parcel located at 2016 Briggs Street immediately south of campus-owned land. The property is improved with a vacant 1,481 square foot, one and one-half story, wood-frame single family house and detached one and one-half stall garage. The purchase price of \$88,000 is the average of two independent market appraisals of \$87,000 and \$89,000 each. The owners are willing to sell the parcel at the estimated fair market value and have signed an Option to Purchase. There is no relocation cost associated with this acquisition.

The remaining nine parcels will be processed for purchase as they become available. Each purchase will be at or below its fair market value as determined by a minimum of two independent professional appraisals. There will be no relocation costs associated with any of these acquisitions. The completion of an environmental audit with acceptable findings will be required prior to purchase.

4. Justification of the Project: UW-Stevens Point recently completed a master plan update which recommended boundary changes to support the long-term academic, research, open space, and parking needs outlined in the plan. These boundary changes were approved by the Board of Regents and accepted by the city of Stevens Point during their review of the master plan in November 2007. The 2016 Briggs Street parcel was offered for sale by cooperative sellers at the determined fair market value. An environmental audit for the property found no evidence of questionable contaminants or unacceptable environmental hazards.

The 2016 Briggs parcel and the remaining nine parcels are located along a city block comprised of twelve parcels on the southwest edge of campus (Map 1). The university currently owns two of the twelve parcels along the block. The 2016 Briggs parcel contains a 100-year-old house that the university will maintain in the short term to continue the character of the neighborhood until additional parcels are accumulated. Once a suitable portion of these properties is assembled, this property will be developed for parking. The

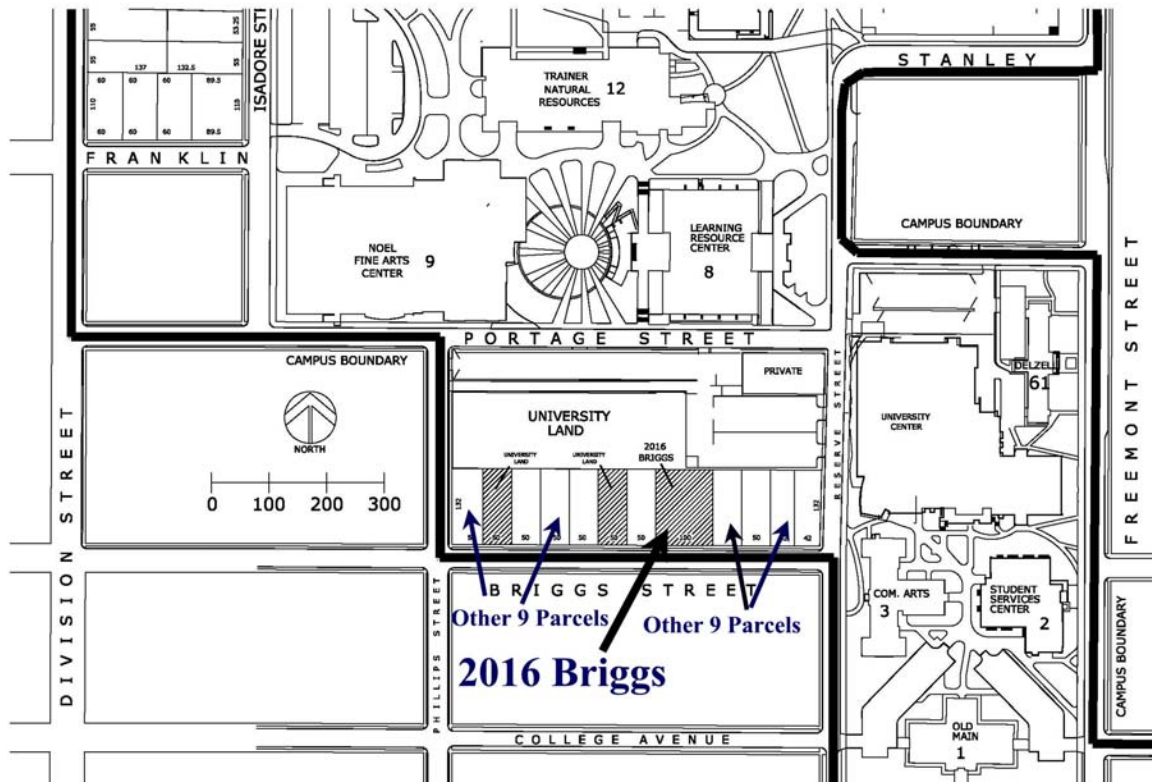
long-term goal for the entire block is the location of a future academic structure; options may include the incorporation of a student residential component into the final site plan.

Authority to proceed with the purchase of the remaining parcels will help expedite and streamline the acquisition process for both the sellers and the campus. Property owners desire a process with limited steps and assurance that the acquisition will proceed once physical and title conditions of the parcel are met and the fair market price is established.

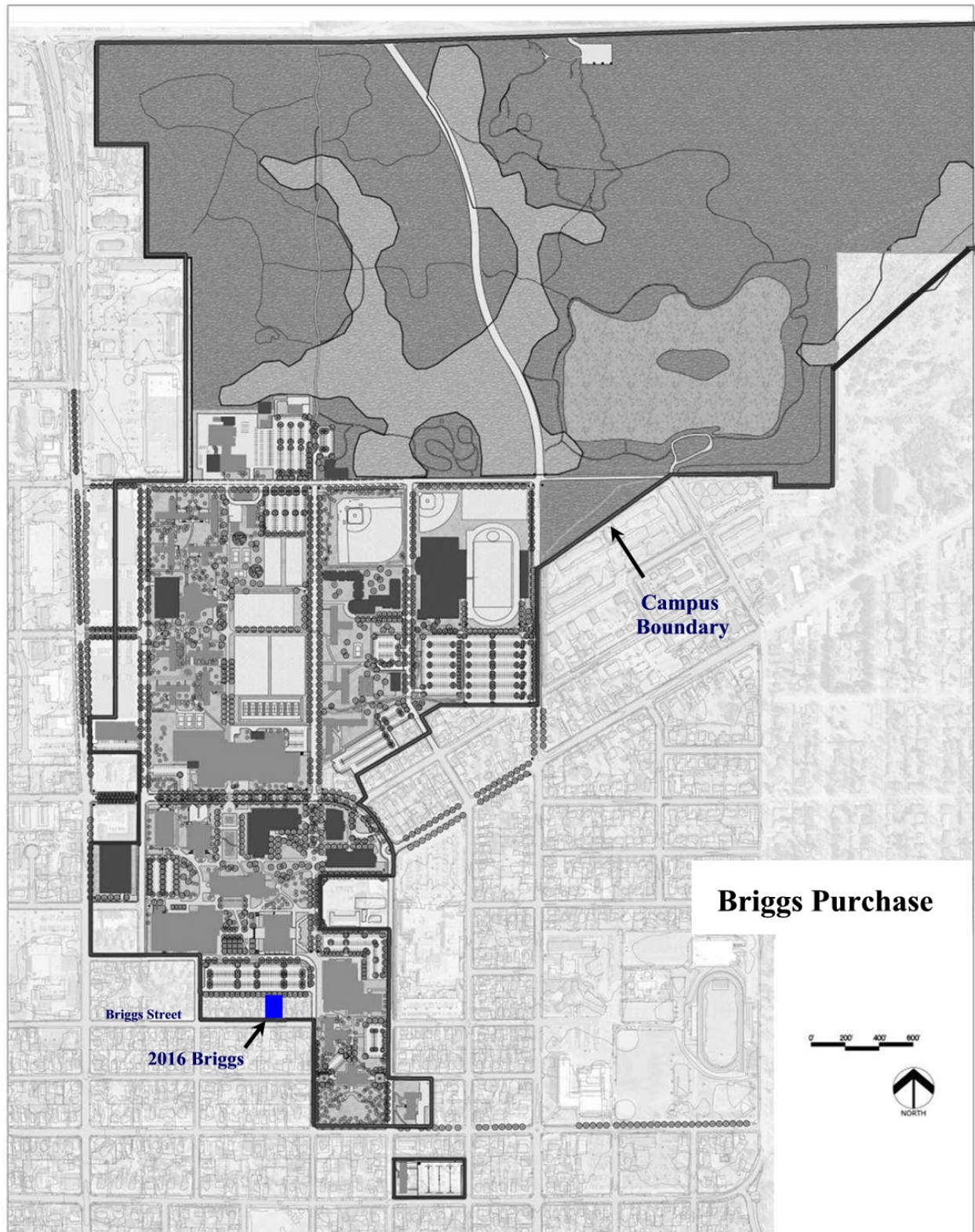
Depending on submission times and meeting dates, separate requests to the Board of Regents could add delays of multiple months to the time of closing. Those months would add to utility, insurance, property tax, and mortgage costs for the seller.

It is expected that the acquisition of the remaining parcels will occur over a number of years. The timing of the parcels' availability will determine whether bonding will be required and whether there is a direct impact to parking fees. The three most recent parcels that were purchased along this street were funded with operating cash reserves and, as such, there was no change in auxiliary fees due to their purchase.

5. Previous Action: None.



Map 1



Map 2

Authority to Construct All Agency
Maintenance and Repair Projects, UW System

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

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 \$10,078,400 (\$244,600 General Fund Supported Borrowing; \$944,000 Program Revenue Supported Borrowing; \$7,482,100 Program Revenue Cash; and \$1,407,700 Gifts and Grants).

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2008

1. Institution: The University of Wisconsin System
2. Request: Authority to construct various maintenance and repair projects at an estimated total cost of \$10,078,400 (\$244,600 General Fund Supported Borrowing; \$944,000 Program Revenue Supported Borrowing; \$7,482,100 Program Revenue Cash; and \$1,407,700 Gifts and Grants).

FACILITIES MAINTENANCE & REPAIR

INST	PROJ. NO.	PROJECT TITLE	GFSB	PRSB	PR CASH	GIFT/GRANT	BTF	TOTAL
LAX	08E4P	Eagle Center Roof Repl	\$ -	\$ -	\$ 693,000	\$ -	\$ -	\$ 693,000
MSN	08E2T	Adams/Tripp Hall HVAC/VAT Repl	\$ -	\$ -	\$ 2,611,000	\$ -	\$ -	\$ 2,611,000
MSN	08E2S	Merit House HVAC/Floor Tile Repl	\$ -	\$ -	\$ 1,948,000	\$ -	\$ -	\$ 1,948,000
STP	08E2R	Treehaven Dormitory Shower Repl	\$ -	\$ 944,000	\$ -	\$ -	\$ -	\$ 944,000
FM&R SUBTOTALS			\$ -	\$ 944,000	\$ 5,252,000	\$ -	\$ -	\$ 6,196,000

HEALTH, SAFETY, & ENVIRONMENTAL PROTECTION

INST	PROJ. NO.	PROJECT TITLE	GFSB	PRSB	PR CASH	GIFT/GRANT	BTF	TOTAL
PLT	08E2Q	Multi-Bldg Fire Alarm Upgr	\$ 244,600	\$ -	\$ 85,900	\$ -	\$ -	\$ 330,500
HS&E SUBTOTALS			\$ 244,600	\$ -	\$ 85,900	\$ -	\$ -	\$ 330,500

PROGRAMMATIC REMODELING & RENOVATION

INST	PROJ. NO.	PROJECT TITLE	GFSB	PRSB	PR CASH	GIFT/GRANT	BTF	TOTAL
MIL	08E2P	Campus Data Ctr Eval & Expand	\$ -	\$ -	\$ 1,500,000	\$ -	\$ -	\$ 1,500,000
MSN	08E2O	Waisman Ctr CCHM Lab Rmdl	\$ -	\$ -	\$ -	\$ 777,000	\$ -	\$ 777,000
PR&R SUBTOTALS			\$ -	\$ -	\$ 1,500,000	\$ 777,000	\$ -	\$ 2,277,000

UTILITIES REPAIR & RENOVATION

INST	PROJ. NO.	PROJECT TITLE	GFSB	PRSB	PR CASH	GIFT/GRANT	BTF	TOTAL
WTW	08E2V	Prucha Field Turf Repl	\$ -	\$ -	\$ 644,200	\$ 630,700	\$ -	\$ 1,274,900
UR&R SUBTOTALS			\$ -	\$ -	\$ 644,200	\$ 630,700	\$ -	\$ 1,274,900

	GFSB	PRSB	PR CASH	GIFT/GRANT	BTF	TOTAL
JUNE 2008 TOTALS	\$ 244,600	\$ 944,000	\$ 7,482,100	\$ 1,407,700	\$ -	\$ 10,078,400

3. Description and Scope of Project: This request provides maintenance, repair, renovation, and upgrades through the All Agency Projects Program.

Facilities Maintenance and Repair Requests

LAX - Eagle Center Roof Replacement (\$693,000): This project replaces all 25,000 SF of metal roofing system with a more weather resistant metal roofing system, and installs a new snow retention system above all entrances with low roof coverage.

Project work includes removal and disposal of the standing seam panels with snap caps over asphalt saturated underlayment felt placed directly on the roof deck structure; removal and inspection of select structural roof deck panels, fiberglass insulation, and gypsum board underlayment to determine wet and deteriorated areas which require replacement; installation of a new standing seam metal roofing system with a crimped type seam or cap; installation of new snow retention system along portions of the roof over egress and ingress locations and areas with lower roof areas, and reinforcement of roof penetrations to resist sliding snow and ice.

All roof areas will be replaced at the same time to avoid color variations, escalation of steel prices, and problems associated with multiple contractors replacing roofs on the same building.

The metal roof system is 12 years old, and while this does not exceed the expected useful life, the roof has failed in several locations. Many of the seam caps are dislodged and deformed to the extent that they cannot be reinstalled, or they are missing altogether. End caps and closer strips on the eave ends are also missing in many areas. Sliding snow and ice have either damaged, or completely destroyed covers over roof and plumbing vents, leaving open holes in the roof that allow water to run into the building. Because the roof system has failed, the building has experienced several instances of moisture intrusion, including extensive damage to the wood aerobics and dance flooring system.

MSN - Adams Hall/Tripp Hall HVAC System/Floor Tile Replacement (\$2,611,000): This project replaces the HVAC systems and domestic hot water heaters in two residence halls to improve energy efficiency. Project work includes replacing two 800-gallon cement lined domestic hot water tanks with semi-instantaneous domestic hot water heaters and replacing the steam heating system with hot water heating systems. Project work also includes asbestos abatement of floor tile and mastic around the radiators, and on mechanical piping insulation throughout the building.

Adams Hall is a 89,805 GSF and 267-bed residence hall. Tripp Hall is a 90,099 GSF and 279-bed residence hall. The domestic hot water heater tanks are original to both buildings, which were constructed in 1925. The tube bundles for these tanks have been previously replaced and repaired. Although these tanks are still in working order, they are energy inefficient units and the cost to maintain them has been high. The steam heating systems are also original to both buildings. The steam system requires extensive maintenance of steam traps and provides very little individual room temperature control. Residents frequently use operable windows to help regulate the heat.

MSN - Merit House HVAC System/Floor Tile Replacement (\$1,948,000): This project renovates building infrastructure to improve energy efficiency and accessibility. Project work includes replacing the HVAC system, connecting the building to the campus central chilled water utility, upgrading room lighting, renovating all kitchens and restrooms, making necessary accessibility renovations, replacing all exterior windows, replacing all interior doors, replacing floor finishes, improving attic ventilation, and upgrading attic

insulation. Project work also includes asbestos abatement of ceramic tile, mastic, shower bases, fire doors, and domestic hot water tank insulation.

Merit House is a 19,981 GSF and 63-bed residence hall constructed in 1986. Although one of the newer student housing buildings, it shows substantial signs of wear and has had numerous mechanical issues. The heating system does not provide adequate temperature control and there have been several heating system failures. The exterior wood windows are rotted and decayed. The bathroom areas were originally configured with fiberglass shower surrounds that are too small and beyond their useful life. The kitchen finishes are dated and in need of an upgrade.

STP - Treehaven Dormitory Shower Replacement (\$944,000): This project replaces four congregate toilet/shower rooms with private bathrooms in 30 reconfigured individual sleeping rooms and provides air conditioning in two identical field station dormitories at the Treehaven Field Station, southwest of Rhinelander in Lincoln County.

The upper floor toilet/shower room will be converted to a sleeping room and the lower toilet/shower room will be converted into a study room/lounge, exercise room, and common toilet room. A private unisex shower room will be constructed on each floor. The eight foot wide sleeping room windows will be replaced with four foot wide double casement windows. All interior wall and ceiling surfaces will be painted and carpet replaced in the sleeping rooms and corridors. The new shower/toilet rooms will have ceramic floor and wall tile finishes. The two forced-air furnaces will have cooling coils installed and connected to two remote condenser units. Supply ductwork will be insulated when the ceiling is exposed to create the new toilet/showers. All interior faces of the CMU exterior walls will have furring strips, insulation board, and painted drywall installed. The design will demonstrate sustainable construction practices to the greatest extent possible.

Treehaven Field Station was first occupied in 1984 to fulfill direct field study requirements for graduation from the College of Natural Resources (CNR). Each CNR student must complete a minimum of six weeks in course work at the center to meet their degree requirement. Two six-week sessions are offered each summer. During the remainder of the year the facility is used for a number of short courses through CNR, other UW-Stevens Point colleges and UW-Extension. The facilities are also available to other state agencies and private/public groups for meetings and retreats on a fee basis.

