

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Held in Memorial Union  
Main Lounge, 2<sup>nd</sup> Floor Central  
UW-Madison  
Madison, Wisconsin

Friday, December 10, 2010  
9:00 a.m.

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Friday, December 10, 2010  
9:00 a.m.

– President Pruitt presiding –

PRESENT: Regents Jeffrey Bartell, Mark Bradley, Judith Crain, Danae Davis, Stan Davis, John Drew, Anthony Evers, Michael Falbo, Thomas Loftus, Edmund Manydeeds, Charles Pruitt, Jessica Schwalenberg, Brent Smith, Michael Spector, David Walsh and Aaron Wingad

UNABLE TO ATTEND: Regents José Vásquez and Betty Womack

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**APPROVAL OF MINUTES OF THE OCTOBER 7 AND 8, 2010 AND  
NOVEMBER 4, 2010 MEETINGS**

The minutes of the October 7 and 8, 2010 and November 4, 2010 meetings stood approved as distributed.

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**NATIONAL PERSPECTIVES: “THE FUTURE OF HIGHER EDUCATION IN  
THE CHANGED POLITICAL ENVIRONMENT” AND “SURVEY OF YOUNG  
ALUMNI, UW AND NATIONWIDE”**

***Introduction***

President Pruitt called upon President Reilly to introduce the morning’s guest speaker, Terry Hartle, American Council on Education (ACE) Senior Vice President of Government and Public Affairs. President Reilly described the two topics that Dr. Hartle’s presentation would

cover: (1) a unique project that Dr. Hartle's office undertook to understand how younger alumni feel about their education and their alma maters; and (2) the future of higher education in the changed political environment.

ACE represents presidents and chancellors of all types of accredited higher educational institutions throughout the U.S. Dr. Hartle is responsible for ACE's work with federal policy makers on a broad range of issues, including student aid, academic research, and government regulation. Prior to joining ACE in 1993, Dr. Hartle served as education staff director for the U.S. Senate Committee on Labor and Human Resources. He holds a doctorate in public policy from George Washington University.

### ***Future of Higher Education***

Dr. Hartle began his remarks by saying that the federal government has quickly become very important in higher education. The federal government this year will make \$150 billion available for student aid and scientific research, to be spent at college and university campuses. In comparison, total state spending on higher education will be about \$75 billion. Higher education would look nothing like it does without the support it receives from the federal government.

### **November Election Results**

November's election will result in significant changes in Congress. Dr. Hartle showed a slide showing that the Republicans gained, and the Democrats lost, five seats in the Senate; two Independents caucus with the Democrats, giving Democrats 53 seats, while Republicans have 47. The Republicans gained 63 seats in the House of Representatives, and the Democrats lost 62 seats, giving the Republicans 242 seats, and the Democrats 193.

Offering some election observations, Dr. Hartle noted: (1) 49 percent of voters with family income of less than \$100,000 per year voted for Democrats, compared to 48 percent for Republicans, while 58 percent voters with family income of greater than \$100,000 voted for Republicans, compared to 40 percent for Democrats; (2) Democrats won the votes of those who did not complete high school and who did complete graduate school, and this segment of the electorate totals 24 percent of the electorate; and (3) in 2006, Democrats got 57 percent of Independents' votes, and Republicans 39 percent, and in 2010, Democrats got 38 percent of Independents' votes, and Republicans 56 percent. Therefore, as the Independents went, so went the election.

### **Public Perception of Government and Higher Education**

A trend going back to the Carter administration is the public's growing dissatisfaction with the political process. This period has been characterized by increasing distrust of elected officials, increasing skepticism about the effectiveness of government activities and a perception that elites are running "the show" for themselves and not for the average voter. Presidents Reagan and Clinton were the only two presidents to cope successfully with this trend. Much of

the public has reason to be unhappy, given decreases in family incomes and an increase in the number of Americans living in poverty. The last decade was essentially a lost decade for many Americans, Dr. Hartle indicated. The public is afraid of large institutions with too much authority and too little responsibility for what they do. The public was very angry about Wall Street, BP, and the federal budget deficit, as these exemplify institutional recklessness that can make lasting negative changes in our society. Elites are suspect. This includes post-secondary educational institutions. Many educational institutions see themselves as a gateway to opportunity, and educational institutions are respected and admired; however, these same institutions also establish and validate privilege. It is important to appreciate the level of discontent and fear among many Americans.