Both 6,800 GSF dormitories were completed in 1984 and house 108 students. The congregate toilets and shower rooms are in poor condition and do not meet ADA accessibility requirements. Twenty-seven residents must share five shower heads, four toilet fixtures and four lavatories. Fixture counts are rarely correct as the balance of men and women varies yearly. Ceramic tile is detaching from the floors and walls creating an opportunity for bacteria and mold growth. Toilet partitions and ceiling grids are badly rusted, the ceiling tile is discolored and warped, and countertops are delaminated. Bathroom entrances do not provide required privacy separation from the corridor and are not ADA accessible. The upper shower plumbing in both dormitories is prone to freezing in the winter because it passes through an exterior north wall. Previous gang-style showers

have been modified to provide individual stalls, however, drying and dressing areas are still shared. Remodeling the showers and restrooms to meet accessibility requirements and privacy concerns reduces the total bed capacity to an unacceptable and unsupportable level.

Retreats/conferences have become increasingly difficult to book due to the common restroom arrangements and their deteriorated condition. The expectation for group meetings, including Wisconsin state agencies, is to have a private shower and restroom for each sleeping room. The decline of revenue from outside sources has jeopardized the successful continuation of meeting Treehaven's mission and maintenance responsibilities. The reconstruction program described above will assure financial solvency and delivery of excellent programs.

Health, Safety, and Environmental Protection

PLT - Multi-Building Fire Alarm System Upgrade (\$330,500): This project extends the campus emergency one way voice communication system to four buildings that are not connected to the campuswide fire alarm emergency communications system, and provides exterior speakers in the campus mall area. Project work will be completed in the Children's Center, Doudna Hall, Pioneer Student Center, and Russell Hall. A new fire alarm subpanel containing voice signaling paging amplifiers and a campus network interface module will be installed in each building to link to the fiber optic emergency network and provide a means to page building occupants. Fire alarm paging speakers will be added throughout the buildings to provide total building coverage. Exterior speakers will be installed to provide audio coverage to the main campus mall walkways including the Greenwood Mall and Pine Street Mall.

These four buildings are not served by an emergency communication system. All other campus buildings are already serviced by a one way emergency communications system that is integrated with the campus fire alarm system. This system can be used to make emergency announcements from the campus security office to all campus buildings. In the event of an emergency, faculty, staff, and students would be placed at risk without the ability to make announcements to all campus buildings.

Programmatic Remodeling and Renovation

MIL - Campus Data Center Evaluation and Expansion (\$1,500,000): This project evaluates, programs, plans, and constructs and/or renovates space to meet campus data center needs. The resulting campus data center(s) will provide adequate and secure space for all campus servers and related infrastructure, reduce redundant computing and environmental control systems, and incorporate energy saving and sustainable design practices to the greatest extent possible.

This project evaluates the current data center operations and remote satellite computing operations, provides recommendations to consolidate and improve these operations and space configurations, provides recommendations for appropriate locations for each component of the campus computing resources, and provides the design solution to achieve

a comprehensive campus data center operation. Project work is anticipated to include construction of a new 2,000 SF data center in the University Services Building and minor renovations to the current 2,800 SF data center in the basement of the Engineering, Mathematics, and Science building. Construction and renovation work will include architectural, mechanical, electrical, fire protection, and security components.

The data center is the central location for business information systems on the UWM main campus, including student records, financial aid, data warehousing, and portions of the research computing efforts. The data center's current location does not adequately support the campus computing needs. The data center does not have adequate floor space or electrical capacity. Both of these conditions has led to the creation of several remote, departmental satellite server installations, therefore duplicating much of the data center's environmental controls and support infrastructure. Consolidating all servers and associated infrastructure is more efficient, lowers total cost of operation and maintenance, and reduces the risk of security breaches.

MSN - Waisman Center - Center for Creating a Healthy Mind Laboratory Remodeling (\$777,000): This project converts a Magnetic Resonance Imaging (MRI) laboratory suite S117 into a dry laboratory/office suite. All partition walls, the slab on grade concrete floor, raised floor systems, interior doors, and interior finishes will be removed. Demolition work includes hazardous material abatement (asbestos and lead shielding). Project work also includes installing new slab on grade concrete flooring with an in-slab radiant heating system, new hardwood flooring finishes, new exterior windows, and new clerestory windows. Mechanical, electrical, and plumbing services will be replaced within the project areas and connected to the building utilities.

The new 3,700 SF laboratory suite will include a 22 person meditation room, seven staff offices, and various support spaces. The meditation room will be designed to maximize natural light infiltration.

Contemplative practice is an emerging and expanding research field, and is beginning to garner substantial financial support through private donors, private foundations, and the National Institutes of Health (NIH). The UW-Madison contemplative practice research program needs dedicated and appropriate space to allow the program to expand and conduct its current activities. The former MRI suite in Waisman Hall is an ideal location to expand program space since it is adjacent to the current laboratory.

Utilities Repair and Renovation Requests

WTW - Prucha Field Turf Replacement (\$1,274,900): This project replaces the natural turf on the infield and warning track areas (~50,000 SF) with synthetic turf and makes several field improvements.

Project work includes all site preparation and grading, and the installation of new irrigation and drainage systems. Field improvements include synthetic turf, new masonry backstop and netting system, masonry foul line walls, foul poles, fencing around playing areas, and bullpens.

Installing artificial turf at Prucha Baseball Field, which was constructed in 1976, will result in maintenance savings and allow earlier seasonal practices since it will not be necessary to wait for the turf to thaw and dry out before the field can be used. It is also anticipated the installation of synthetic turf will improve field drainage and allow it to be used after heavy rains. This upgrade will match turf technology installed at other NCAA Division III fields.

This project will be partially funded through an annual \$10.20 increase to student segregated fees for a term of ten years, and raise the total student segregated fee to \$900.24 per year. This fee increase is supported by and has been approved by the Student University Fee Allocations Committee (SUFAC) and the Whitewater Student Government.

4. Justification of the Request: UW System Administration and the Division of State Facilities continue to work with each institution to develop a comprehensive campus physical development plan, including infrastructure maintenance planning. After a thorough review and consideration of approximately 450 All Agency Project proposals and over 4,500 infrastructure planning issues submitted, and the UW All Agency Projects Program funding targets set by the Division of State Facilities (DSF), this request represents high priority University of Wisconsin System infrastructure maintenance, repair, renovation, and upgrade needs. This request focuses on existing facilities and utilities, targets the known maintenance needs, and addresses outstanding health and safety issues. Where possible, similar work throughout a single facility or across multiple facilities has been combined into a single request to provide more efficient project management and project execution.

5. Budget:

General Fund Supported Borrowing.....	\$ 244,600
Program Revenue Supported Borrowing.....	944,000
Program Revenue Cash.....	7,482,100
Gifts and Grants Funding.....	<u>1,407,700</u>
Total Requested Budget \$ 10,078,400	

6. Previous Action: None.

Permanent Easement for Access to Private
Property Adjacent to the Rhinelander
Agricultural Research Station, UW-Madison

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

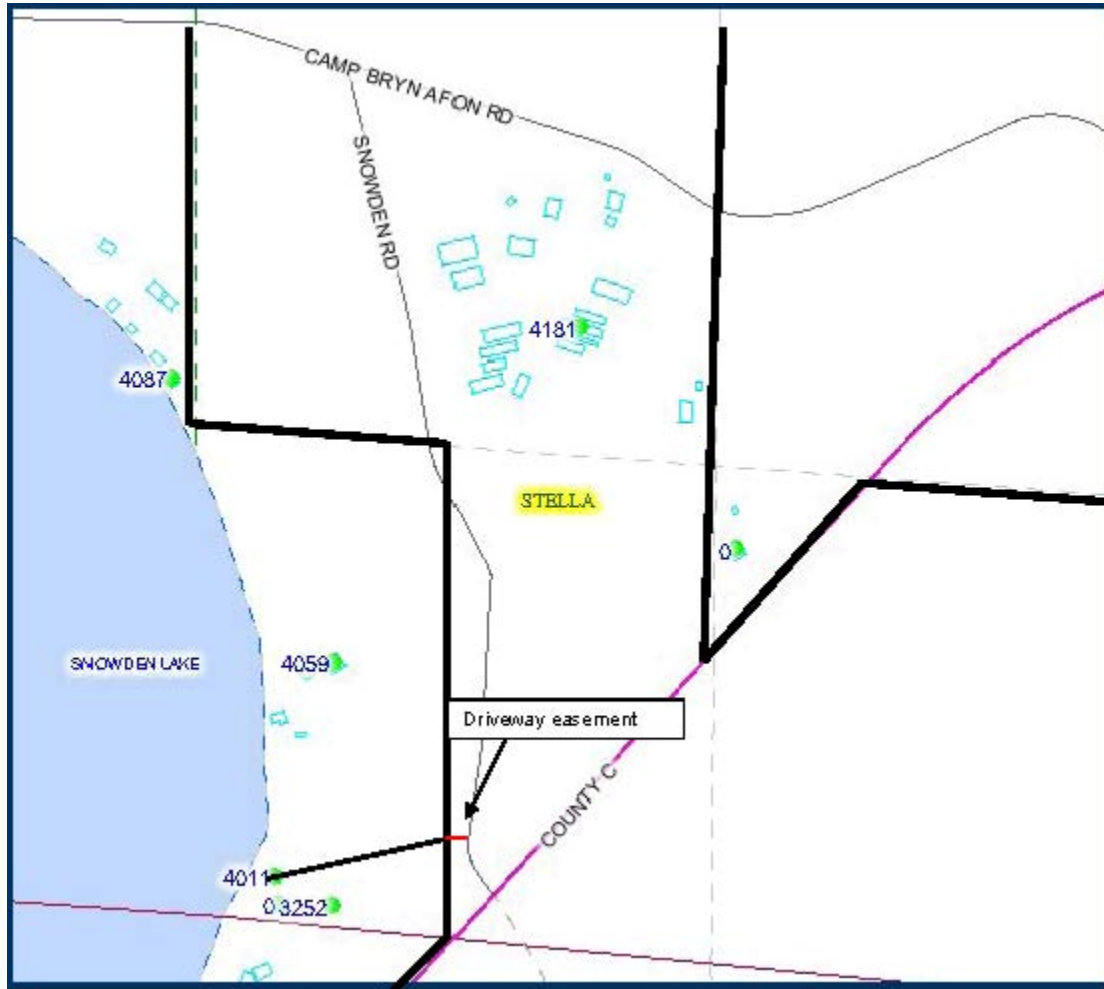
That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, the Board of Regents grant a 100-foot long by 20-foot wide permanent easement in the Town of Stella for access to private property located adjacent to the Rhinelander Agricultural Research Station.

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2008

1. Institution: The University of Wisconsin-Madison
2. Request: Authority to grant a 100-foot long by 20-foot wide permanent easement in the Town of Stella for access to private property located adjacent to the Rhinelander Agricultural Research Station.
3. Description and Scope of Project: This project will grant a private land owner the ability to access her property via an existing driveway currently located on and used by the Rhinelander Agricultural Research Station. The permanent easement would be between the western boundary of the station's property and Snowden Road which runs north-south through the station property (see attached map). The permanent easement does not effect any existing improvements on the research station's property or effect the current use of the property, hence no costs will be incurred and no payment is necessary from the land owner. The property owner has paid for a survey and will pay any other fees related to filing the easement.
4. Justification of the Request: The private property contains a small cabin and four out-buildings on Snowden Lake and is currently used by the private land owner. The adjacent university land is used to grow crops in support of the Rhinelander Research Station's research mission. The land owner's request for the 100 by 20 foot strip from the station's service road to her private property will have a minimum impact on the university's use of the parcel. She has had use of the service road for many years, but requires this easement before a sale of the property can be completed. This easement enables the university to continue a good relationship with neighboring land owners in this area.
5. Budget: Not Applicable.
6. Previous Action: None.

Rhineland Agricultural Research Station property is inside heavy lines.



Authority to Adjust the Budget of the Fine Arts
Center Remodeling and Addition Project,
UW-Stevens Point

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Stevens Point Chancellor and the President of the University of Wisconsin System, authority be granted to increase the project budget of the Fine Arts Center Remodeling and Addition project by \$463,000 General Fund Supported Borrowing – UW Infrastructure at total estimated project cost of \$27,118,200 (\$25,120,000 General Fund Supported Borrowing, \$115,000 Residual General Fund Supported Borrowing, \$307,000 General Fund Supported Borrowing – Facilities Repair, \$463,000 General Fund Supported Borrowing – UW Infrastructure, \$1,000,000 Gift Funds, and \$113,200 Agency Funds).

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2008

1. Institution: The University of Wisconsin-Stevens Point
2. Request: Authority to increase the project budget of the Fine Arts Center Remodeling and Addition project by \$463,000 General Fund Supported Borrowing – UW Infrastructure at a total estimated project cost of \$27,118,200 (\$25,120,000 General Fund Supported Borrowing, \$115,000 Residual General Fund Supported Borrowing, \$307,000 General Fund Supported Borrowing – Facilities Repair, \$463,000 General Fund Supported Borrowing – UW Infrastructure, \$1,000,000 Gift Funds, and \$113,200 Agency Funds).
3. Project Description and Scope: This request will correct various mechanical and acoustic deficiencies encountered at the Noel Fine Arts Center since occupancy in summer of 2005. The corrective work will remedy noise problems in Michelson Recital Hall and a number of ventilation problems throughout the building. The work in Michelson Hall will isolate noise transferred from mechanical equipment below the hall's main stage. Acoustical work will also reduce sound transfer between percussion practice and instructional rooms and provide additional sound absorption in corridor space. Ventilation improvements will correct several system operational problems, re-balance the air supply in the entire building, and correct air quality problems not addressed in the initial project. A glass furnace and cool-down kilns will be provided in the exterior ceramics lab constructed for this instructional activity.
4. Justification: The Noel Fine Arts Center holds the departments of music, theater, dance, and visual arts. The original project was implemented in two phases over two years by expanding the existing facility a net 93,900 GSF and remodeling a significant portion of the remaining 87,350 GSF. The final sections of the center were re-occupied in summer 2005. Users immediately noted many severe acoustic, climate control, and functional problems. Several minor attempts were made to correct these issues in the following year without success. Additional funding for corrective work was approved in January 2007 and all non-ventilation items were completed within that budget. Corridor sound absorption was deferred at that time but still is necessary to correct acoustical problems. Additional consulting work occurred to document ventilation problems and to identify design solutions. That work determined that the temperature control, ductwork, ceiling and equipment attenuation revisions could not be accomplished within the available budget. The additional funds now requested will allow for completion of all corrective work necessary to assure that the facility functions according to the original intent. The increase will also provide a glass furnace and cool-down kilns that were part of the original project, but were deleted near the end of the project because of budget concerns. Those kilns are necessary to make the space fully functional.

5. Budget and Schedule:

Budget	%	Cost
Construction		\$406,000
Design Fee	0.0%	0
Contingency	10.0%	39,000
DSF Fee	4.0%	<u>18,000</u>
Total		\$463,000

Schedule	Date
SBC approval	June 2008
Construction Start	July 2008
Substantial Completion	September 2008
Final Completion	December 2008

6. Previous Action:

August 20, 1998 Resolution 7740	Recommended that the Fine Arts Center Remodeling and Addition project be submitted for planning to the department of Administration and the State Building Commission as part of the UW System 1999-01 Capital Budget request.
August 25, 2000 Resolution 8175	Recommended that the Fine Arts Center Remodeling and Addition project submitted to the Department of Administration and the State Building Commission, as part of the 2001-03 Capital Budget request, at an estimated total project budget of \$21,557,000 of General Fund Supported Borrowing. The project was subsequently enumerated at \$26,120,000 (\$25,120,000 General Fund Supported Borrowing and \$1,000,000 Program Revenue Supported Borrowing), with the understanding that gift funds could be substituted for the Program Revenue Supported Borrowing.
June 7, 2002 Resolution 8555	Approved the Design Report and authorized construction of the Fine Arts Center Remodeling and Addition project at an estimate total project cost of \$26,120,000 (\$25,120,000 General Fund Supported Borrowing and \$1,000,000 Gifts. Approved requesting enumeration of additional funding in the 2003-05 Capital Budget to finish shelled-out spaces in the addition, based on the bids to be received in January of 2003.
August 22, 2002 Resolution 8580	Recommended that an increase to the Fine Arts Remodeling and Addition project of \$4,000,000 General Fund Supported Borrowing be submitted to the Department of Administration and the State Building Commission as part of the 2003-05 Capital Budget request. The increase was subsequently enumerated at \$4,000,000 Gifts/Grants. (However, since the campus was not able to raise these additional gift funds, the project was scaled back, and those funds were never used for the project.)

Authority to Adjust the Budget of the Dreyfus
University Center Remodeling and Addition
Project, UW-Stevens Point

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Stevens Point Chancellor and the President of the University of Wisconsin System, authority be granted to increase the project budget of the Dreyfus University Center Remodeling and Addition project by \$500,000 Program Revenue Supported Borrowing for a total estimated project cost of \$24,922,000 (\$16,500,000 Program Revenue Supported Borrowing, \$6,000,000 existing Program Revenue Supported Borrowing, \$1,472,500 Program Revenue-Cash, and \$949,500 General Fund Supported Borrowing-Utilities Repair and Renovation).

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2008

1. Institution: The University of Wisconsin–Stevens Point
2. Request: Authority to increase the project budget of the Dreyfus University Center Remodeling and Addition project by \$500,000 Program Revenue Supported Borrowing for a total estimated project cost of \$24,822,000 (\$22,500,000 Program Revenue Supported Borrowing, \$949,500 General Fund Supported Borrowing-Utilities Repair and Renovation, \$1,372,500 Program Revenue-Cash.)
3. Project Description and Scope: This project will correct various functional, life safety, and design issues discovered during the construction and occupancy of the Dreyfus University Center.
4. Background: The Lee Sherman Dreyfus Center Remodeling and Addition project remodeled 155,000 GSF of existing space and added approximately 36,500 GSF to the building. Completed in December 2007, the well received project included a new two-story entrance concourse with student organization and student oriented retail space, a remodeled bookstore, text rental space, food service areas, and an expanded banquet room that accommodates 850 occupants. Also provided were a new multi-purpose 232-seat, sloped floor theater, a 210-seat performance venue, and remodeled office areas. The project replaced existing HVAC, plumbing, and electrical systems throughout most of the building. An All Agency project that replaced a chiller and cooling tower was merged with this project. That upgrade will serve the union facility and three GPR buildings on campus.
5. Justification: Various deficiencies and building performance issues were identified late in the construction and occupancy stages. Many of the inadequacies occurred in areas that were outside of the original project scope. The correction of most of those deficiencies will require design and construction responses that are not possible within the original project budget.

Upon re-inspection for operation, an existing 1959 elevator was cited for various ADA and standard practice limitations and it will require replacement. During testing of the chiller and cooling tower, chilled water design flow volume was not achieved and the circulation velocity was on the high end of the design recommendations. It was determined that the supply and return pipe was undersized, a new variable frequency drive fan was required, and ductwork needed to be reconfigured. The building's air pressure needs balancing. This past winter's heavy snow revealed that additional snow cleats need to be installed along the entire length of the main concourse standing seam metal roof. Failure to correct these problems would result in a facility which does not function according to the original project intent and negatively impacts effective, safe, and efficient use of the building.

The cost of this additional project debt will be retired through operational dollars on an annual basis. There will be no direct increase to student segregated fees as a result of this work.

6 Budget and Schedule:

Budget:

	%	Cost
Construction		\$395,000
Contingency	10.0	41,000
A/E Fee	12.0	47,000
DSF Management	4.0	17,000
Hazardous Material Abatement		0
Percent for Art	.25	0
Total Project Cost		\$500,000

Schedule:

Designer Selection	July 2008
Submission of Final Documents for Review	December 2008
Bid Opening	February 2009
Start of Construction	April 2009
Substantial Completion/Occupancy	August 2009

7. Previous Action:

August 22, 2002 Resolution 8582	Recommended that the University Center Remodeling project be submitted to the Department of Administration and the State Building Commission, as part of the university's 2003-05 Capital budget request, at an estimated total project cost of \$16,720,000 (\$16,000,000 Program Revenue Supported Borrowing and \$720,000 Program Revenue-Cash). The project was subsequently enumerated at that level and funding source.
November 11, 2005 Resolution 9088	Approved (1) the Design Report and granted authority to: (2) construct a University Center Remodeling and Addition project; (3) increase the project budget by \$6,547,000 (\$6,000,000 existing Program Revenue Supported Borrowing and \$547,000 Program Revenue-Cash) for a total estimated cost of \$23,267,000; and (4) merge an All Agency project at a cost of \$1,055,000 (\$949,500 General Fund Supported Borrowing-Utilities Repair & Renovation and \$105,500 Program Revenue-Cash. (The project cost became \$24,322,000 (\$22,000,000 Program Revenue Supported Borrowing, \$949,500 General Fund Supported Borrowing-Utilities Repair and Renovation, \$1,372,500 Program Revenue-Cash.)

Amendments of the Bylaws of the Board of
Regents

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That the attached amendments to the Bylaws of the Board of Regents of the University of Wisconsin System, which are presented to change the name of the Physical Planning and Funding Committee to the Capital Planning and Budget Committee to more accurately reflect the responsibilities of the committee, be adopted.

CHAPTER III
COMMITTEES OF THE BOARD

Section 1. There shall be six standing committees of the Board of Regents as follow:

- a. **Education Committee** consisting of such members as are appointed annually thereto by the President of the Board following the annual meeting. The President and Vice President shall serve as ex-officio voting members and the President shall designate the Chair and Vice Chair of the Committee.
- b. **Business, Finance, and Audit Committee** consisting of such members as are appointed annually thereto by the President of the Board following the annual meeting. The President and Vice President of the Board shall serve as ex-officio voting members and the President shall designate the Chair and Vice Chair of the Committee.
- c. ~~**Physical Planning and Funding**~~ **Capital Planning and Budget Committee** consisting of such members as are appointed annually thereto by the President of the Board following the annual meeting. The President and Vice President of the Board shall serve as ex-officio voting members and the President shall designate the Chair and Vice Chair of the Committee.
- d. **Executive Committee** consisting of the President of the Board, who shall serve as Chair, the Vice President of the Board, the Chair of the Education Committee, the Chair of the Business, Finance, and Audit Committee, the Chair of the ~~Physical Planning and Funding~~ Capital Planning and Budget Committee, the member of the Board who shall have most recently been the President of the Board and three other members of the Board appointed by the President of the Board. In the event that there shall be no member of the Board who shall have previously been President of the Board, such position on the Executive Committee shall be filled by a member of the Board appointed by the President of the Board.

Duties of the ~~Physical Planning and Funding~~ Capital Planning and Budget Committee
 Section 4. The ~~Physical Planning and Funding~~ Capital Planning and Budget Committee shall have charge of consideration of all matters related to the physical environment of the University of Wisconsin System institutions, as outlined below:

- Establish standards and identify resources to maintain, renew and replace (when needed) existing capital assets
- Promulgate policies related to the development of the biennial capital budget
- Explore innovative funding strategies to help address the facilities needs of university campuses
- Establish policies for the appropriate use of internal and external sources of funds for capital needs
- Review long range development plans, master plans, and transportation plans
- Review campus boundaries and authorize real estate transactions
- Review design reports and authorize construction of capital projects
- Review namings of facilities
- Determine disposition of decommissioned facilities
- Ensure compliance with local, state and federal regulations related to zoning, environmental protection, physical safety and removal of architectural barriers

Duties of the Executive Committee

Section 5. The Executive Committee shall have the powers of the Board, when the Board is not in session, and shall provide for the execution of orders and resolutions not otherwise specially committed or provided for. A separate record of the proceedings of this Committee shall be kept by the Secretary, and the same shall be submitted to the Board for inclusion in the record at the next regular or special meeting.

Duties of the Personnel Matters Review Committee

Section 6. The President of the Board may refer faculty and staff personnel matters involving requests for hearing, petitions for review, and appeals to the Board to the Personnel Matters Review Committee.

a. Mandatory review. Where an opportunity to be heard, a review or an appeal to the Board is required by the Board's administrative rules, such as UWS 4.08, 5.14(3) or 11.10, *Wisconsin*

other than the President or any member of the Board must be in writing. Persons making such requests shall be advised in writing of determinations by the President of the System and President of the Board regarding their requests. Failure by the President of the System or the President of the Board to act on a written request that an item be considered by the Board within sixty days of its receipt shall be deemed a denial of the request.

Vice Presidents

Section 2. The President shall, with the approval of the Board, establish such vice presidential offices as may be necessary to provide administrative direction and coordination for the several major functions of System Administration as these are defined by the President and the Board. The President shall assign such responsibilities to each of the vice presidents as may best promote effective administration of the responsibilities of his or her office, and shall, with the approval of the Board, title each vice presidential office in the way best suited to designate its major area of concern.

Staff Services to the Board of Regents

Section 3. The President shall, with the approval of the Board, designate a vice president as principal staff officer for the Education Committee, the Business, Finance, and Audit Committee and the ~~Physical Planning and Funding~~ Capital Planning and Budget Committee of the Board or, in the event of the unavailability of an appropriate vice president, an associate vice president or other major administrative officer to perform this function. The persons so designated shall provide to the committee such materials and papers as may be required for the agenda of the committee, and be prepared to respond to such other requests for information or interpretation as the committee or its members may require. The Vice Presidents shall designate staff to serve as recording secretaries of these three committees.

Approval of the Design Report and Authority
to Construct the New Academic Building
Project, UW-Superior

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Superior Chancellor and the President of the University of Wisconsin System, the Design Report be approved and authority be granted to construct the New Academic Building project at an estimated total project cost of \$31,374,000 (\$23,174,000 General Fund Supported Borrowing, \$1,200,000 Building Trust Funds-Contingency, and \$7,000,000 Gift Funds).

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2008

1. Institution: The University of Wisconsin-Superior
2. Request: Approval of the Design Report and authority to construct the New Academic Building project at an estimated total project cost of \$31,374,000 (\$23,174,000 General Fund Supported Borrowing, \$1,200,000 Building Trust Funds-Contingency, and \$7,000,000 Gift Funds).
3. Project Description and Scope: This project will construct a new 93,000 ASF/ 150,000 GSF building on the northwest corner of campus and will construct a 2,500 GSF instructional greenhouse addition to the Barstow Science Hall. The project also will abate hazardous materials in McCaskill and Sundquist Halls and demolish those buildings.

The new Academic Building will contain 24 general classrooms and lecture halls and additional specialized teaching labs. It will provide new office space for faculty and Informational Technology Services. The main campus computer and technology support facilities will also be located in the building. Gathering and study space will be provided on all floors to foster interaction between students and staff.

The three-story plus mechanical penthouse building will be located on-site to preserve existing trees and define the north boundary of the main campus quadrangle. The building will be oriented in an east to west direction and will contain an internal lightwell to maximize natural daylighting and provide a compact energy-efficient envelope. The facility design will maximize compliance with the United States Green Building Council's LEED™ Green Building Rating System, although certification will not be sought.

4. Justification of the Request: A full justification for this project was provided as part of the 2005-07 and 2007-09 capital budget requests. In summary, UW-Superior lacks appropriate classroom and instructional laboratory spaces to provide adequate student access to emerging digital, electronic, and multimedia information resources and services. McCaskill Hall, which was designed as a laboratory elementary school but now houses a majority of classrooms and laboratories, is functionally obsolete for university-level instruction. Sundquist Hall, a former residence hall, is inappropriate for its use as a faculty office building. Both those facilities have obsolete infrastructure, significant deterioration, and backlogged maintenance. The greenhouse addition to Barstow Hall will replace a deteriorated and obsolete greenhouse that is attached to McCaskill Hall, and will be demolished with that building. Currently, computer and instructional technology support functions are scattered in several locations. Consolidation of those functions in the new building will provide more efficient operations and higher quality service.

In addition to accomplishing the consolidation of academic and academic support functions, this project will provide state-of-the-art instructional spaces, enhance student academic support services, and provide space for students to study and work cooperatively in groups. It will also eliminate backlogged maintenance through demolition. The vacated instructional and office space that is located in buildings that are not to be demolished will become available for backfilling with other functions. This will relieve overcrowding in a number of areas.

Previously, an allocation of \$969,000 was transferred from this project to the Rothwell Student Center project to pay for the Academic Building's pro-rated share of construction costs of the district chilled-water plant in the student center. This plant will provide chilled water to a number of buildings, including the new academic building. A cost-benefit analysis demonstrated that a central chilled water plant is more energy efficient and cost-effective than stand-alone chillers in individual buildings.

5. Budget and Schedule:

Budget	%	Cost
Construction		\$24,139,700
Demolition		550,000
Hazardous Materials Abatement		378,000
A/E Design Fees	8.9%	2,069,000
Plan Review, Testing, and Other Fees		180,300
DSF Management Fee	4.0%	1,014,000
Contingency	7.0%	1,787,300
Movable Equipment		1,177,000
Percent for Art	0.25%	78,700
Total Project Cost		\$31,374,000

Schedule	Date
Program Approval	December 2006
A/E Selection	March 2007
Authority to Construct	June 2008
Bid Opening	January 2009
Start Academic Building Construction	April 2009
Academic Building Substantial Completion	October 2010
Academic Building Final Completion	January 2011
Start Demolition	November 2010
Greenhouse Substantial Completion	January 2011
Greenhouse Final Completion	February 2011

92,800 ASF/150,100 GSF	62% Efficiency
Construction Cost per GSF	\$161
Total Cost per GSF	\$209

6. Previous Action:

August 19, 2004 Resolution 8888	Recommended that the New Academic Building project be submitted for planning to the Department of Administration and the State Building Commission as part of the UW System 2005-07 Capital Budget at an estimated cost of \$32,969,000 (\$25,969,000 General Fund Supported Borrowing and \$7,000,000 Gifts).
October 7, 2005 Resolution 9082	Granted approval to request that the State Building Commission authorize release of \$689,000 Building Trust Funds–Planning and use of \$187,000 Gifts to plan the UW-Superior New Academic Building project. The State Building Commission subsequently authorized release of funds for planning.
August 17, 2006 Resolution 9225	Recommended that the UW-Superior Academic Building project be submitted to the Department of Administration and the State Building Commission as part of the UW System 2007-09 Capital Budget at an estimated cost of \$32,343,000 (\$24,143,000 General Fund Supported Borrowing, \$1,200,000 Building Trust Funds-Contingency, and \$7,000,000 Gift and Grant Funds). The project was subsequently enumerated in the 2007-09 Capital Budget at that level and those funding sources.
June 7, 2007 Resolution 9365	Authorized an increase to the Rothwell Student Center project scope and budget of \$1,177,000 (\$208,000 General Fund Supported Borrowing–Jim Dan Hill Library and \$969,000 General Fund Supported Borrowing–New Academic Building to construct a district cooling plant in the student center that will serve the new academic building.

Authority to Revise the Funding of the Jim Dan
Hill Library Renovation, UW-Superior

PHYSICAL PLANNING AND FUNDING COMMITTEE

Resolution:

That, upon the recommendation of the UW-Superior Chancellor and the President of the University of Wisconsin System, authority be granted to revise the funding and budget for the Jim Dan Hill Library Renovation project by an increase of \$847,800 General Fund Supported Borrowing–UW Infrastructure, and a decrease of \$1,125,000 Gift Funds, for a total estimated project cost of \$7,546,200 (\$4,292,000 General Fund Supported Borrowing, \$1,254,200 General Fund Supported Borrowing–UW Infrastructure, and \$2,000,000 Gift Funds).

THE UNIVERSITY OF WISCONSIN SYSTEM

Request for Board of Regents Action June 2008

1. Institution: The University of Wisconsin-Superior
2. Request: Authority to revise the funding and budget for the Jim Dan Hill Library Renovation project by an increase of \$847,800 General Fund Supported Borrowing–UW Infrastructure, and a decrease of \$1,125,000 Gift Funds, for a total estimated project cost of \$7,546,200 (\$4,292,000 General Fund Supported Borrowing, \$1,254,200 General Fund Supported Borrowing–UW Infrastructure, and \$2,000,000 Gift Funds).
3. Project Description and Scope: This project will completely renovate the existing 70,350 GSF Jim Dan Hill (JDH) Library. Existing finished space on the first and second floors will be reconfigured, and unfinished space in the basement will be finished to provide expanded library space. Improved access will be provided for those with disabilities; an access stair to the basement will be constructed within the library security zone and a new elevator will be installed. All of the plumbing, mechanical, and electrical systems will be replaced, and a complete automatic fire sprinkler system will be added. A piping connection to the central chilled water plant will be provided. The floor structure will be reinforced to accommodate shelving loads, and compact movable storage will be installed to increase book capacity. Asbestos-containing materials will be abated, new finishes will be installed, and new furnishings will be provided.
4. Justification of the Request: During 2005-07 biennial budget discussions, UW System requested that the budget for this project be increased from \$7,300,000 to \$7,625,000 (\$5,625,000 General Fund Supported Borrowing and \$2,000,000 Gift Funds). However, the project was enumerated with a reduced budget of \$6,500,000 (\$4,500,000 General Fund Supported Borrowing and \$2,000,000 Gift Funds) assuming that all equipment could be eliminated from the project. Knowing that it would not be possible to produce a functional project without equipment, the campus requested an increase in gift funding. The UW-Superior Foundation agreed to increase the level of gift funding by \$1,125,000, thereby enabling a full project scope. During design the need for this additional funding was validated, even when some minor reductions in the project scope were made to meet the available budget.

Recently received bids were under budget. Consequently, the total project budget was reduced. However, despite fundraising efforts, the foundation was not able to generate the additional \$1,125,000 of gift funds needed for this project. Rather than delaying the project with the uncertain hope of securing additional gift funding, UW-Superior requests the restoration of general fund supported borrowing for a portion of the project. The campus maintains the original gift commitment. Specifically, the campus requests UW Infrastructure funds since the majority of the project scope is the replacement and upgrading of obsolete and failing infrastructure.

5. Budget and Schedule:

Budget	%	Cost
Construction		\$5,799,000
Hazardous Materials Abatement		81,800
A/E Design Fees	9.8%	599,000
Plan Review, Testing , and Other Fees		34,800
DSF Management Fee	4.0%	247,600
Contingency	.0%	290,000
Movable Equipment		475,000
Percent for Art	0.25%	<u>19,000</u>
Total Project Cost		\$7,546,200

48,814 ASF/70,350 GSF	66.5% Efficiency
Construction Cost per GSF	\$82
Project Cost per GSF	\$107

Schedule	Date
Program Approval	June 2006
A/E Selection	September 2006
Authority to Construct	November 2007
Bid Opening	May 2008
Start Construction	July 2008
Substantial Completion	August 2009
Project Completion	November 2009

6. Previous Action:

August 22, 2002 Resolution 8522	The Jim Dan Hill Library Renovation project was recommended for construction in the 2003-05 Capital Budget request at an estimated cost of \$6,760,000 General Fund Supported Borrowing, but the Department of Administration's final recommendations did not support advancing this project for construction in 2003-05.
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August 19, 2004 Resolution 8888	The Jim Dan Hill Library project was recommended for construction in the 2005-07 Capital Budget at an estimated cost of \$7,344,000 (\$5,344,000 General Fund Supported Borrowing and \$2,000,000 Gift Funds). The project was subsequently enumerated at \$6,500,000 (\$4,500,000 General Fund Supported Borrowing and \$2,000,000 Gift Funds).
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June 8, 2007
Resolution 9365

Approved a budget increase to the Rothwell Student Center project of \$208,000 General Fund Supported Borrowing in order to fund a central chiller plant in the Rothwell Student Center that would serve the Jim Dan Hill Library. (The allocation from the Jim Dan Hill project was \$208,000.)