### **Recent Federal Policy and Higher Education**

The last two years of federal policy were very good for higher education, Dr. Hartle said. The Obama administration increased investment, providing more student aid money for individuals. This administration believes intuitively in the value of higher education. This administration also believes that it can micromanage higher education from Washington, D.C., creating many regulations that may look good in theory, but not at the campus level.

Dr. Hartle mentioned four major federal policy changes: (1) Pell grant increases in the past couple of years will increase maximum grants by about \$800, will serve more students, and will more than double the total cost to taxpayers; (2) the American Opportunity Tax Credit replaced and is more generous than the Hope Tax Credit, and it will continue for another two years; (3) the federal government moved from a bank-based student loan program to a U.S. Department of Education-based program, and this has so far worked smoothly; and (4) funding for the National Institutes of Health and National Science Foundation, much of it to be spent on higher education, will increase substantially. Therefore, this administration has made investment in student aid and scientific research a priority. At the same time, the administration thinks it should have more say in the spending of the money on college campuses.

### **Future Federal Policy and Higher Education**

Dr. Hartle discussed three key concepts for the future: (1) partisanship is likely to continue; (2) the deficit is \$1.4 trillion, and there may be greater attention paid to the size of the deficit; and (3) the 2012 presidential election cycle will start quite early. The conventional wisdom is that President Obama is in a difficult situation, based on the results of the 2010 elections. The key will be how much work is done in the first six to nine months of 2011.

Dr. Hartle then posed three key questions: (1) whether Republicans can govern, given the lack of a clear agenda and division within the party; (2) whether the President can regain his edge after the past year, during which liberal Democrats have expressed concern about his movement away from the principles of his base; (3) whether the Republicans and Democrats can work together, as the problems facing the country become more acute and serious, and the far ends of both parties sometimes drive party decisions.

In response to a question from Regent Danae Davis about the new regulations of the Obama administration, Dr. Hartle said that the U.S. Department of Education recently federalized the definition of “credit hour,” for example, which is a very ominous step. The federal government has historically stayed away from academics. As another example, he cited new federal regulations on incentive compensation, which try to prevent for-profit schools from paying admissions/sales staff on a commission basis. Unfortunately, the regulations appear to require all traditional colleges and universities to review their compensation plans. These same regulations include a provision giving state governments more control over private colleges and universities. Christian colleges and universities are particularly concerned because of their distinctive missions. In addition, upcoming gainful-employment regulations will affect 53,000 individual programs at colleges and universities.

Regent Bartell, referring to the distrust among the public that Dr. Hartle had mentioned, asked if there is evidence of public distrust of public higher education institutions in particular. Dr. Hartle said that the evidence suggests that, in general, the public’s enthusiasm for large social institutions, such as the military, organized religion, and colleges and universities, is declining; the public skepticism is not unique to higher education institutions.

In response to a question from Regent Walsh, Dr. Hartle said it is necessary to continue to talk about the effect of higher education on communities and states. The average age of college students is about 27 years old, which is very different from a generation ago. The debate has changed in the past couple of years, with the president’s goal of being first in the world in college attainment by 2020. This will take a great deal of work and is unlikely to be achieved, even though nobody disputes that this is a worthy goal. For a generation, the emphasis in Washington has been on access to higher education; graduation and completion rates have become more strongly emphasized in the past two years.

In response to a question from Regent Bradley about the increases in funding for the National Institutes of Health and National Science Foundation, Dr. Hartle expressed admiration for Wisconsin Congressman Obey’s efforts over the years. With the departure from Congress of Representative Obey and Senator Specter, it is possible that funding for the National Institutes of Health will be less available in the future.

Regent Loftus commented on a speech by President Obama and a subsequent meeting in Washington, D.C. on the need to improve completion rates for community and two-year colleges, and asked what happened after this. Dr. Hartle said that the administration wanted to direct a substantial amount of funding to community and two-year colleges. The funding did not come through in the economic stimulus package due to a parliamentary problem, but a couple of billion dollars were provided through another program, for very specific purposes related to these colleges; also, a White House summit was planned. Dr. Hartle opined that the administration would like to provide stronger support for community and two-year colleges. At the same time, community colleges do not necessarily exist to award degrees; many students have a successful community-colleges experience, transfer to another institution, and then are counted as drop-outs from the community college. Community colleges are critical for meeting President Obama’s goals of producing more graduates. Regarding the summit, a community college summit was

held, chaired by Jill Biden, the Vice President's wife; the summit was deemed successful, but as with any White House summit, it highlighted the issues, but is unlikely to result in long-term solutions.