November 7, 2007
Resolution 9406

Approved the Design Report and granted authority to: (a) increase the project scope and budget by \$1,531,400 (\$406,400 General Fund Supported Borrowing–UW Infrastructure and \$1,125,000 Gift Funds) and (b) construct the Jim Dan Hill Library Renovation project for a estimated total project cost of \$7,823,400 (\$4,292,000 General Fund Supported Borrowing, \$406,400 General Fund Supported Borrowing–UW Infrastructure, and \$3,125,000 Gift Funds).

Revised May 30, 2008

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

June 6, 2008

9:00 a.m.

Wisconsin Room

UW-Milwaukee Union

2200 East Kenwood Boulevard

Milwaukee, Wisconsin

II.

1. Calling of the roll
2. Approval of the minutes of the April 10 and 11, 2008 meetings of the Board
3. Report of the President of the Board
 - a. Resolution of Appreciation: Regent Emeritus Peggy Rosenzweig
 - b. Resolution of Appreciation: Regent Tom Shields
 - c. Resolution of Appreciation: Chancellor Don Betz
 - d. Resolution of Appreciation: Chancellor Bruce Shepard
 - e. Resolution of Appreciation: Executive Senior Vice President Don Mash
 - f. Report on May 13, 2008, meeting of the Wisconsin Technical College System Board
 - g. Additional items that the President of the Board may report or present to the Board
4. Report of the President of the System
 - a. UW System Report on Campus Safety
 - b. Update on Growth Agenda Action Steps
 - c. 2009-11 Biennial Budget Review Process and Financial Aid Recommendation
[Resolution regarding Financial Aid]
[Resolution on funding for Veterans' Tuition Remissions]
 - d. Additional items that the President of the System may report or present to the Board
5. Report of the Education Committee
6. Report of the Business, Finance, and Audit Committee
7. Report of the Physical Planning and Funding Committee
8. Election of officers of the Board of Regents
9. Additional resolutions
 - a. Resolution of appreciation to UW-Milwaukee
10. Communications, petitions, and memorials

11. Additional and unfinished business

12. Move into closed session to consider the purchase of property on behalf of UW-Madison, as permitted by s.19.85(1)(e), *Wis. Stats.*; to consider appointment of Interim Chancellors for UW-Green Bay and UW-River Falls, as permitted by s.19.85(1)(c), *Wis. Stats.*; to confer with legal counsel concerning pending or potential litigation, as permitted by s.19.85(1)(g), *Wis. Stats.*; to consider pay plan salary adjustments for senior executives, and for faculty and staff with salaries above 75% of the President's salary, as permitted by s.19.85(1)(c), *Wis. Stats.*; and to consider annual personnel evaluations, as permitted by s.19.85(1)(c), *Wis. Stats.*

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

UW SYSTEM REPORT ON CAMPUS SAFETY

EXECUTIVE SUMMARY

BACKGROUND

Although violence is a rare occurrence on college campuses, recent events have forced campus safety from the headlines of news media into the institutional planning decisions made by campus leaders in a number of critical areas, including support services for students and staff, efficacy of campus-wide communication channels, campus security personnel, and the resources needed to support all of these. The tragedy at Virginia Polytechnic Institute and State University (Virginia Tech) in Spring 2007, and the more recent shootings at Northern Illinois University, have heightened awareness of issues of safety on UW System campuses.

In the aftermath of the Virginia Tech tragedy, UW System President Kevin Reilly formed the Commission on University Security (Commission) and charged it with developing recommendations for how University of Wisconsin institutions could prevent, intervene, respond, heal, and resume operations when confronted with the threat or actual incidence, of major violence on one or more campuses. In July 2007, the Commission issued its final report in which it identified 17 recommendations, including sub-recommendations. At the same time, Wisconsin Governor Jim Doyle established the Task Force on Campus Safety (Task Force). The Task Force was asked to review current campus safety practices, develop best practices criteria, and offer recommendations in connection with campus safety issues in Wisconsin. The Task Force issued its final report in November 2007, a significant portion of which was devoted to identifying best practice criteria.

These two reports form the basis of the UW System's Report on Campus Safety to be presented to the Board of Regents at its June 2008 meeting. This Report is intended to provide an overview of the ongoing campus safety efforts in which UW campuses have been engaged, and describe how UW institutions are responding to the recent recommendations and best practice criteria that have emerged from the Commission and Task Force reports. Finally, the report includes a set of expectations that will help guide campus efforts as UW institutions continue to address campus safety and security issues. It is hoped that this Report will enable UW institutions to further improve their level of safety and readiness to prevent and respond more effectively to the unexpected. By setting forth expectations and describing baseline efforts, the Report will further allow the UW System to reexamine these issues a year from now in order to assess progress and identify necessary actions for the future.

REQUESTED ACTION

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

DISCUSSION

Ensuring safety at UW institutions is a significant and critical endeavor. For the UW System, the operation of 13 four-year campuses, 13 two-year campuses, and a statewide Extension system is akin to managing a host of diverse small towns and cities. All of the UW System's four-year institutions have campus police and security offices that work closely with local police. They are also subject to a variety of laws, regulations, and policies that serve to help prevent violent incidents and, in the unusual event that violence does occur, to respond appropriately. Students and staff are provided information detailing how to report and respond to incidents of potential or real violence. Counseling and health services are available at most institutions to help assist distressed students and staff members, while other institutions facilitate access to local providers of mental health services. All institutions engage in continuity of operations plans. Recent national data confirms that, like most college campuses nationwide, UW institutions indeed are very safe "towns" and "cities."

The recommendations put forth by the President's Commission and the Governor's Task Force offer benchmarks by which to evaluate the ongoing efforts of UW institutions to enhance safety on their campuses. Accordingly, the UW System Report on Campus Safety delineates expectations for the kinds of information UW institutions should supply to the UW System, and emphasizes safety expectations it considers important for institutions to adopt. It further identifies those initiatives that are the responsibility of the institution, and those that will be undertaken by UW System Administration (UWSA). Although the Commission Report focused on campus safety primarily in light of an active shooter incident, the Task Force looked at broader issues, including, for example, the impact of alcohol abuse on campus safety. Recognizing that safety encompasses a broad array of issues, the UW System Report embraces a more comprehensive approach to safety.

What follows, then, is a list of guiding principles, expectations, and a summary of some of the efforts that are presently occurring at UW institutions. Following the format of the Commission Report, the information is organized according to the stages of a potential crisis: prevention, intervention, and aftermath. The Report includes a set of guiding principles in recognition that safety and security efforts must be responsive to the unique aspects of each institution's needs, size, location, and campus and community culture.



University of Wisconsin System
Report on Campus Safety

June 2008

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University of Wisconsin System Report on Campus Safety

Introduction

For the UW System, operating 13 four-year institutions, 13 two-year institutions, and an Extension system is akin to managing a host of diverse small towns and cities. Like the priorities of cities and towns, safety is critical. As such, all four-year institutions have campus police and security offices and work closely with local police. All of the institutions are subject to a variety of laws, regulations, and policies that serve to help prevent violent incidents and, in the unusual event that violence does occur, to respond appropriately. Students and staff are also provided information detailing how to report and respond to incidents of potential or real violence. Counseling and health services are available at most institutions to help assist distressed students and staff members, while other institutions facilitate access to local providers of mental health services. All institutions are engaging in continuity of operations plans. UW institutions indeed are safe “towns” and “cities.”

Recent national data confirms this. Data from the U.S. Department of Education, the Census Bureau and the FBI state that “the murder rate on college campuses was 0.28 per 100,000 people, compared with 5.5 per 100,000 nationally.” College students between the ages 18 to 24 experience violence at average annual rates lower than those for non-students in the same age category, and college students commit suicide at half the rate of their non-student peers (*U.S. News and World Report*, April 30, 2007, p. 49). The System’s own crime statistics, which are reported in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, generally reflect these national trends.

Although violence is a rare occurrence on our campuses, the tragedies at Virginia Polytechnic Institute and State University (Virginia Tech), Northern Illinois University and others, helped heighten our awareness of issues of safety on campus and highlighted the need to revisit the issue of campus safety in light of the changing safety environment. As a result of the Virginia Tech tragedy, President Kevin Reilly formed the Commission on University Security (Commission) and charged it with developing recommendations for how University of Wisconsin institutions could prevent, intervene, respond, heal, and resume operations when confronted with the threat, or actual incidence, of major violence on one or more campuses. In July 2007, the Commission issued its Final Report, in

which it identified 17 recommendations, including sub-recommendations (see Appendix D).

Contemporaneously, Governor Jim Doyle established the Task Force on Campus Safety (Task Force). The Task Force was asked to review current campus safety practices, develop best practices criteria and offer recommendations in connection with campus safety issues in Wisconsin. The Task Force issued its final report in November 2007. A significant portion of the Task Force's final report was devoted to identifying best practice criteria (see appendix D).

These two reports form the basis of the UW System's Report on Campus Safety. This Report is intended to provide an overview of the ongoing efforts our campuses have been engaged in with respect to campus safety. In addition, the Report will describe how our institutions are responding to the more recent recommendations and best practice criteria which emerged from the Commission and Task Force reports. It is hoped that this Report will enable UW institutions to improve further the level of safety and readiness to prevent and respond more effectively to the unexpected. By setting forth expectations and describing baseline efforts, this Report will further allow the UW System to reexamine these issues a year from now to assess progress and to identify necessary actions for the future.

Guiding Principles and Assumptions

To better understand this Report, it is helpful to consider the context in which the Report is offered. These guiding principles underscore certain expectations and assumptions under which the UW System operates in the context of campus safety. They include the following:

- Campus safety and security are critical, and prevention efforts are key;
- Our institutions are relatively safe places for staff, students, and guests;
- The UW System is committed to improving campus safety and preparedness;
- The UW System and its individual institutions can never provide an absolute guarantee of safety for its members; likewise, each member is a responsible participant in the goal of a safe campus;
- Each institution's circumstances differ, therefore each has the flexibility to develop and implement appropriate campus safety and security policies and practices;
- The UW System and its institutions are guided in their safety and security efforts by applicable laws, regulations, and policies;

- The UW System and its institutions recognize that challenges exist in the implementation of many safety measures, including resource limitations and the inherent nature of campuses as large, open, and diverse places;
- The mental health of students and staff is a broader issue than that of safety; mental illness seldom results in violent behavior, nevertheless access to mental health services plays an important role in providing a safe and healthy campus environment.
- All safety efforts should be consistent with the teaching, research, and service mission of the UW System and its institutions; and
- The UW System recognizes that safety efforts must adapt to the changing environment and thus are inherently evolutionary in nature.

Safety Efforts and UW System Expectations

The recommendations put forth by the President's Commission and the Governor's Task Force reports offer some benchmarks by which to evaluate the ongoing efforts of our institutions to enhance safety on our campuses. Accordingly, this Report sets out UW System's expectations with reference to information supplied to the UW System by the institutions concerning their existing and developing safety practices. In so doing, the report emphasizes safety expectations it considers important for institutions to adopt as well as others that it considers useful and potentially helpful. It also identifies initiatives which are the responsibility of the institution and those that will be undertaken by UW System Administration (UWSA). Although the Commission Report focused on campus safety primarily in light of an active shooter incident, the Task Force looked at broader issues than just an active shooter, such as the impact of alcohol abuse on campus safety. Recognizing that safety encompasses a broad array of issues, this Report will embrace a more comprehensive approach to safety.

On August 1, 2007, UW System Executive Senior Vice President Don Mash wrote to the Chancellors of each UW institution, soliciting from them information concerning how their institutions were responding to the Commission's recommended actions and information about other on-going safety efforts. Subsequently on December 10, 2007, Executive Senior Vice President Don Mash followed up with a second letter to designated Campus Safety Coordinators. These letters are provided in appendix A. All of the institutions responded to these inquiries.

What follows then, is a list of expectations and a summary of some of the efforts that are presently occurring at UW institutions. In presenting this information, this Report follows, to a large extent, the Commission Report's format, and thus the information is organized according to the stage of a potential crisis: prevention, intervention, and aftermath. In reviewing this information, it is important that the reader keep in mind the guiding principles listed above. For example, institutions are

challenged in their safety efforts by the size, location, and culture of their institution and its community. Safety and security efforts must be responsive to the unique aspects of each institution's needs.

Prevention

The UW System's goal is to prevent harmful behavior, when possible, rather than merely react to it. Successful prevention programs are based on the concepts of minimizing dangerous opportunities and encouraging campus community members to be responsible for their own security, as well as the security of others. To accomplish this and strengthen our safety and crime prevention programs, safety awareness campaigns, effective multi-disciplinary review teams, and administrative policies and procedures are necessary.

Safety and Security Awareness Campaigns

♦ **All UW institutions will develop new or enhance existing safety and security awareness programs for students, faculty, and staff, with information appropriately disseminated.**

Providing a campus community with safety and security information can be a challenging task, complicated by significant student turnover each year and possible staff turnover. However, when people are aware of safety issues, they are better able to make well-informed decisions regarding their safety. Such awareness programs may provide general information on personal safety such as:

- Avoiding high-risk behavior,
- Avoiding over-indulgence in alcohol,
- Walking alone at night,
- Identifying and reporting troubling behavior, and
- What to do when confronted by an active shooter.

Each UW institution has already undertaken some steps toward developing certain aspects of a safety awareness campaign tailored to its campus culture and demographics. UW institutions routinely provide safety information to students and parents during orientation sessions and to faculty and staff during new employee orientation and department meetings. This information includes how to recognize and report behavior of concern. UW institutions also discuss safety issues with key governance groups, such as the Faculty and Student Senates. Examples of recent campus initiatives include:

- UW-Eau Claire has significantly enhanced the emergency information on its web pages and simplified linking to that information to expand awareness. As

part of this effort, an “Emergency Info” link has been placed prominently on the University’s home page.

- UW-Green Bay developed a depression screening awareness campaign, in conjunction with the Lieutenant Governor’s Office. The campaign included two letters to all students, faculty, and staff—one from the Chancellor and one from Counseling Services.
- UW-La Crosse provided staff with yellow cards containing contact information for its multi-disciplinary review team, which may respond to troubling behavior within the campus community.
- UW-Madison produced a brochure entitled “Dealing with Troubled People,” which is posted on its website and distributed where appropriate. The UW-Madison police department has developed a new one-hour presentation, dealing specifically with identifying persons in crisis. The program has been presented to various UW-Madison faculty and staff groups and will be presented to student groups in the future. UW-Madison has also offered to make this presentation available to other institutions as well.
- UW-Oshkosh sent a series of emails to the entire campus regarding current and potential safety issues.
- UW-River Falls’ Counseling Services designed a guide entitled, “Assisting Students During Emotional Distress” and distributed it to all faculty and staff.

Sustaining this high level of communication will be crucial to maintaining safe campus environments. Therefore, UW institutions will evaluate safety information provided to the campus communities to determine what additional printed or web-based resources are necessary. Each institution will also ensure its safety information is disseminated through channels that students and staff frequently access, such as at unions and residence halls and through contemporary electronic means.

Multi-disciplinary Review Teams

- ♦ **Each institution will have a functioning multi-disciplinary review team to anticipate, identify and evaluate threats and other safety concerns.**

A multi-disciplinary review team is a central structure in identifying and responding to students, faculty, staff and others who pose a potential risk to the campus community. By bringing together representatives from different segments of a campus, there is a greater possibility of identifying someone who is displaying patterns of behavior that cause concern and then developing appropriate intervention plans that will diffuse potentially dangerous situations. These may include counseling services, health services, residential life, university police, academic affairs, legal affairs, and others.

As a result, each UW institution and each UW Colleges campus will establish and maintain a multi-disciplinary review team. Currently, all institutions have a review team in place.

The composition and name of these review teams may differ from institution to institution. For example, at UW-La Crosse, the review team, referred to as the Behavior Intervention Team, includes representation from counseling, student life, the health center, university police, and human resources, with others included as appropriate. UW-Stout's Students of Concern group is composed of the Dean of Students and staff representing the counseling center, student health services, university police, residence life, and student disability services. At UW-Milwaukee, a Threat Assessment Team has been formed, bringing together representatives from areas similar to UW-La Crosse and UW-Stout, but also including staff from legal affairs and academic affairs. And at UW-River Falls a Behavior Intervention Team (BIT) has been meeting on a regular basis to discuss cases of troubling behavior by members of the campus community in order to design effective interventions prior to the cases reaching the level of a campus crisis. The BIT is composed of representatives from residence life, student affairs, student health and counseling services, the chancellor's office and the River Falls Police Department.

For these teams to accomplish their objectives, guidance on addressing and assessing threats is needed. UW-Madison recently hosted one such effort. Violence expert, Dr. John Nicoletti, presented a one-day training session on this topic on December 12, 2007. This training was well attended, with more than 100 review team members participating from UW institutions and UW System Administration.

In the future, UW institutions, especially those with relatively new multi-disciplinary review teams, will continue to enhance their teams' capabilities, the processes followed, and the information provided to the campus community. For example, an institution may decide to increase the size of its review team to include representatives from additional areas of the campus. Each UW institution will also need to ensure campus community members are aware of the team's existence, understand its role, make appropriate referrals to the team, and pursue needed training opportunities. In addition, each institution will need to monitor and track troubling behavior of students, faculty, staff and others. Security over any confidential information will be an important consideration.