### ***Survey of Young Alumni***

Moving on to the other topic of the morning, and saying that he had good news to share with the Board, Dr. Hartle explained that the American Council on Education (ACE) conducted a survey of young college and university alumni on a nationwide scale; thereafter, 22 institutions represented on the ACE board paid for surveys of their institutions. The "young alumni" survey participants received their bachelor's degrees between five and fifteen years before. In Wisconsin, 11 of the 13 four-year institutions agreed to participate in the survey; two-year institutions did not maintain their alumni data in a way that would make it easily accessible.

To provide a context for the survey results, Dr. Hartle described Gallup public-confidence poll results from July 2010: 76 percent expressed a great deal or some confidence in the military, 66 percent expressed a great deal or some confidence in small business, 59 percent in police, 48 percent in church/organized religion, 40 percent in the medical system, 25 percent in newspapers, 23 percent in banks, 22 percent in TV news, and 11 percent in Congress.

### **Nationwide and UW Young Alumni Satisfaction-Survey Results**

Dr. Hartle then presented the ACE young-alumni data, showing a series of slides, with the UW institutions represented as UW-A through UW-K; the agreement with the participating institutions was that it would be up to them to decide to release their own data. In the ACE survey, 88 percent of young alumni nationally have a favorable impression of their alma mater; at the UW institutions, the numbers ranged from 93 to 99 percent, stunningly high results. Asked if colleges are prepared to meet the challenges of the future, national results were 61 percent responding in the affirmative; in Wisconsin, the numbers ranged from 72 to 78 percent, depending on the institution. (Individual institutions were not identified for purposes of Dr. Hartle's presentation.) Asked if colleges are preparing students for the modern workforce, national results for young alumni were 62 percent; in Wisconsin, the numbers ranged from 67 to 72 percent. Asked how well their college experience prepared them for their current job, national data showed that 85 percent of young alumni said that college exceptionally or more than adequately or adequately prepared them for their current job; at the participating Wisconsin institutions, responses ranged from 81 percent to 96 percent.

Asked if they would attend the same school, nationwide 79 percent said that they would; in Wisconsin between 68 and 92 percent said that they would attend the same school, with responses from UW institutions in the 80-to-90-percent range. According to pollsters, everything over 85 is essentially unanimous; it does not get any better than these results. Asked if their college charged a fair price, 76 percent nationwide said that it did; in Wisconsin, 86 to 96 percent said that it did. In the nationwide survey, respondents were asked if all colleges charge a fair price, and 34 percent said yes, suggesting that the more people know about an institution, the greater the value it has to them.

Asked if their college education was worth it, given the time and money, nationwide 89 percent of young alumni said yes; in Wisconsin between 89 and 97 percent said yes. This is clear, unambiguous good news.

### **Messages from Survey Results**

Dr. Hartle said that several messages can be taken from the survey results: (1) young alumni reported an exceptional level of satisfaction; (2) the results show very strong favorable reactions; (3) young alumni are saying that an employment focus is critical (based on results not reported during Dr. Hartle's presentation); and (4) there may be some price/affordability vulnerability, as shown by the results that young alumni think their school charges a fair price, but they do not think that others do. Dr. Hartle's message to the UW System is to keep doing what the System is doing, because those who spend a lot of time and money on their education at the UW are very happy. He offered kudos to the leadership and faculty of the UW institutions, as the survey results are a testament to their efforts.

President Reilly commented that it is important to find ways to use the young-alumni data. It is important for the Governor-elect and legislators to be aware of this data, showing how positively their constituents view the UW.

Regent Bartell said that he assumed that the percentage responding was statistically significant, which Dr. Hartle confirmed. Regent Bartell asked how this compared to the national response rate. Dr. Hartle said that he did not have this number with him. He commented that phone numbers no longer work well for surveys, and as a result, it was necessary to draw a very large sample for the survey, to get enough respondents.

Asking about price and affordability, Regent Loftus referred to the new U.K. government's argument that students should pay more tuition. Dr. Hartle said that ten years ago, there was no tuition in the U.K., and now the discussion is about full-price cost, a huge difference. This is a problem all higher-education systems in the industrialized world have faced. In the U.S. this is coupled with increasing state expenditures for Medicaid, K-12 education, and corrections. In a number of states, flagship universities receive 7 or 8 percent of their support from state government. The rapidly-rising price of higher education in the public sector is a concern with respect to the ability to meet President Obama's goal. Ironically, despite a decade of tuition increases, enrollments at the UW institutions have never been higher. However, as costs continue to go up for higher education, the public will be increasingly unhappy and concerned.