Policies and Procedures

♦ **UW System Administration (UWSA) will establish workgroups to examine whether and how the proposed changes to existing regulations and policies or the creation of new regulations and policies can further promote campus safety. As part of this examination, UWSA will provide further education about existing policies and regulations.**

Administrative policies and regulations cannot guarantee safe campus communities. However, when these policies and regulations are formalized and well-developed, they provide prevention and intervention options. They also help ensure each student, staff member, and visitor is treated consistently, fairly, and with dignity and respect.

The Commission and Task Force reports identified a number of administrative policies that could be developed, formalized, or strengthened to enable UW institutions to more effectively intervene when threatening or dangerous behavior has been identified. In some instances, the means to intervene exists under current policies, but is not widely used.

Those recommendations which fall into the category of “existing but not widely used” include the institution’s ability to separate students from the institution. Currently, under Chapter UWS 17 of the Wisconsin Administrative Code, an institution may seek to separate a student who has engaged in nonacademic misconduct by means of suspension or expulsion. That same chapter gives UW institutions the discretion to require a student to demonstrate, through means of an assessment or otherwise, that he or she is ready to return to campus following a separation.

The Commission’s concerns and UW institutions’ practices in this area highlight the need for further training in these matters. UWSA in conjunction with UW institutions will explore the best means to educate campus administrators on managing student misconduct issues.

The Commission Report also identified some matters which require “strengthening” in our regulations and policies. Among those was the suggestion that the University’s code of conduct govern behaviors constituting crimes whether they occur on or off campus. While the existing Chapter 17 does not limit the University’s authority only to on-campus misconduct, the Code does not explicitly address off-campus misconduct. Among the recommendations emerging from the Chapters UWS 17 and 18 Review Committee—a committee charged with recommending changes to Chapters 17 and 18 of the Wisconsin Administrative Code—is the recommendation that the scope of Chapter 17 be explicitly defined to include certain types of off-campus misconduct. Should this recommendation gain the approval of the Board of Regents and pass legislative review, this clarification will become incorporated into the Administrative Code and have the force of law. Other recommendations proposed by the Committee would strengthen the emergency suspension provisions and the nonacademic misconduct hearing processes.

Finally, the Commission recommended other policies that currently do not exist on a systemwide level. These include the Commission’s recommendations that the System create a systemwide code of conduct for staff and systemwide policies for voluntary and involuntary withdrawal of distressed students, compassionate refunds, an admissions office protocol when it is learned that a serious offense was committed by an applicant, and issues of non-campus persons that might pose threats. UWSA will

establish workgroups to further examine whether such policies should be developed and if so, how these policies should be implemented.

Intervention

While preventing unsafe or violent behavior is UW System's goal, it obviously cannot be accomplished 100 percent of the time. Consequently, some safety and security efforts must be directed toward effective intervention, which includes counseling and mental health services, adequate university police and security staff, radio interoperability, emergency communication and crisis response plans.

Counseling and Mental Health Services

- ♦ **All UW institutions will make available counseling and mental health services to staff and students, whether through services on-campus or through referrals off-campus.**
- ♦ **All UW institutions will continue to make progress toward achieving an appropriate level of counseling and mental health services.**

The types of counseling services vary widely among UW institutions. All four-year institutions and four UW Colleges campuses provide some student counseling services, which may include assessment, individual counseling, crisis intervention, and outreach. Eight UW institutions (UW-Madison, Milwaukee, Green Bay, Oshkosh, Parkside, Platteville, River Falls, and Whitewater) also provide psychiatric evaluations. The funding sources for these services differ as well, with some UW campuses being funded entirely with state general purpose revenue and others funded completely with student segregated fees. All UW institutions currently provide some type of access to mental health services. UW institutions also coordinate with community-based mental health agencies to assure students receive the services they need.

UW institutions have seen an increase in the complexity and severity of student mental health issues, placing additional strain on campus-provided counseling services. Student issues have evolved from home sickness and relationship problems to depression and bipolar, personality, eating, and anxiety disorders.

Prior to the Virginia Tech tragedy, the UW System recognized this need for mental health services and made plans to have the Office of Operations Review and Audit undertake a program review of this area. The objectives of the review, which is expected to be finalized this summer, are to identify counseling services offered, examine student utilization of these services, and identify issues, challenges and potential improvements related to the administration of counseling services.

The Commission report noted that the Accreditation Association for University and College Counseling Services has established a standard of one FTE (Full-Time Equivalent) mental health counselor for every 1,500 students. In order for the UW System to reach this level it would take a total of approximately 30 additional full-time positions. The Commission estimated the salary and fringe benefit costs associated with these positions would be approximately \$3 million annually.

Some institutions have also taken or plan to take steps to address the need for additional or more intensive counseling and mental health services. All UW Colleges campuses have worked with their students to secure various levels of segregated fee funding to establish these services. With the support from the student governments, each UW Colleges campus will provide some level of mental health counseling service beginning with fall semester, 2008. In addition, initiatives at other UW institutions include:

- UW-Green Bay added a part-time contracted psychiatrist on site, effective January 1, 2008.
- UW-La Crosse will be undertaking a review of its mental health needs and the organizational structure of its Counseling Center during this spring 2008 semester. The campus is also exploring possible arrangements for psychiatric consultation with community-based services and hopes to identify sufficient resources to accommodate two hours per week of consultation as a short-term solution.
- UW-Oshkosh has hired limited-term psychologists and extended a contracted psychiatrist's time on campus.
- UW-Platteville will use differential tuition funding to add a full-time counselor at the University Counseling Center as well as adding a staff person to assist the University Risk Awareness Team by fall 2008. These new staff will serve as campus ombudspersons and assist students experiencing emotional or psychological situations which may interfere with successful completion of their academic career.
- UW-River Falls garnered support from its students to fund temporary, part-time counseling staff by increasing the portion of segregated fees allocated to this function.
- UW-Stevens Point's Division of Student Affairs has submitted a budget request for two 0.75 positions in the counseling center. According to campus staff, this would increase the counseling staff to the recommended student-counselor ratio.
- UW-Whitewater is reorganizing its University Health and Counseling Center to eliminate the executive director position. The two associate directors will

assume the director's responsibilities, and the salary savings will be used to create another counselor position.

However, even with these steps, it may be difficult to keep pace with the demand for student counseling and mental health services. Additional burden may be placed on mental health resources as several campuses anticipate growth in their student bodies including an increase in returning veterans, and as the trend toward more complex mental health issues is expected to continue.

To address these growing demands, each UW institution will assess campus-provided and community-based mental health services; to the extent it has not already done so. Based on its needs and currently available resources, each institution will be expected to work with its campus community to evaluate its current funding and provided mental health services; seek additional funding, as necessary; and demonstrate progress toward achieving an appropriate level of counseling and mental health services.

University Police and Security Staff

♦ **Each four-year UW institution will have a police department headed by a well-trained, qualified, law enforcement officer. All campus police officers should be trained in the use of firearms and in responding to various crises—including that of an active shooter.**

The four-year UW institutions have trained police departments and security offices and, within many of these offices, staffing increases are anticipated in 2008. All UW institutions have working relationships with law enforcement agencies in their nearby communities. The positive cooperation between the University and outside law enforcement and emergency response agencies has led in many cases to mutual aid and support when needed.

A national standard for police staffing of universities does not exist. Police security ratios are difficult to determine because they depend on many factors such as campus setting (rural or urban) and other factors such as whether a University operates hospitals, clinics, labs using animals in research, sport venues, etc. However, according to the Bureau of Justice Statistics most universities range between 1.8 and 3.0 FTE (full-time equivalent) officers per 1,000 students nationally.

The number of police and security staff on UW campuses has not declined in recent years, in spite of the significant administrative budget reductions that the UW System has absorbed during that time. A program review released by the UW System Office of Operations Review and Audit in 2005 reported there were a total of 165 sworn police officers on UW campuses in July 2004. In October 2007, that number had increased to 166.5 officers. Though three campuses reported slight police staffing reductions, four campuses—Eau Claire, Platteville, Stout and Whitewater—reported increases.

In addition, the following UW institutions anticipate hiring additional officers in 2008:

- UW-Milwaukee has approved the funding for five additional police officers and four additional security officers;
- UW-Oshkosh anticipates hiring one additional police officer in February 2008;
- UW-Parkside anticipates hiring an additional police officer in the spring of 2008;
- UW-Stevens Point is currently recruiting two police officers to start in early 2008; and
- UW-Superior will be filling a vacant security officer position with a police officer in early 2008.

For its part, UW Colleges is investigating the possibility of an institutional law enforcement relationship with another entity, such as UW-Madison. While UW Colleges campuses fall under the law enforcement jurisdiction of local agencies, there is an additional pressing need for an institutionally-based law enforcement representative to provide UW Colleges with administrative, evaluative, and emergency support from the perspective of the university.

The increases in police staffing levels and the shifts from security to police officers are primarily funded through the reallocation of state funds and student fees and, for most UW institutions, additional staffing will be a resource challenge.

Radio Interoperability

♦ UW System will move to implement interoperable radio systems between campus staff and external response agencies.

Regardless of the number of campus police and security staff, assistance from outside agencies is often necessary for special events, such as sporting events and visiting dignitaries, and may be necessary for large-scale acts of violence or public unrest. All UW police and security departments have informally or formally requested assistance from and provided assistance to local law enforcement agencies in the past. In these cases, interoperable radio communication is necessary to ensure a seamless working relationship between UW officials and outside emergency response agencies. Because there are different types of radios that operate on different frequencies, not all radio equipment is interoperable. Currently, the radio communication systems at some UW institutions do not interface with neighboring outside agencies.

The Commission initially estimated it would cost \$53,400 to achieve radio interoperability with outside law enforcement agencies. However, with changing technologies and system upgrades within those outside agencies, this amount is now estimated to be approximately \$140,000. The UW System will provide the funding necessary for each campus to achieve basic radio interoperability capacities. As further technology or system changes occur in the future, individual UW institutions will be expected to fund upgrades and maintain that basic level of communication with outside agencies.

Emergency Communications

♦ All UW institutions will have a plan for emergency communication to the campus community.

The issue of emergency notification to the campus community was widely examined and heavily debated in the aftermath of the Virginia Tech tragedy. The purpose of a timely notification is to alert the campus community to an ongoing threat, heighten safety awareness of students and staff members, and inform them of any actions they should take. The circumstances of a particular situation, along with an evaluation of the threat, will dictate the need for notification and the format that should be used.

Due to the chaotic nature of emergencies, communication during the event itself is vitally important. Therefore, each UW institution is expected to assess its existing communication strategies, ensure those strategies provide sufficient means for timely and redundant notification, and periodically test the communication infrastructure.

Some UW institutions have worked collaboratively with local cities and counties to acquire timely message services to students, parents, or staff members, using cell phone, fax, and email. Other UW institutions have enhanced or acquired public address systems, siren systems, message boards, or reverse 911 capabilities. Campus websites have also been enhanced to provide a better means for prompt and long-term communication with campus communities. Specific examples include:

- UW-Eau Claire works closely with external emergency response agencies and is in a region where the city, county and university are all supported by a single Emergency Communications Center, which is cost effective and conducive to coordination of efforts by police, fire and rescue units.
- UW-Milwaukee has committed one-time funds of approximately \$100,000 for electronic messaging systems, security cameras, and a new public announcement warning system.
- UW-River Falls has made a verbal commitment to cost-share the purchase and maintenance of the CityWatch notification system in conjunction with Pierce

County, the City of River Falls, and Xcel Energy. The system will allow UW-River Falls to send emergency notifications via text messaging, phone, and e-mail to all members of the campus community.

Crisis Response Plan

- ◆ **Each UW institution will have a crisis response plan and review it periodically.**

The UW System recognizes the need to provide for both the physical and emotional needs of students, staff and parents in the event of a crisis, and must be prepared to respond to any disaster or catastrophe that may disrupt its operations or delivery of services. Disasters or catastrophes may include, but are not limited to, fire, hazardous-material incidents, flooding, tornados, large scale computer failures, civil disturbances, explosions, and terrorist events.

All UW institutions have developed a crisis response plan that addresses various scenarios, such as active shooter situations, pandemics, and/or natural disasters. Numerous table-top and other training exercises of these plans have been conducted, often in collaboration with local law enforcement and emergency response agencies. Joint exercises of the crisis response plans help to integrate everyone's understanding of the roles of various UW offices and community agencies.

As with other campus security initiatives, efforts such as these are being primarily funded through the reallocation of state funds and student fees and will be a resource challenge for UW institutions.

Aftermath Response

In the days, months, and years following a traumatizing event, the effects may be observed in those who are injured, those who witnessed the event, family members of these individuals, law enforcement and emergency medical staff who responded to the event, and the campus community as a whole. Following such an event, one of the UW System's top priorities will be to provide support and assistance to these individuals.

Advanced Planning and COOP Plans

- ◆ **Each UW institution will conduct advanced planning for managing the aftermath of a crisis.**
- ◆ **Each UW institution will continue to make progress toward developing and implementing a Continuity of Operations (COOP) plan.**

After a disaster or traumatizing event, communication with the students, staff members, parents, surrounding community, and media outlets will be crucial in ensuring key stakeholders are kept informed. In addition, communication will be needed to coordinate the efforts of local, state, and federal disaster response organizations and volunteers. Effective outreach efforts will be needed as the stressful impacts of such crises are often strong enough to overwhelm individuals' coping skills. Finally, in keeping with the UW System's tradition of shared governance, students and staff would be involved in determining the appropriate actions to honor the victims.

The UW System accepts the Commission's recommendations and the Task Force's best practices related to aftermath response. Long-term communication, outreach efforts, and healing measures are expected to be addressed, to the extent possible, in each UW institution's crisis response and COOP plans.

While these occurrences cannot always be prevented, risks can be mitigated through emergency planning. Consequently, the UW System has made emergency management preparedness, including crisis response and COOP plans, a priority. In the event of a disaster or catastrophe, a crisis response plan serves as a guideline for developing and implementing a course of action to provide immediate support and meet basic safety needs. A COOP plan outlines how, in light of the crisis, UW services and operations will continue or resume.

Every UW institution is working toward and is expected to have fully operational crisis response and COOP plans. These plans must be continually developed, refined and tested, to address changing campus environments, risks, and technologies.

In response to a directive for all state agencies to implement COOP plans, the UW-Madison Police Department developed and received approval for an approach to COOP planning that closely meets the needs of higher education organizations. UWSA has contracted with the UW-Madison Police Department to provide COOP planning services to all UW institutions.

UW institutions are currently in varying stages of preparing their COOP plans. The only COOP plan exercise to date was conducted by UW-Madison and included plan activation, alert notification, and relocation processes. Developing and maintaining COOP plans is time intensive and represents another resource challenge for UW institutions.

While UW institutions have flexibility in choosing how to address specific campus safety and security risks, all completed COOP plans should consistently include certain critical elements and protocols to address potential incidents and make campuses safer. Each COOP plan should be (1) capable of implementation without warning, (2) operational within 12 hours of activation, (3) able to be maintained for up to two weeks, and (4) take advantage of existing infrastructures.

Effort Assessments

- ◆ **Each UW institution will regularly assess its campus safety and security plans and, after a crisis, conduct a post-incident assessment.**

Evaluating our individual and collective efforts relating to campus safety is a critical component to ensuring that our policies, practices and programs are as effective as they can be. Toward that end, UW institutions will be expected to regularly assess their campus safety and security plans and implement the UW Commission recommendation that called for a post-incident assessment to be conducted as soon after an incident as possible.

Systemwide Initiatives

In an effort to help UW institutions more effectively and efficiently meet the expectations listed above, there are a number of initiatives that will be undertaken on a systemwide basis. These include systemwide communication and coordination, training, funding and assessment. These systemwide initiatives are not intended to replace, but to complement campus-based activities.

Systemwide Communication and Coordination

Effective communication and coordination strategies are critical components of good campus safety plans. Communication and coordination efforts between and among UW institutions and with our educational partners may help make campus safety efforts more effective and efficient. It is important for institutions to share campus safety related ideas, issues, problems and solutions with one another to take advantage of the collective expertise within the system and the state, and to negate the need for campuses having to “reinvent the wheel.”

To help enhance intercampus communication, the Campus Safety Coordinators group has been formed (see appendix B). The systemwide group consists of an individual from each campus selected by the Chancellor to serve as the contact person for the institution on campus safety and security matters. The membership of this group represents a wide cross section of individuals with either direct responsibility for or connections with campus safety and security. The group has been asked to help review the Commission and Task Force reports and this UW System final report, identify systemwide training needs, share ideas and best practices with one another, and suggest how the System office could be helpful to the campuses in implementing the expectations and recommendations coming out of the various reports.

In addition, UWSA's Health and Safety Committee (appendix C), a team that has been in place for several years focusing on student health and safety issues, will expand its membership and assume the responsibility for providing leadership and coordinating systemwide institutional health, safety, and security matters. As part of that responsibility, the committee will monitor state and federal legislation such as the proposed provisions in the Higher Education Act reauthorization relating to campus safety measures.

Training

Training is another critical component in developing, implementing and maintaining effective campus safety and security plans. All activities and initiatives aimed at providing safe campus environments have to be done in concert with education and advanced training to ensure that anyone (counselors, staff, administrators) needing to make a decision, whether it be intervention at a critical time or disclosure, knows how to respond appropriately.

Rather than each institution having to set up its own training programs, a systemwide approach would be more efficient. The UWSA Health and Safety Committee in conjunction with the Campus Safety Coordinators will assume the leadership in designing and organizing a comprehensive systemwide campus health, safety, and security training program. A comprehensive program should include all of the following:

- Sharing information with and among the campuses about upcoming state, regional and national workshops and conferences on campus health and safety issues;
- Developing and sharing informational materials on campus health and safety issues; examples may include campus-developed brochures on FERPA/HIPAA related issues and how faculty should address student mental health issues;
- Conducting systemwide workshops on issues of campus safety and security. examples of workshop topics might include campus response team training, mental health intervention and counseling, understanding and using UWS Chapters 17 and 18, sexual offenders on campus, health and safety issues for employees and proper interpretations of FERPA and HIPAA as they relate to campus health and safety; and
- Conducting systemwide training for university police officers and security personnel on avenger violence and basic threat assessment and how to respond to an active shooter.