President Reilly thanked Dr. Hartle for taking the time to speak to the Board, for the very informative presentation, and for sharing his expertise on the federal scene and higher education. President Pruitt added his thanks and remarked that Wisconsinites are traditionally modest, but the Board owes the chancellors, provosts, and the more than 40,000 employees of the UW System a round of applause for their hard work.



Before turning to the committee chairs for their reports, President Pruitt introduced Jason Culotta, from Governor-elect Walker's transition team, who was attending the meeting. President Pruitt said that he and the Board look forward to working with the new administration.

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## **REPORT OF THE EDUCATION COMMITTEE**

President Pruitt called upon Regent Crain to present the report of the Education Committee. Regent Crain said that the Education Committee held an interesting meeting; most items did not require action, but a useful discussion occurred.

### ***UW-Madison Presentation on Madison Initiative***

Regent Crain reported that the Education Committee heard an excellent presentation on the Madison Initiative for Undergraduates (MIU) from UW-Madison Provost Paul DeLuca; Aaron Brower, Vice Provost for Teaching and Learning; and students Adam Sheka and Tom Templeton. Two years into the initiative, UW-Madison reported that the Initiative is going very well and meeting all of its expectations. Provost DeLuca explained that half of the MIU funds are distributed to need-based financial aid for undergraduates. The other half go to fund campus projects that are developed through a rigorous and competitive call for proposals. Funding is being directed toward hiring new faculty in high-demand areas, as well as to academic and career advising, academic and student support, and high-impact practices and innovation. The third round of proposal review is just getting underway.

The two students were very articulate in describing the significant student involvement in the decision-making process. Also impressive is the increased accountability involved in tracking the success of the funded projects; the projects are being monitored to ensure that they are meeting their goals and expected outcomes.

### ***Education Committee Business***

#### **Student Success Programs for Populations of Opportunity through High-Impact Practices**

The committee's next topic was "Student Success Programs for Populations of Opportunity through High-Impact Practices." High-Impact Practices (HIPs) are those educational practices that have proven effective at deepening student learning and retention. HIPs are especially effective in improving the learning of historically under-represented students or, in the context of the *More Graduates Initiative*, populations of opportunity.

The committee heard from Provost Fernando Delgado from UW-River Falls, Provost Pat Kleine from UW-Eau Claire, and Vice Provost Aaron Brower from UW-Madison. Each described campus projects focused on increasing participation of under-represented students in specific high-impact practices. The results thus far have been impressive, particularly in regard

to how HIPs confront the achievement gap and succeed in closing it. The committee agreed that this is exciting work. All UW campuses are working on expanding their offering of HIPs, and working to retain more of their under-served students.

Regent Crain said that it was implicit throughout the discussion that this work crystallizes the integration of some of the System's most important initiatives: LEAP, Inclusive Excellence, and *More Graduates for Wisconsin*, which all involve engaging, retaining, and graduating more students for successful life and livelihood in the 21st-century.

### **Annual Program Planning and Review Report**

Regent Crain reported that Associate Vice President Kolison presented key findings from the 2009-10 Annual Program Planning and Review Report, reviewing the program activity in the last year and providing summary data and trends from the past five years. There was a slight uptick in the number of programs in the last couple of years but the discussion, with input from the provosts, indicated that the System is unlikely to go back to its peak of 1,200 programs from the early 1980s. Associate Vice President Kolison reminded committee members of the program realignment initiative undertaken last year, resulting in guidelines for addressing low-degree producing programs.

One of the key discussion points was the extent to which most new academic programs being proposed and implemented by the institutions are funded through differential tuition or a cost-recovery model. This is an indication of the changes that have emerged in the last decade in state funding; the current economic climate is unlikely to change this.

### **Reports from the Office of Operations Review and Audit**

The committee heard two reports from the UW System Office of Operations Review and Audit, presented by Director Julie Gordon and Assistant Director Josh Smith. The first report covered Student Evaluation of Instruction. Regent policy gives discretion to institutions in the implementation of this kind of evaluation. It was clear from the report that Student Evaluation of Instruction is a complicated endeavor, with several issues at stake: timing and frequency of conducting student evaluation of instruction, the work involved in doing so, and the variety of ways that these evaluations are used as a part of faculty review for tenure and promotion and for the improvement of instruction.

The second report, on Prior Learning Assessment, reviewed how the UW System awards credit for prior learning. Prior Learning Assessment evaluates for college credit the knowledge and skills gained from life experiences outside the university (e.g., from employment, military service, etc.). The report covered the objectives and potential benefits for students and institutions of prior learning assessment, and also detailed the variation of assessment methods used by UW campuses, some of which currently award credit for prior learning more than others. There are a number of administrative and programmatic challenges in doing this, including transfer and transcript issues.

Regent Crain said that, as is standard practice for the Office of Operations Review and Audit, both of the reports contained a number of recommendations for UW System and the institutions. The committee would like to follow the model of the Business, Finance, and Audit Committee in asking that a management response be prepared for the report on Student Evaluation of Instruction, indicating a response to some of the report's recommendations. This is less necessary for the Credit for Prior Learning Report, given the update the committee also received from Associate Vice President Larry Rubin, on a \$800,000 grant the UW System received from the Lumina Foundation. The grant funding is going directly to further the development of Prior Learning Assessment programming at the institutions, thereby addressing many of the report's recommendations.

### **Report of the Senior Vice President**

In Senior Vice President Rebecca Martin's absence, the Education Committee heard an abbreviated report from Associate Vice President Kolison that covered two aspects of the UW System's Sabbaticals Program: (1) all Regents were sent the assignments for those faculty who will take sabbatical leave in 2011-12, and this report does not require action; (2) every two years, the Education Committee reviews Guidelines for the System's Sabbatical Program, as required by Regent policy. The Guidelines recommend areas of emphasis or priority for use in institutional sabbatical decisions. The guidelines are not meant to be prescriptive; the authority for making sabbatical decisions rests unequivocally with the faculty and institutions. The committee decided to maintain the existing Guidelines for the next two years and to add a reference to Inclusive Excellence as one of the System's priority areas.

### ***Consent Agenda***

Regent Crain moved that the Board adopt as a consent agenda item Resolution 9843, which was approved by the committee. The motion was seconded by Regent Danae Davis and approved unanimously by the Board on a voice vote.

### **Amendments to Faculty Personnel Rules University of Wisconsin-Oshkosh**

Resolution 9843: 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 approves the amendments to the UW-Oshkosh Faculty Personnel Rules.

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## **REPORT OF THE BUSINESS, FINANCE & AUDIT COMMITTEE**

President Pruitt called upon Regent Smith to present the report of the Business, Finance and Audit Committee.

### ***UW-Madison Presentation on the “New Badger Partnership” Proposal***

Regent Smith reported that UW-Madison Vice Chancellor Darrell Bazzell presented information and background on the institution’s “New Badger Partnership” proposal for increased autonomy and flexibility from the state. Vice Chancellor Bazzell noted the importance of protecting the state’s investment and maintaining the university’s competitive position as a world-class research university. He indicated that additional flexibility would come with appropriate oversight. The committee had several questions about the details of the proposal, and was told that additional details will be developed as more is learned about possible legislative and gubernatorial interest.

### ***Business, Finance & Audit Committee Business***

#### **Competitive University Workforce: 2011-13 Unclassified Pay Plan Recommendations and Distribution Plan and Guidelines**

Given the importance of the 2011-13 unclassified pay plan recommendations, Regent Smith said that President Reilly and Associate Vice President Al Crist would present this item to the full Board, as they had to the committee on Thursday. President Reilly began his remarks by reminding Regents that in August 2010, they had been asked to approve a budget request for the 2011-13 biennium. That request was later submitted to the state Department of Administration. In August, he said that the proposed budget was focused on things that the university can do to help the state emerge from the economic slump stronger than before. This would require new investment from the state, as well as increased management flexibility, to make better use of existing resources.

President Reilly said that just as the Board recommends a biennial operating budget and a two-year capital budget, the Board must submit a recommendation to the Director of the Office of State Employment Relations (OSER) for adjusting compensation and employee benefits for faculty and academic staff. A pay plan request is required by state statutes. Following approval by the Board, President Reilly said that the pay plan request would be forwarded to OSER, which will present a biennial compensation plan for approval by the Legislature’s Joint Committee on Employment Relations, which will then recommend it to the full Legislature.

The Competitive University Workforce Commission, comprised of business leaders from around the state, faculty and academic staff representatives, academic leaders, and Regents Spector and Falbo, offered advice on this subject. In addition to receiving that Commission’s thorough review, presented to the Board in June, President Reilly said that he also consulted with the President’s Compensation Advisory Committee, comprised of faculty and academic staff

members from each UW institution. The university's goals remain to produce more well-prepared college graduates and help create more better-paying jobs across the state; a competitive UW workforce is needed to reach those goals. Unlike most governmental entities, the UW System competes in national and international markets for its employees.