Funding and Resource Commitments

The UW System recognizes that the increased commitment to safety and security resulting from the efforts and expectations outlined in this Report will require some attention to funding and resource allocation. While implementing a number of the safety and security initiatives (or expectations) may be accomplished by using existing staff and resources, others may be more cost- and staff-intensive.

Nevertheless, neglecting safety and security places our institutions at risk, not only as to the safety and welfare of the university community, but also places them at risk of losing the public trust. It is therefore urged that institutions explore innovative and appropriate responses to address the funding and resources issues.

Given the limited resources within our institutions, all UW institutions have already begun considering funding and reallocation implications.

Additionally, in light of the importance of the commitment to safety and security on campus, and with the interest shown by the governor and other state leaders, the UW System will actively explore opportunities for state and external funding to support this effort. This may include a future state budget request, federal funding grants, and proposals to public and private organizations and associations, particularly in the areas of mental health counseling, radio interoperability and police and security staffing. Further, System Administration will engage in discussions of how institutions may cooperate to share existing resources, such as training opportunities and the expertise of certain staff.

Progress Reports

UW institutions will also be expected to submit periodic update reports on their progress toward addressing the recommendations in the reports. The System office will continue to solicit and analyze this information to monitor overall progress, identify common areas of concern and provide assistance when appropriate. One year from now, a report will be provided to the UW System President and the Board of Regents assessing overall progress and identifying necessary actions for the future.

Conclusion

While our campuses are relatively safe places, the Virginia Tech tragedy in April 2007 and other recent national events have brought renewed public attention to the issue of campus security, the safety of UW students, faculty, staff, and visitors has always been a priority within the UW System. UW institutions have used their limited resources to establish several processes and systems that, in a variety of ways, identify and assist those in need and help make our campuses safe.

Nevertheless, national events serve as a reminder that institutions of higher education, like small cities and towns, must have comprehensive plans to prevent acts of violence where they can and must effectively respond to such acts when necessary. Recent events also highlight the fact that campus safety and security involve a changing landscape. The UW System and its institutions must adjust to the changes that continually emerge from the ongoing analysis of UW policies and procedures and those of our peers.

To accomplish this, both the Commission and the Task Force identified a number of actions that may strengthen UW System security policies and procedures as they relate to prevention, intervention, and aftermath response. Although the UW System is committed to ensuring its institutions maintain a certain degree of flexibility when developing and amending campus safety and security initiatives, UW institutions are expected to:

- Develop new or enhance existing safety and security awareness programs for students, faculty, and staff, with information appropriately disseminated;
- Have a functioning multi-disciplinary review team to anticipate, identify and evaluate threats and safety concerns involving faculty, staff, students and others;
- Make available counseling and mental health services to staff and students, whether through services on-campus or through referrals off-campus;
- Demonstrate progress toward achieving an appropriate level of counseling and mental health services;
- Have a police department headed by a well-trained, qualified, law enforcement officer. All campus police officers should be trained in the use of firearms and in responding to various crises—including that of an active shooter.
- Have a plan for emergency communication to the campus community;
- Have a crisis response plan;
- Conduct advanced planning for managing the aftermath of a crisis;
- Continue to make progress toward developing and implementing a Continuity of Operations (COOP) plan; and
- Regularly assess campus safety and security plans and, after a crisis, conduct a post-incident assessment.


To complement these institutional initiatives, additional safety and security steps must be undertaken at a System level. Therefore, UW System will:

- Explore the implementation of basic interoperable radio systems between campus staff and external response agencies;
- Establish workgroups to examine whether and how the proposed changes to existing regulations and policies or the creation of new regulations and policies can further promote campus safety;
- Provide or coordinate further education and training regarding existing regulations and policies and regarding various safety and security initiatives;
- In collaboration with institutional efforts, investigate opportunities for state and external funding to support safety and security efforts; and
- Report to the UW System President and the Board of Regents in approximately one year on the overall progress toward meeting these expectations and additional necessary actions for the future.

APPENDIX A

August 1, 2007

TO: Chancellors

FROM: Don Magh 

RE: Security Commission Report Review

At the Regents July 12 meeting President Reilly asked each chancellor to review with their campus the recommendations in the Security Commission report. At the BOR September meeting we will be reporting on the progress of that review. Toward that end, and for a preliminary assessment discussion at our August 24 chancellors meeting in Madison, please submit the following by August 20:

1. Report on your campus' relevant activity since the Virginia Tech tragedy.
2. Identify which of the report's recommendations are already in place on your campus, or will be put in place, as well as those that are most problematic to implement.
3. Which recommendations present significant resource challenges?
4. Knowing that the lack of resources is a major barrier to implementation of some of the recommendations, explain how your campus' collaborations with your community's law enforcement and mental health agencies already do, and in the future, could contribute to a heightened level of campus readiness.
5. Offer suggestions as to how the UW System's response might be coordinated with the Governor's campus security task force co-chaired by Chancellor Bruce Shepard.
6. Review and react to page 25 of the report (A) which reiterates the UW System's 2005 program review of police and security and the recommendation that the Regents should determine minimum standards for campuses.
7. Tell us who is coordinating your campus' review of the report and provide his/her e-mail address

Please offer any other thoughts you or your coordinator for the campus review may have.

Thanks so much.

Universities: Madison, Milwaukee, Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior, Whitewater. Colleges: Baraboo/Sauk County, Barron County, Fond du Lac, Fox Valley, Manitowoc, Marathon County, Marinette, Marshfield/Wood County, Richland, Rock County, Sheboygan, Washington County, Waukesha. Extension: Statewide.

December 10, 2007

TO: Campus Security Coordinators

FROM: Don Mash



SUBJECT: Report on Campus Security

Our security report will be provided to the Board of Regents at its February 2008 meeting. This report is a response to the recommendations provided in the reports of the President's Commission on University Security; the Commission's subcommittees on counseling services, emergency communications, and security needs of UW Colleges; and the Governor's Task Force on Campus Security. It will also give the Regents a "snapshot" of where institutions currently are with the implementation of campus safety initiatives and where efforts and resources will be focused in the future.

In August 2007, each campus provided its preliminary responses to the commission's report on university security. This information was very helpful in providing assurance to the Regents and the public that each institution was conducting a safety assessment and attempting to address potential concerns, in light of the Virginia Tech tragedy. In order to provide the Regents an accurate report at the February meeting, we are asking each institution to:

- Update its security report provided in August 2007, specifically highlighting progress on safety initiatives previously noted and new safety initiatives that have started since your prior report.
- Provide staffing data broken down between sworn police officers and security officers, including the number of authorized positions for each category as of October 31, 2007, the number of filled positions for each category as of that date, and any actual or anticipated changes to policy and security staffing subsequent to that date.
- Identify funding strategies currently being used or sought and any possible funding strategies your institution will be considering in the future.

To allow sufficient time to draft the report to the Board of Regents and have various campus staff review it, we would appreciate receiving your response by **Monday, December 17th**. Thank you in advance for your assistance. Please send your responses to Julie Gordon at: jgordon@uwsa.edu.

Thanks so much for your assistance with this important matter.

cc: Chancellors
Provosts
Chief Student Affairs Officers
Chief Business Officers
Julie Gordon, Director, Office of Operations Review and Audit

Universities: Madison, Milwaukee, Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior, Whitewater. Colleges: Baraboo/Sauk County, Barron County, Fond du Lac, Fox Valley, Manitowoc, Marathon County, Marinette, Marshfield/Wood County, Richland, Rock County, Sheboygan, Washington County, Waukesha. Extension:

Campus Safety Coordinators
E-mail: SecurityCoordList@uwsa.edu

Campus	Name	Title	Address	Phone/E-mail
UW Colleges/Ext.	Steve Wildeck	Vice Chancellor, Admin. Services	432 N. Lake Street Madison, WI 53706	(608) 265-3040 Steve.wildeck@uwc.edu
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Proposed President's Advisory Committee on Health, Safety and Security

Background

Over the past four years, the UW System Health and Safety Committee has taken a leadership role in issues related to the health and safety of our students (e.g., SARS, anthrax, bacterial meningitis, health insurance, international travel, terrorism). This committee has attempted to coordinate systemwide responses to health and safety issues and to provide consistent advice from a system perspective to our UW institutions. The committee has been mainly represented by UW System staff from the offices of Academic and Student Services (ACCS), Risk and Loss Prevention, General Counsel and more recently, Government Relations and Operations Review and Audit; but with the recent serious events at Virginia Tech University and Northern Illinois University, it is proposed that the committee expand its reach and membership to become a systemwide committee charged with coordination of both Health and Safety, and Security issues.

Proposal

The President's Advisory Committee on Health, Safety and Security would be the primary group to identify potential and existing student health, safety and security risks, gather and share information, and recommend Systemwide policies, procedures, and guidelines. The committee would consist of representatives from academic affairs, student affairs, campus security, risk management, health, international program directors, legal, and student government with other areas brought in as necessary and appropriate to approve and advise initiatives to bring to decision makers. This group would meet periodically or as needed to discuss potential and existing health and safety risks. Based upon its examination of an issue, the committee might provide information to institutions and/or external groups, develop suggestions for institutional practice, create guidelines or templates to assist institutions, and/or recommend policy changes to existing policy or new policy where appropriate. The work of this group would be coordinated by a steering committee drawn from the membership of the larger group.

Role of Committee

- Establish workgroups with systemwide participation to examine whether and how proposed changes to existing regulations and policies or the creation of new regulations and policies can further promote campus safety and security.
- Address potential health, safety and security issues proactively and before they might become a crisis.
- Facilitate and encourage discussion in order to make informed decisions regarding potential health, safety, security and risk issues that could have an impact on students and institutions.
- Provide consistent and timely information to the campuses about certain health, safety and security issues, including the use of technology to convey this information.

- Conduct Systemwide training and workshops on issues of campus safety and security and share information with and among campuses about upcoming state, regional and national workshops and conferences on these issues.
- Examine and address issues from the perspective of a systemwide group representing several relevant constituencies and viewpoints.
- Establish a systemwide point of contact for health, safety and security issues generated by internal and external individuals or groups (e.g., international directors, legislature).
- Enhance communication between System Administration offices and the campuses, including students, faculty, and staff.

APPENDIX D

RELATED CAMPUS SAFETY REPORTS

1. **President's 2007 Commission on University Security**
<http://www.uwsa.edu/execvp/security/>
2. **Wisconsin Governor's Task Force on Campus Safety (2007)**
<ftp://doafpt04.doa.state.wi.us/doadocs/governorstaskforcecampussafetyfinalreport.pdf>
3. **State of Illinois Campus Security Task Force Report to the Governor**
http://www.nacua.org/documents/Illinois_CampusSecurityTaskForce.pdf
4. **Virginia Polytechnic Institute (Virginia Tech) Campus Safety Recommendations**
<http://www.vtnews.vt.edu/story.php?relyear=2007&itemno=459>

Biennial Budget Review Process and Financial Aid Recommendations

The Board of Regents is required by statute to submit a biennial budget to the State of Wisconsin, no later than September 15 of even numbered years. In order to submit the budget on time, the Board generally meets in late August to approve the budget for submission.

At the April Board of Regents meeting, the Board discussed the financial aid needs of UW System students and options for addressing those needs. Based on that discussion, a resolution has been developed for submission to the Higher Educational Aids Board seeking changes to the WHEG maximum, and supporting a new program that would provide dollar for dollar increases in WHEG funding when tuition increases. A resolution supporting a request for full funding of Veteran's Remissions has also been developed. Both resolutions are included in this packet.

This packet provides information about potential new initiatives, standard budget adjustments (also known as cost-to-continue), program revenue request initiatives, and statutory changes that the Board will be asked to consider supporting at its August meeting.

The 2009-11 biennial budget new initiatives address the following major areas:

- Recruitment and Retention Fund
- Libraries Funding
- Growth Agenda for the State of Wisconsin II

No action is being required at this point. During the summer, the Board will have the opportunity to meet with staff to discuss all potential initiatives that have been brought forward this spring, and will be asked to provide feedback on how to proceed in finalizing the budget for the August Board meeting.

The materials, that will be discussed, including the two resolutions, are attached.

Recruitment and Retention of Faculty and Staff

In order to help achieve the Governor's goals of increasing federal funds returning to the state of Wisconsin and providing access to higher education for all citizens, the UW System must continue to recruit and retain top faculty and staff. This requires competitive, market based salaries. This budget initiative seeks \$10 million ongoing (\$15 biennially) GPR/Fee funds (\$6.9 million ongoing GPR/\$3.1 million ongoing tuition revenue) to help the UW System recruit and retain its top faculty and research academic staff.

The UW System annually reviews peer salary data from established peer groups and national reports on faculty salaries. The peer groups were established by the 1984 Governor's Faculty Compensation Study Group. This salary information is compiled both adjusted and unadjusted for cost of living.

The salaries of UW System faculty and staff fell significantly behind their peers' salaries in the mid-eighties and the state invested hundreds of millions of dollars to place staff closer to their peers. In subsequent years, the peer methodology was successful in keeping faculty and staff within range of their peers. At the end of the 2001-03 biennium, the UW System was within 4% of its peers. However, the increases provided in subsequent years have averaged less than those of peer institutions, and the distance between UW System faculty and their peers increased. A preliminary assessment of salary data indicates the UW faculty will end the 2007-08 fiscal year 9.89% behind their peers, when the salaries are adjusted for inflation. On an unadjusted basis, UW System faculty are 9.77% behind their peers.

The pay plan increase of 3.02% in the 2008-09 fiscal year, paired with the recruitment and retention fund, is expected to decrease the gap slightly to 9.37%. The UW System will submit a 2009-11 pay plan request to the Office of State Employment Relations (OSER) later this year but a gap of this magnitude will be very difficult to close. A separate fund needs to be set aside, beyond regular pay plan to address critical recruitment and retention needs in the meantime. This would allow institutions to compete with others in higher education to "stop the bleeding" of the loss of our faculty and research staff who are sought by other institutions, and allow UW institutions to "be in the market" for new, bright academic talent.

This funding would build upon the \$10 million of ongoing funding provided by the Governor and the Legislature in the 2005-07 and 2007-09 budget. That funding has been helpful in retaining some faculty, but more resources are needed. The additional funding would only be provided in selective cases to compete with other offers or to bring salaries that are significantly out of market closer to market in areas of high demand. These funds do not replace the core need to improve salaries for all faculty and academic staff, which must be addressed in the overall pay plan requested by the Board and recommended by OSER in future years.

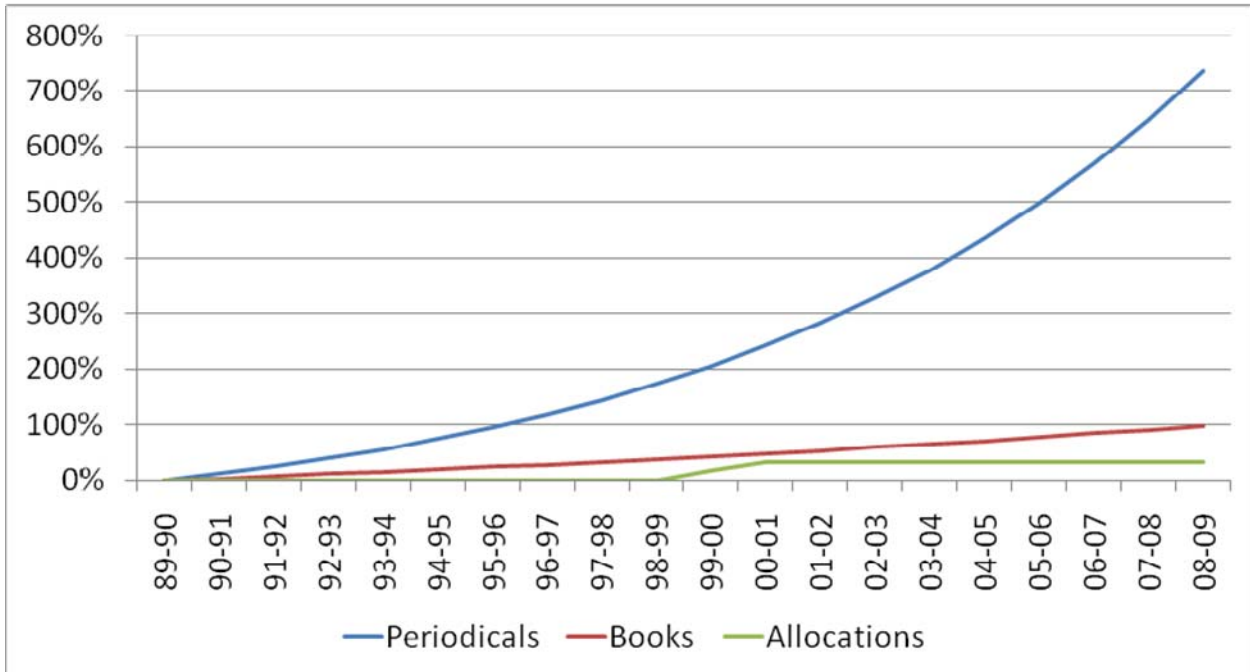
Advantage Wisconsin: Growing the Research Infrastructure (Library Component)

Executive Summary: In support of the research initiative, this proposal requests \$6,000,000 GPR/Fees to expand the libraries component of the research enterprise across all UW institutions. This funding will be used to acquire electronic content in areas of new knowledge for all students and faculty/staff, and to expand access to Madison's electronic collections for faculty across the UW System. This funding will achieve the following outcomes:

- *Recruiting, retaining, and graduating the best and brightest undergraduate and graduate students by equipping them with the information and tools they need to do their best work;*
- *Expanding the capacity for student participation in research to achieve a more competitive intellectual edge system-wide;*
- *Assisting in attracting and retaining a highly accomplished faculty whose expertise and drive contribute to the discovery and dissemination of knowledge;*
- *Supporting the production of technologies and products that generate license fees and spur the creation of start-up companies, which tend to arise and flourish within 50 miles of the "home" university;*
- *Accelerating grant awards and related revenue flows to the UW by providing faculty with access to the most comprehensive, up-to-date knowledge base; and*
- *Fostering more R&D at state and local government agencies through connections with UW library resources.*

The information marketplace has exploded with new areas of knowledge. This has been compounded by staggering cost increases for periodicals. The following table shows percentage increases in periodicals, books, and allocations since 1989-90. The considerable gap between cost and allocation increases has had a crippling effect on faculty research, limiting their ability to keep up-to-date in their field, to pass knowledge on to their students, and to transfer their research to the state's economic growth. On all campuses, faculty report how difficult it is to attract and retain quality faculty when core information resources are not available. Inadequate electronic resources also impact the ability to compete for research grants because it takes too long to retrieve materials through interlibrary loans. To bring Wisconsin to a competitive level with its peers would require more than \$20 million.