President Reilly said that he is recommending a pay plan request for 2 percent increases in each year of the 2011-13 biennium, to address merit and solid performance at a level estimated to be equal to increases given to faculty and staff at the UW's peer universities. As the Competitive University Workforce Commission noted, UW salaries are already lagging those earned by faculty and staff at peer universities, by significant margins in many cases. This pay plan request will not close that gap, but he said it is hoped that 2 percent will keep the gap from widening.

Along with other recommendations from the Board, including the elimination of mandatory unpaid furloughs and restoration of previously approved pay plans, the 2 percent pay plan would begin to address some of the university's strategic compensation needs. President Reilly said that the UW is also asking the state to help with lagging pay in other ways. Specifically, the UW is restating its need for flexibilities that were part of the biennial budget the Board approved in August, changes that would provide UW institutions and chancellors with greater latitude in the use of a variety of resources to address compensation challenges. For instance, it would make good sense for the university to be able to generate or reallocate some of its own resources to get to a genuinely competitive pay plan.

The UW has to take a lead in working on the state's broader economic and social well-being, such as through bold plans to increase annual degree production by 30 percent, granting 80,000 more degrees between now and 2025. The university is also working to leverage UW research more effectively, in ways that spin off new companies and new jobs in the private sector, and help ensure that our staple industries are competitive in the 21<sup>st</sup> century.

The quality and access of the University System cannot be maintained, nor the bold goals pursued, without a strong, high-performing workforce. President Reilly expressed pride in UW employees, who produced the kinds of results Dr. Hartle described earlier. He said that he wants to give chancellors the tools they need to retain that talent, recruit new talent, and preserve the investment that Wisconsin taxpayers have made in the UW System.

UW faculty and staff are deeply committed to the success of UW students and the UW's mission as a public university. Their commitment has not diminished in any way. However, President Reilly said he is worried about their morale. He posed the question of how employees can best be supported in their vital work, saying that the pay plan is one part of the answer.

Following President Reilly's remarks, Associate Vice President Al Crist provided some detail on the resolution before the Regents. He added that the pay plan was influenced and guided by the recommendations of the Competitive University Workforce Commission, as incorporated in the pay plan resolution and in the Board's earlier budget request. Pay plan dollars would only be awarded to individuals based on solid performance. In the current year,

many peers received 1.5 to 3 percent increases, while UW faculty and staff received no increases and had their pay cut through furloughs; the UW is losing ground. Associate Vice President Crist responded to questions from Regents Loftus and Schwalenberg regarding the resolution under consideration, the Board's earlier budget request, and collective bargaining; those faculty who have voted to unionize would not be affected by the pay plan resolution.

Regent Walsh asked about the composition of the Competitive University Workforce Commission and whether there was any dissent; Associate Vice President Crist listed some of the members; Regent Falbo, who was among the members, commented that business people on the Commission were surprised by the lack of flexibility to award people for performance and said that the members were all in agreement with the recommendations. Regent Spector, one of the co-chairs of the Commission affirmed that the final version of the Commission's report was unanimous.

### **Operations Review and Audit Quarterly Status Update**

Regent Smith continued his report, saying that Director Julie Gordon presented a quarterly status update on eight projects currently underway in the UW System, two of which were discussed during the Education Committee's meeting.

### **Trust Funds: Acceptance of New Bequests over \$50,000**

In accordance with Regent Resolution 8559, the committee formally accepted five bequests and/or gifts, with a total value of \$2,972,000.

### **Trust Funds: Investment Policy Statement Review/Affirmation**

The committee approved a resolution reaffirming the existing Investment Policy Statement (IPS). Trust Funds Director Doug Hoerr indicated that no substantive revisions to the IPS were recommended. He explained that the only revisions made to the document are updates to the current market values of the funds. An in-depth asset allocation analysis and review is anticipated during the first half of 2011.

### **Status Update on the Human Resource System**

Regent Smith reported that Senior Vice President Morgan reported that testing is running slightly behind due to additional system testing in order to ensure readiness for going live in spring 2011, which the project remains on schedule to do.