Library Periodical, Book, and Allocation Increases 1989-90 Through 2008-09



Increase Baccalaureate Degrees

\$14,000,000

UW-Green Bay: Northeastern Wisconsin's Growth Agenda for UW-Green Bay Phase II

The Growth Agenda for UW-Green Bay was presented as a three-biennia plan to increase access to baccalaureate degrees in the New North and position UW-Green Bay to better serve the needs of a dynamic, rapidly-diversifying region. The Department of Administration estimates that Brown and Outagamie Counties alone have grown 7.9% from 2000 to 2007. These counties are projected to grow 30.1% between 2000 and 2030. Due to current demand, UW-Green Bay was required to cut off freshman applications on April 15 for Fall 2008. Funding for the second phase will build on the momentum of Growth Agenda I, accommodate additional students, and build a larger platform for serving Northeastern Wisconsin.

Outcomes: Increase headcount enrollment by 484 students by 2012.

UW-Parkside: Increasing Retention and Graduation Rates by Improving Basic Math Skills

As a campus of opportunity, UW-Parkside faces unique obstacles to student success. One such obstacle is that incoming students are fundamentally underprepared for college-level math. Of the 906 freshmen in fall 2006, 56% placed into remedial math - 18% were at the arithmetic level, 38% were at the elementary algebra level. This initiative expands promising pilot programs that improve both the quality and quantity of remedial math instruction. Additionally, the initiative will enhance extracurricular support with computer-based learning and peer tutoring resources. Through this initiative, UW-Parkside will enable students to acquire the fundamental skills and positive experiences necessary to be successful.

Outcomes: Retain 30 additional students per year based on the initial math pilot programs.

Supporting Funds: UW-Parkside has invested \$77,019 to date in the on-going math initiative pilots.

UW Colleges and Extension: The Adult Student Initiative (ASI) – Phase 2

Wisconsin ranks 36th in the percent of its population with baccalaureate degrees. The first phase of the Adult Student Initiative (ASI-1) was designed to increase the number of adults in undergraduate degree programs by increasing access through online delivery formats. The second phase (ASI-2) will build on ASI-1 to develop the *UW Front Door*: a single point of entry into all UW online programs, along with comprehensive, proactive student services to ensure that students succeed in UW online programs. In addition, ASI-2 will increase the number of online programs offered by UW institutions through collaborative course development.

- Outcomes: Double UW System online enrollments from 4,500 to 9,000 by 2014; add four new online bachelor's degrees and two online master's degrees by 2014; and build the Wisconsin Knowledge Portfolio with learning opportunities for students across their lifetimes, tentatively to be launched by 2013.
- Supporting Funds: Funding of \$540,000 in reallocated base money is supporting the Adult Student Initiative.

UW-Oshkosh: Growth Agenda for Wisconsin Phase II

In Northeastern Wisconsin, the percentage of residents over age 25 holding a bachelor's degree is approximately 19%, which is lower than the Wisconsin average of 25% and much lower than the national average of 27%. Furthermore, many Northeastern Wisconsin counties are projected to be among the fastest growing counties in the state. The Growth Agenda for Northeastern Wisconsin's New North is a three-biennia plan to meet these needs and has already increased enrollment by 480 students. Phase II of the Growth Agenda will add another 250 students in existing high-demand programs, such as Global Change Biology and Medical Geography, as well as work on developing *new* programs. Across all three Growth Agenda phases, enrollment increases are projected to exceed 1,200 students. This initiative will also provide base funding for the Graduation Project.

- Outcomes: Increase headcount enrollment by 250 to 13,275 by 2012; increase student of color enrollment 15% to 940 by 2012; increase the six-year graduation rate at any UW institution 7% to 57% by 2012; and decrease credits to degree from 145 to 135 by 2012.

UW-La Crosse: Growth, Quality, and Access Initiative

The Board approved a differential tuition for all new undergraduate students at UW-La Crosse beginning in the 2008-09 academic year. The differential will allow UW-La Crosse to grow the undergraduate enrollment of the University by at least 500 additional students over the next three to five years and hire at least 75 additional faculty and 20 additional staff over the next five years in order to improve academic quality and enhance the undergraduate experience. By the 2009-2010 academic year, tuition will increase by \$1,000 annually. The financial aid requested in this initiative would be equivalent to 25% of the tuition generated through the differential. This aid would ensure that the differential does not negatively impact the ability of all Wisconsin families, regardless of income, to participate in the increased access to the campus. As part of this Initiative, the UW System requests reallocation of Growth Agenda I money for financial aid.

- Outcomes: Increase financial aid by \$835,200 annually; and support UW-La Crosse's efforts to increase enrollment by 500 students and maintain accessibility for Wisconsin residents.

UW-Whitewater: Driving a Diverse Economy: Enhancing Wisconsin Communities for the 21st Century

This initiative funds a 3-pronged approach to actively addressing the expansion and diversification of the state's economy in the context of University of Wisconsin System Growth Agenda. It aims to: (a) prepare graduates for a global economy; (b) increase graduates in science and technology; and (c) increase access to baccalaureate and masters degrees. All of the programmatic requests in this proposal are designed to increase the options available to UW-Whitewater students to complete their degrees in high-demand, high-paying fields of employment. Partnerships with community businesses will continue to grow through intern placement, knowledge sharing, and technology transfer with the University. Out-of-state firms will be encouraged to relocate to Wisconsin to utilize the well-trained, highly skilled workers graduating from UW-Whitewater. Enrollment in online courses will be substantially increased by the installation of the necessary infrastructure, which has proven to be a cost-effective instructional format.

Outcomes: Increase enrollment by 500 FTEs.

Supporting Funds: UW-Whitewater has received over \$750,000 in extramural support for programs related to international education in business. An additional \$185,000 is pending with additional proposals currently being completed. During the past two years, the University has received approximately \$450,000 in extramural funding to support initiatives related to preparing students for careers in science and technology, with additional funds of approximately \$250,000 still pending.

UW-Superior: Advantage Wisconsin

Through this request, UW-Superior will expand student support services in four ways. First, to support the needs of adult and nontraditional students (24% of students), UW-Superior will open a One-Stop Adult Center with expanded, targeted, and centralized services to promote retention. The Center will offer pre-admission counseling, educational planning, prior learning assessments, and financial aid services. Second, Career Services is currently staffed by one academic staff position and one clerical support position for a campus of 2,753 students. Additional resources will support career preparation, experiential learning, and programs to improve graduate marketability for competitive liberal arts positions. Third, UW-Superior will hire a Japanese instructor to support a comprehensive liberal arts education. Finally, Disability Services will hire a full-time American Sign Language interpreter as there are no resources on staff to provide this service.

Outcomes: Increase second-year retention rates from 67.3% to 79.5% by retaining 40 additional students per year; double the Latin American and Asian student population from 29 to between 60 and 70 by fall 2012; and maintain enrollments as the number of high school graduates decline.

Technology and Workforce Development

\$23,000,000

UW-Madison: Graduate Education

This initiative seeks funds to help UW-Madison remain competitive in recruiting the best graduate students and maintain its ability to secure National Institute of Health (NIH), Foreign Language Area Studies (FLAS), and other external fellowship and traineeships. In 2007, NIH began implementing a policy which requires substantially increased levels of cost-sharing from universities for PhD trainees and fellows supported on institutional training grants and individual fellowships. Other federal agencies are also limiting the amounts that can be charged for tuition and health care. The requested funds will be used to pay for the part of the students' costs that federal and other funding sources will not pay, thereby providing the matching support required by these programs. It is estimated that the size of this cost-sharing gap, which will continue to grow as graduate tuition and health care costs increase, will be \$5.25 million for approximately 400 PhD students funded by NIH, the Department of Education, and private foundations. Without this funding, UW-Madison will likely lose external funding that supports 510 graduate students and provides \$23.4 million in research funds. In addition, decreased participation in the NIH and FLAS programs, which will reduce funding to support both research efforts and graduate students, will result in UW-Madison having even greater difficulty in recruiting and retaining faculty.

Outcomes: Retain 510 graduate students and the associated external funding.

Supporting Funds: \$23.4 million in external funds during 2009-11.

UW-Milwaukee: Powering SE WI Knowledge Based Economy Phase II

This initiative will fund Phase II of a three biennia Research Initiative. Phase II provides seed funding for selected research projects, add staff to secure additional grant, and corporate partnership funding and provide expanded library and information technology (IT) support. Phase II also anticipates cluster hires in advanced manufacturing and biomedical engineering and science, including health care informatics and neurosciences. Schools of Public Health and Freshwater Sciences will also be created at UW-Milwaukee in Phase II. Finally, this initiative will enhance undergraduate research efforts and allow UW-Milwaukee to attract and retain graduate students, focusing on the sciences, engineering, and the proposed Schools of Public Health and Freshwater Sciences.

Outcomes: 25 FTE faculty cluster hires in advanced manufacturing, biomedical sciences and engineering; provide support for 100 undergraduate internships; and provide support for 17 graduate assistants.

Supporting Funds: Increased research emphasis will attract additional external funding.

UW-Platteville: Undergraduate Engineering in the West Bend/Sheboygan Region

This initiative will implement the fourth phase of a collaborative undergraduate engineering program between UW-Platteville and UW Colleges to deliver undergraduate engineering education to place-bound, non-traditional students. The program will expand to the West Bend/Sheboygan region through face-to-face programs at UW-Washington County and UW-Sheboygan. Under this program, students will receive their non-engineering undergraduate education from faculty at UW-Washington County and UW-Sheboygan. The engineering education coursework will be provided by UW-Platteville faculty who are hired and placed at the participating UW Colleges. This initiative will provide engineering faculty and equipment, as well as administrative staff to provide coordination and support for the face-to-face components, streaming video coursework and mobile laboratory, which will be used to provide content when there are not sufficient numbers of students to form a course.

Outcomes: Upon full implementation, the program will enroll 200 non-traditional students.

Supporting Funds: Washington County and the City of West Bend have approved \$3 million, while the UW-Washington County Campus Foundation is raising \$550,000, to complete the third floor of the Collins Science Wing, which includes 6,000 square feet in dedicated space for this program.

UW-River Falls – Growing A Sustainable Wisconsin (Collaborations)

The Northern Wisconsin Alliance for Agriculture will create seamless, dual enrollment degree programs that will ease the transition from two to four-year institutions and make degrees in the agricultural sciences more attractive and affordable to students. Working with WiSys, a Tissue and Cellular Innovation Center will develop innovative, cutting-edge technologies, train students for high-paying jobs in the biotech industry, and encourage growth of new biotech businesses in Wisconsin. This initiative will also take a multi-faceted approach to increasing sustainability in Wisconsin, as UW-River Falls builds upon its Master's program in Sustainable Community Development to infuse sustainability principles into curriculum development and research through the hiring of new faculty and inducing existing faculty to impart upon students a firm knowledge of sustainability problems and the skills to solve them.

Outcomes: Increase enrollment in agriculture programs by 500 students.

Supporting Funds: WiSys will provide start-up funding for the Tissue and Cellular Innovation Center, and UW-River Falls is seeking external funding from industry and foundations for the Center.

UW-Stevens Point – Leading from Center

This initiative will allow UW-Stevens Point to serve an additional 333 students over three biennia, increase graduation and degree completion rates to 71.1%, and expand existing programs to meet both student and regional demand. The Wisconsin Institute for Sustainable Technology will focus on applied research associated with Central Wisconsin

resources and will be a collaborative research, teaching and outreach center that will build on the University's strengths in Forestry, Paper Science and Engineering, Waste Management, Soils, Water Resources, Biology, and Outreach Education. The Marshfield Clinics and UW-Stevens Point have partnered to develop a Master's degree in Medical Informatics and Software Development, which involves the electronic handling, processing, and safe-guarding of medical records and information. Finally, the Division of Business and Economics will seek national accreditation of all its programs through the Association to Advance Collegiate Schools of Business and strengthen the core programs in Business Management and Accounting.

Outcomes: Increase enrollment by 333 students, and increase graduation rate from 66.7% to 71.1% after three biennia of funding, for students initially enrolled at UW-Stevens Point.

Supporting Funds: Anticipates increasing external funding in science and technology by 10%.

UW-Stout: STEM Discovery Center and Student Diversity

As Wisconsin's Polytechnic University, UW-Stout follows three polytechnic tenets:

- 1) *Career Focus*: a polytechnic university offers a comprehensive curriculum that prepares graduates for professional careers.
- 2) *Applied Learning*: a polytechnic university blends theory with practice to produce innovative solutions to real world problems.
- 3) *Collaboration*: a polytechnic university works closely with business, industry and other educational institutions to benefit students and grow the economy.

To meet these tenets and enhance its reputation as a Polytechnic University, UW-Stout will establish a Discovery Center. The Center will consist of dedicated lab space for faculty/student research teams to meet and address applied research projects, often submitted by business and industry. The Center will fund research projects, prepare undergraduate and graduate students for professional success, attract visiting professors, pursue additional grant funding, and disseminate results to the public and private sector. Additionally, UW-Stout will hire a position to improve STEM recruitment, with a focus on women (currently 11%) and minorities (currently 3.5%), and retention.

Outcomes: Increase grant and contract revenue by at least \$164,000 in 2011-2012; and increase enrollment of women and minorities by 20% by fall 2011.

Supporting Funds: UW-Stout committed \$130,000 in annual scholarships earmarked for students in STEM majors. Additionally, UW-Stout will provide 20 additional \$5,000 scholarships that are renewable for four years. The UW-Stout Foundation is seeking a \$2 million upfront gift which would be used as a first payment toward endowing the Discovery Center. UW-Stout will support the Center with an additional \$70,000 in university funding and other support services.

**Community Outreach (Public Service)
Addressing Wisconsin Needs – Wisconsin Idea**

\$2,000,000

UW-Platteville: Pioneer Engagement Center

This proposal will fully implement the activities of the Pioneer Engagement Center. The Center will be a portal to match the scholarly resources at UW-Platteville with the need for these resources in civic, nonprofit, business and other community ventures to develop solutions to real-world problems. In addition to serving as a clearinghouse for information regarding University expertise and resources, the Center will assist in the development of academic programs and criteria to fully implement a community-based experiential education, which will be incorporated into all years of the student's academic career. The Center will identify, coordinate and facilitate student engagement and experiential learning, as well as recruit faculty members, who will be awarded release time to work on Center activities.

Outcomes: Provide applied experiential learning programs for 200 students in 2009-10 and 400 students in 2010-11. At full implementation in 2011-12, provide applied experiential learning programs for 900 students.

Supporting Funds: A tuition differential will provide \$250,000, while the UW-Platteville Foundation has donors to provide \$200,000 annually.

UW-Eau Claire: Expansion of Applied Behavior Analysis Programs

This initiative funds an expansion of Applied Behavior Analysis (ABA) programs at UW-Eau Claire. Individuals can be certified at both the undergraduate (BCABA) level and the Master's level (BCBA). UW-Eau Claire offers training in behavior analysis at the BCABA level and intends to expand its program to allow for certification at the BCBA level as well. Applied behavior analysts work mainly with people with autism and other developmental disabilities. Wisconsin is currently behind other states in regards to the size and quality of the training programs offered as well as the number of analysts working in the field. The degree offerings will also allow the UW system to attract and retain skilled graduate students who will enter a high demand employment field in Wisconsin upon graduation.

Outcomes: Upon full program implementation, enroll 14 graduates students in the BCBA program; and graduate 20 undergraduates in Applied Behavior Analysis each year.

Supporting Funds: It is anticipated that this expanded ABA program will make UW-Eau Claire highly competitive for federal, foundation, and private dollars.

STATUTORY LANGUAGE CHANGE REQUESTS

1. RETENTION OF PROCEEDS FROM THE SALE OF PROGRAM REVENUE OR GIFT BUILDINGS AND LAND

The proceeds from the sale of state buildings or state land are credited to the Joint Committee on Finance's supplemental appropriation established in s. 20.865(4)(a), Wis. Stats. Under s. 13.101(13)(b), Wis. Stats. If the building or land was used by a single agency, the Joint Committee on Finance may, upon request of the agency, transfer no more than half of the proceeds back to the agency. The UW System was given an exemption from these statutes in both the 2005-07 and 2007-09 biennia. The exemption will end on June 30, 2009.

Many parcels of land held by the Board of Regents were received as gifts or purchased using campus funds, such as parking revenues or student user fees. The Board of Regents seeks authority to retain and reinvest all of the proceeds from the sale of buildings or land acquired or built with program revenue or donated funds. Without statutory change, if the UW System were to sell a facility funded through program revenue, it would lose its initial investment, adversely affecting the budget of the related auxiliary. If the UW System were to sell gift property, it would lose the value of the donor's gift. It is logical that the proceeds from the sale of such properties be retained to be used to support university programs, preventive building maintenance and other operating costs.

2. ELIMINATION OF TWO REPORTS PREPARED BY UW MEDICAL SCHOOL AND THE MEDICAL COLLEGE OF WISCONSIN

This proposal would eliminate the following two biennial reports: medical school enrollments and graduate placement and the financial summaries of the UW Medical School and the Medical College of Wisconsin. There is no evidence that the Legislature or the Executive Branch utilizes these reports and their preparation is time-consuming for members of the medical school staff.

3. SALES TAX EXEMPTION FOR DONATIONS FOR PREFERENTIAL SEATING AT UW SYSTEM SPORTING EVENTS

The UW System recommends a modification to Wis. Stats. 77 to exempt from state sales tax those donations made for preferred seating at certain university athletic events. The change does not seek to exempt actual ticket or luxury suite sales from the sales tax. The exemption proposed, which currently applies to the Green Bay Packers, would apply to ticket sales for certain athletic events at UW-Madison, UW-Milwaukee, UW-Green Bay, Marquette University and other colleges and universities.

Although a percentage of these donations are already deductible for the purposes of state and federal income taxes, as a result of a Department of Revenue audit, they do incur state sales tax. This has had a negative financial impact on the UW-Madison Athletic Department which receives no GPR dollars. In addition, the university system is concerned that with a sales tax applied to donations to Athletics, donors might have concerns about the future tax deductibility of donations to other endeavors.

4. ELIMINATION OF THE \$12,000 CAP ON DUAL EMPLOYMENT

Section 16.417(2)(a) prohibits individuals who are employed or retained in a full-time position or capacity with a state agency or authority from earning more than \$12,000 per year from a position with another agency or authority. Each UW System institution must track dual employment situations against this cap, which is administratively difficult and resource intensive. Removal of this cap will free staff resources for other duties and allow UW System institutions to hire the most talented and qualified individuals available, regardless of their status with another state agency or authority.

5. ELIMINATION OF EXCESS EXPENDITURES REPORTS

This proposal would eliminate the requirement to report excess expenditures in appropriations 128 (Auxiliary Enterprises), 132 (Extension Non-Credit Program Receipts), 136 (General Operations Receipts), and 336 (General Operations Receipts-System Administration). It is unclear why these expenditures were identified for additional reporting requirements, as well as what benefits or uses are derived from these reports. Reporting on these expenditures is time-consuming and resource intensive for UW System Administration staff, and UW System also produces an extensive audited Annual Financial Report.

6. PROCUREMENT PROCESS FLEXIBILITY: REPORTING REQUIREMENTS FOR CONTRACTS AND ORDERS

Section 16.753(1) of the Wisconsin Statutes requires that government agencies submit all major expenditures, which are defined as expenditures of \$10,000 or more or continuing expenditures of \$10,000 or more in a biennium, to the Governmental Accountability Board to be posted on the Internet. Because there is no automated system to segment expenditures that fall below \$25,000, this requirement has proven to be extremely staff intensive and costly. Changing the definition of major expenditure to expenditures, or continuing expenditures within a biennium, of \$25,000 or more would allow automatic tracking of these expenditures, streamline the reporting process and reduce the staff time required to compile and track this information.

Section 16.753(3) of the Wisconsin Statutes requires that all change orders to a contract subject to the posting requirement, as well as any change orders to a contract that creates a major expenditure, must be reported and posted on the

Internet. The statutes do not, however, provide any minimum threshold for change orders to be posted. Therefore, all change orders, even those with no fiscal impact, must be reported. In addition, there is no provision to remove a contract from the posting if a change order reduces the contract to a level that is below the major expenditure threshold. Statutory changes that provide some minimum threshold in order for change orders to be posted, as well as exempting change orders that reduce a contract below the major expenditure category, will reduce the administrative burden of complying with this requirement.

7. PROCUREMENT PROCESS FLEXIBILITY: PERMIT THE UW SYSTEM TO USE HIGHER EDUCATION PURCHASING CONSORTIA

Independent procurement authority would streamline the purchasing process and allow the university to respond quickly and efficiently to the rapidly changing higher education purchasing environment. The UW System seeks flexibility in the procurement process to allow the System to use higher education consortial contracts, such as the Big 10 Consortium contract for office supplies. In addition, sole source processing time could be streamlined if DOA approval were not required.

UW System seeks this authority within an accountability structure. Reports to the legislature on purchases would continue, management reviews would continue and several approval levels would still exist for unusual purchases such as sole source requests. The UW would continue to adhere to all statutory purchasing requirements and would partner in contracts with the state when it is cost effective to do so. The UW System would continue to work collaboratively on contracts with the Wisconsin Technical Colleges and K-12s.

8. PROCUREMENT PROCESS FLEXIBILITY: PERMIT THE UW SYSTEM TO INCREASE USE OF MINORITY BUSINESSES

Section 16.75(3t)(c) of the Wisconsin Statutes requires that, prior to seeking bids or competitive sealed proposals for the purchase of certain materials, supplies, equipment or contractual services, state agencies must offer prison industries the opportunity to supply the goods or services, as long as that the Department of Corrections is able to provide the goods or services at a price comparable to one which may be obtained through competitive process. The mandatory nature of prison industry contracts provides that only the Department of Corrections can waive this requirement for state agencies.

UW System seeks the ability to purchase from a minority business certified by the Department of Commerce under section 560.036, Wis. Stats., instead of prison industries when the minority business offers an equal product at an equal or lower cost. Providing this authority will allow the UW System to encourage and support the development and growth of minority businesses while ensuring that goods and services are procured at a price that is competitive and fair for state taxpayers.

TECHNICAL CORRECTIONS

1. BROADEN PROGRAM REVENUE POSITION CREATION AUTHORITY:
EXTEND NON-GPR POSITION AUTHORITY TO SERVE STUDENTS AND
OTHER PAYING CLIENTS PROMPTLY

Section s.16.505(2m), Wis. Stats., gives the UW System authority to create positions funded by a number of program revenue funded appropriations without the approval of the Governor or the Joint Committee on Finance. This proposal would extend this position creation authority to additional program revenue appropriations and to positions funded by academic student fees, without being limited to those generated by increased enrollment or from courses for which the academic fees or tuition charged equals the full cost of offering the courses. This would treat tuition funded positions in a manner in keeping with the other PR appropriations.

Position creation through DOA or legislative approval can take a significant amount of time. Current law relating to position creation prevents institutions from responding to workload and program changes in a timely way to meet the needs of students and other UW clients who are paying for services. This proposal would enable the university to address changing needs quickly.

2. INCREASE FEES FOR SPECIALTY LICENSE PLATES AND BROADEN THE
SCHOLARSHIP PROGRAM TO INCLUDE UW COLLEGES

The UW System requests legislation to permit an increase in the donation fee assessed for specialty university license plates and to include the UW Colleges in this program. Current statutes permit the Department of Transportation to issue special license plates for all four-year campuses of the UW System. At present, an annual fee of \$20 is assessed for these plates. These funds serve as a donation to the financial aid program of the respective institution. The UW System wishes to assure that this fee will increase as application fees for other specialty license plates increases. The UW System also requests a change to s. 341.14(6r), Wis. Stats., to allow the UW Colleges to be represented in this program as well, to increase funding available for scholarships for UW Colleges' students.

3. CHANGING THE PROGRAM REVENUE APPROPRIATIONS FOR
LABORATORY MODERNIZATION AND SCHOOLS OF BUSINESS TO
CONTINUING APPROPRIATIONS

The UW System recommends a modification of the appropriations for laboratory modernization [s. 20.285(1) (Lm)] and the schools of business [20.285(1)(Ls)] to create continuing appropriations. Both of these appropriations are funded with academic student fees which is a continuing appropriation. The current lack of flexibility in these appropriations creates difficulties for programs supported with these resources as the timing of projects (especially for laboratory modernization) and of funding matches can delay construction and expenditure.

UNIVERSITY OF WISCONSIN SYSTEM
2009-11 STANDARD BUDGET ADJUSTMENTS

This section includes items that could potentially be submitted in the UW System's 2009-11 Biennial Budget as Standard Budget Adjustments, if the Department of Administration agrees. Specific dollar amounts that will be submitted to DOA in the final budget request have not yet been calculated. These amounts will be reported to the Board in August.

The following list includes those anticipated items that the UW System will request as Standard Budget Adjustments:

<i>Summary of the UW System's 2009-11 Standard Budget Adjustments</i>
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Full Funding of June 1, 2009 Pay Plan Increases
This item will request 11 months of the 2008-09 2% pay plan increase that will be effective June 1, 2009 for Unclassified, Classified, and Graduate Assistants. One month of the increase will likely be built into the UW System's budget base. This request will fund the remaining portion of the year.
2007-09 Classified Increases above 2% for 2007-08, 1% for July 1, 2008, and 2% for June 1, 2009
Some classified bargaining units have not settled for 2007-09 at this time. This item will request full funding for the difference between bargained increases and the 2%, 1% and 2% approved for non-represented pay plan increases in 2007-09.
2006-07 and 2007-08 Craftworker Prevailing Rate Increases
This item requests the unfunded balance of the craftworker pay plan for 2006-07 and 2007-08, above the amounts approved for non-represented staff based on prevailing rate increases for craftworkers.
Full Funding of Fringe Benefits
This item requests full funding of the Department of Administration (DOA) approved fringe benefit rate changes from the 2007-09 approved rates to the new 2009-11 rates. The fringe benefit rates for the UW will be negotiated with DOA.
2006-07 and 2007-08 Automatic Pay Progressions, Performance Recognition Awards and Discretionary Compensation Adjustments
This item requests funding for the 2005-06 and 2006-07 Performance Recognition Awards (PRAs), Discretionary Compensation Adjustments (DCAs), Performance Recognition Payments (PRPs) and Mandatory Progression Adjustments that have been paid out based upon the approved Joint Committee on Employee Relations (JCOER) compensation plans.

<p align="center"><i>Summary of the UW System's 2007-09 Standard Budget Adjustments (Continued)</i></p>	
Minor Transfers within the Same Appropriation	
This will make minor position or funding realignments within the same alpha appropriation without any overall dollar or position impacts.	
Increases for Minority and Disadvantaged Financial Aid Programs	
This item requests funding for the Ben R. Lawton Undergraduate Minority Retention Grant (LUMRG) and the Advanced Opportunity Program (AOP) financial aid programs to increase financial aid at the same percentage as estimated tuition increases for the 2008-09 and 2009-10 fiscal years.	
2009-11 Utilities Increases	
This item requests increases in the University's utilities appropriation for new and expanded facilities, projected cost increases and adjustments for shortfalls in the prior biennia. It also includes funding for debt service, operating, and maintenance costs of the Co-Generation plant at UW-Madison.	
Full Funding of Chargeback Items	
This request seeks GPR funding for charges associated with the State Human Resource System (SHRS), procurement services and facilities maintenance tracking assessed by other state agencies.	
Student Technology Fee Increases	
This request increases funding for student technology fee initiatives. The Special Technology Fee is a percentage of tuition and increases as general tuition revenue grows.	

UNIVERSITY OF WISCONSIN SYSTEM
2009-11 PROGRAM REVENUE REQUESTS

This item includes preliminary agreements with the Department of Administration regarding which items may be submitted in the UW System's 2009-11 Biennial Budget as Program Revenue Requests. Specific dollar amounts that will be submitted to DOA in the final budget request have not yet been calculated. These amounts will be reported to the Board in August.

The following list includes those known items that the UW System will request as Program Revenue increases:

Summary of the UW System's 2009-11 Program Revenue Requests	
Projected Increases in Gift Funds	
Based on historical trend analysis and projected growth, this item provides for growth and cost increases in gift funds based on a 5 year average of percentage increases in budgeted gift funds.	
Projected Increases in Trust Funds	
This request provides for projected growth and estimated cost increases for Trust Fund income. The 2009-11 projected increases will be based on an analysis of budgeted Trust Fund income for the past ten years.	
Projected Increases in General Operating Receipts	
This budget request will increase program revenue spending authority each year of the 2009-11 biennia for programmatic needs of other operating receipts programs based on the estimated three year average of Wisconsin disposable income per capita.	
Auxiliary Enterprises Program Increases	
The 2009-11 projected increases for auxiliaries will be based on the reporting threshold. The 1995-97 biennial budget (Act 27) converted the auxiliary enterprises appropriation from a sum certain appropriation to a continuing appropriation requiring the UW System to report to DOA and the Joint Finance Committee only if annual expenditures were in excess of the appropriated amounts. Increases in auxiliary rates are subject to a 3.9% threshold for 2008-09. Therefore, the estimated increase in auxiliary operations for the biennium assumes a 3.9% increase per year.	
UW-Madison Intercollegiate Athletics Program Revenue Increase	
This request provides funding increases in 2009-11 for UW-Madison Intercollegiate Athletics.	
UW-System Aquaculture Facility Increases	
This request increases the UW System's segregated funding levels to reflect the increased operating budget requirements associated with the UW System Aquaculture Facility in 2009-11.	

WHEG Hold Harmless Program

Resolution:

WHEREAS, the Board of Regents is greatly concerned that children from lower- and middle-income backgrounds are facing a future with fewer opportunities and, therefore, has made it a priority to increase the possibility for low- and middle-income students to participate in public higher education in Wisconsin; and

WHEREAS, the Wisconsin Higher Education Grant program for University of Wisconsin students (WHEG-UW) is the primary state need-based financial aid program to assist low-income students in attaining a college education; and,

WHEREAS, despite an average 12.9% annual increase in WHEG-UW funding over the past decade, Wisconsin ranks below the peer average in state grant awards per full time equivalent (FTE) student and many students are increasingly relying on loans and personal debt to finance their college education; and

WHEREAS, section 39.435(3) of the Wisconsin Statutes establishes a maximum WHEG award of \$3,000, and the maximum award in 2008-09 will be \$2,980; and,

WHEREAS, the statutory maximum award limit for the state-funded Wisconsin Tuition Grant for students attending private institutions was removed by Act 16 of 2001; and,

WHEREAS, additional funding that increases each student's WHEG-UW award to match the change in academic fees will assure that students are not be priced out of college due to increases in tuition; and,

WHEREAS, the Board of Regents has identified increased need-based financial aid as critical to Wisconsin's economic future and the success of the Growth Agenda.

THEREFORE, BE IT RESOLVED that the Board of Regents of the University of Wisconsin System requests that the statutory language of the WHEG program be modified to remove the specific maximum for the WHEG-UW award, which would provide greater flexibility in reducing the financial barriers faced by the neediest students while continuing to provide financial assistance to at least as many students as received an award in the previous academic year; and,

BE IT FURTHER RESOLVED that the Board requests that the statutory language of the WHEG-UW program be modified to provide that each student's WHEG-UW award will increase by at least the same dollar amount as the dollar increase in undergraduate academic student fees, thereby granting a "dollar-for-dollar" hold harmless increase to eligible University of Wisconsin students.

Resolution:

WHEREAS, the Wisconsin GI Bill (2006 Wisconsin Act 468) furthers the state's educational investment and opportunity for economic development by providing a 100 percent tuition remission for veterans and eligible family members; and

WHEREAS, funding in the amount of \$5,013,700 in 2007-08 and \$6,562,300 in 2008-09 was provided through the Higher Educational Aids Board to cover the cost of Wisconsin GI Bill remissions at University of Wisconsin System and Wisconsin Technical College System institutions;

WHEREAS, \$17.5 million in remissions for University of Wisconsin System institutions alone were granted during 2007-08;

WHEREAS, all Wisconsin citizens benefit from the sacrifice of veterans and their families, and the cost of these remissions has created a significant and increasing fiscal burden on University of Wisconsin institutions, and access and quality concerns for students.

THEREFORE, BE IT RESOLVED that the Board of Regents and the institutions of the University of Wisconsin System strongly support full state General Program Revenue (GPR) funding of all remissions granted through the Wisconsin GI Bill as essential for increasing access to higher education for Wisconsin's veterans and their families, as well as for other Wisconsin students and their families, and ensuring these students will continue to receive a high quality University of Wisconsin education; and,

BE IT FURTHER RESOLVED that the Board of Regents remains supportive of the Wisconsin GI Bill. Should the federal government enact legislation providing veterans' educational benefits that are payable directly to educational institutions for tuition and fees, as opposed to providing lump sum benefits directly to veterans that may be used for all educational expenses including housing and books, then the Board would further support a statutory revision to the Wisconsin GI Bill to require veterans and their families to utilize such federal support before accessing tuition and fee remissions under the Wisconsin GI Bill. Any such revision would not result in a decrease of benefits to any veteran and would avoid losing millions of federal dollars that would otherwise be available to support Wisconsin veterans. Such a revision would be sought in cooperation with the appropriate state and federal agencies, as a means of ensuring coordination of services and benefits to veterans as well as the long-term fiscal stability of the programs.

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

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

Meeting Schedule 2008

February 7th and 8th, in Madison

March 6th, in Madison

April 10th and 11th, at the Pyle Center, Madison
(Hosted by UW Colleges and UW-Extension)

June 5th and 6th, at UW-Milwaukee

August 21st and 22nd, in Madison

October 2nd and 3rd, at UW-Stevens Point

November 6th, in Madison

December 4th and 5th, at UW-La Crosse