### **Report on Quarterly Gifts, Grants, and Contracts (1st Quarter)**

Regent Smith reported that Vice President Durcan reported that gifts, grants, and contracts for the first quarter were \$672 million, an increase of \$87.6 million over the same period in the prior year. She also noted that federal awards increased \$69.6 million, and non-

federal awards increased by \$18 million. The major driver of the federal awards increase this quarter is due to the shift of all institutions to the federal direct lending program.

### **Tax Sheltered Annuity Program -- Annual Program Participant Fee**

The committee approved a resolution granting the President of the UW System authority to approve changes to the UW System Tax Sheltered Annuity Program's annual program participant fee. Sue Chamberlain, Assistant Vice President for Human Resources, reported that changes initially come through recommendations from the Tax Sheltered Annuity Review Committee, an advisory committee created by the Board of Regents to oversee the program. Assistant Vice President Chamberlain explained that the fee is charged only to UW System employees who participate in the 403(b) program, and only covers the cost of administering the program.

### **Authorization to Recruit a Limited Appointee at UW-Madison at a Salary above 75% of the UW System President's Salary**

The committee approved a resolution granting UW-Madison authority to recruit a Vice Chancellor for Research and Dean of the Graduate School at a salary that may exceed 75% of the UW System President's salary.

### ***Consent Agenda***

On behalf of the Business, Finance, and Audit Committee, Regent Smith then moved adoption of Resolutions 9844, 9845, 9486, 9847 and 9848. The motion was seconded by Regent Falbo and approved unanimously by the Board on a voice vote.

### **REVISED**

### **2011-13 Unclassified Pay Plan Recommendations and Distribution Plan and Guidelines**

Resolution 9844:       Whereas, pursuant to s. 230.12(3)(e) Wis. Stats., the Board of Regents is charged with the responsibility to recommend to the Director of the Office of State Employment Relations (OSER) a proposal for adjusting compensation and employee benefits for faculty, academic staff, and academic and administrative leaders (limited appointees) for the 2011-13 biennium, and,

Whereas, the UW System Board of Regents adopts the Competitive University Workforce Commission's recommendation for a UW System total compensation philosophy that the average salaries of faculty, academic staff, and academic and administrative leaders (limited appointees) should reach their respective peer median salary levels, while retaining/attaining competitive benefits, by no later than the end of the 2015-17 biennium, and

Whereas, since salaries represent approximately 73% of total compensation, peer salary analyses will be the principal determinant in setting the target compensation levels for faculty, academic staff, and academic and administrative leaders (limited appointees) in the System, and

Whereas, the Board of Regents requested in the 2011-13 budget: (1) the restoration of the rescinded pay plan which was to have been paid to unclassified staff in June of 2009, (2) additional recruitment and retention base funding, and (3) the base funding which was removed from the 2009-11 budget that resulted in mandatory furloughs for all staff, and

Whereas, in addition, the Board of Regents requested flexibilities in the 2011-13 budget that would provide additional funding and greater latitude in the use of base funds by Chancellors to further the goal of closing the gaps between peer median salaries and our average salaries by no later than the end of the 2015-17 biennium, and

Whereas, the Consumer Price Index for All Urban Consumers (CPI-U) is projected to increase on average by 1.8% each year of the biennium, and

Whereas, salary increases at peer institutions are estimated to increase on average by 2.0% each year of the biennium;

Now, therefore be it resolved;

That the Board of Regents supports the pay plan recommendation of the UW System President providing for a 2% increase each year of the 2011-13 biennium so that average salaries will not fall farther behind peer salaries for faculty, academic staff, and academic and administrative leaders (limited appointees). Whether or not there will be a compensation adjustment for faculty at UW-Eau Claire and UW-Superior, who have elected to be union represented and any other unclassified bargaining unit electing to be union represented before a pay plan is approved by the Joint Committee on Employment Relations (JCOER), will be determined as the result of collective bargaining; and

Further, pursuant to 230.12(3)(e) Wis. Stats., the Board directs the UW System President to transmit to the Director of the Office of State Employment Relations currently available information on unclassified salaries for UW System peer institutions and related economic indices, and the Board's request that the Director recommend to the JCOER a salary increase for each year of the biennium of 2.0% and the necessary related increase for unclassified salary ranges and salary minima; and



Further, to reiterate the Board of Regents 2011-13 budget requests for authorization to increase and redistribute resources to address competitive compensation gaps at each institution in the UW System. These include: (1) the authority to approve compensation levels and salary ranges for employees serving as Vice Presidents or comprehensive institution Provosts; (2) the ability to determine pay plan increases for faculty, academic staff, and academic and administrative leaders (limited appointees), while taking into consideration state funding and the availability of resources; (3) the ability to make base adjustments for salary increases associated with performance; and (4) to consider compensation needs within the UW System as part of the tuition authority provided under Section 36.27, Wis. Stats.; and

Further, the Board of Regents adopts the attached pay plan distribution guidelines for 2011-13.

### **UW System Trust Funds Acceptance of New Bequests**

Resolution 9845: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellors of the benefiting University of Wisconsin institutions, the bequests detailed on the attached list be accepted for the purposes designated by the donors, or where unrestricted by the donors, by the benefiting institution, and that the Trust Officer or Assistant Trust Officers be authorized to sign receipts and do all things necessary to effect the transfers for the benefit of the University of Wisconsin System.

Let it be herewith further resolved, that the President and Board of Regents of the University of Wisconsin System, the Chancellors of the benefiting University of Wisconsin institutions, and the Deans and Chairs of the benefiting Colleges and Departments, express their sincere thanks and appreciation to the donors and their families for their generosity and their devotion to the values and ideals represented by the University of Wisconsin System. These gifts will be used to sustain and further the quality and scholarship of the University and its students.

### **UW System Trust Funds Investment Policy Statement**

Resolution 9846: That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves the recommended revisions to, and otherwise reaffirms its adoption of, the Investment Policy Statement for the University of Wisconsin System Trust Funds.

## **UW System Tax Sheltered Annuity Program Annual Program Participant Fee**

Resolution 9847: That, upon recommendation of the Tax-Sheltered Annuity Review Committee and the President of the University of Wisconsin System, the Board of Regents authorizes the President of the University of Wisconsin System to assess an annual fee to each employee participating in the UW System Tax Sheltered Annuity Program to cover the costs of administering the program. This resolution supersedes 1994 Regent Resolution 6774.

## **Authorization to Recruit a Limited Appointee at UW-Madison at a Salary above 75% of the UW System President's Salary**

Resolution 9848: That, upon recommendation of the Chancellor at the University of Wisconsin-Madison and the President of the University of Wisconsin System, the Board of Regents authorizes UW-Madison to recruit for a Vice Chancellor for Research and Dean of the Graduate School at a salary that may exceed 75% of the UW System President's current salary.

Further, the Board of Regents authorizes the President of the University of Wisconsin System to approve the appointment and the salary for this position.

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## **REPORT OF THE CAPITAL PLANNING & BUDGET COMMITTEE**

President Pruitt called upon Regent Bartell to present the report of the Capital Planning and Budget Committee.

### ***UW-Madison Sustainability Initiative: Integrating Teaching, Research, and Operations***

Regent Bartell first reported that Dr. Greg Mitman, Director of the Nelson Institute of Environmental Studies at UW-Madison, told the Capital Planning and Budget Committee about the UW-Madison Sustainability Initiative, which grew out of Chancellor Martin's strategic priorities. A task force of faculty, staff, students and community members got together to study issues related to the stewardship of resources at UW-Madison and to make recommendations for how UW-Madison can become a model for sustainability. The task force issued a comprehensive and thoughtful report, which was distributed to the Capital Planning and Budget Committee. The final report has two basic recommendations: the creation of an office of sustainability to coordinate efforts taking place across campus, and a system for connecting office operations, education, and research to meet identified sustainability goals.

## ***Capital Planning and Budget Committee Business***

### **Authority to Lease Space for UW-Extension**

Regent Bartell reported that Resolution 9849, brought by UW-Extension, requests authority to lease space located at 5602 Research Park Boulevard, Madison, for the Division of Continuing Education. This ten-year lease will replace an existing lease at University Research Park and will consolidate space for the UW-Extension Division of Continuing Education, Outreach, and E-Learning (CEOEL), as well as UW Colleges Online and the Academic Distributed (ADL) Co-Lab. This co-location will allow all three of these groups which develop online courses an opportunity to work together in a single building.

### **Real Property Exchange Agreement**

Regent Bartell reported that Resolution 9850, brought by UW-Madison, requests authority to accept seven land parcels, pursuant to the Real Property Exchange Agreement between Wisconsin Alumni Research Foundation (WARF) and the Board of Regents. All of the properties are within the campus boundary, and six of them were identified in the 2005 Campus Master Plan as sites for future academic, research, or support buildings. The seventh parcel, which is located at 1221 West Johnson Street, is within the campus boundary, but was originally designated for private development by the 2005 Campus Master Plan. With the construction of the Wisconsin Institutes for Discovery/Morgridge Institute for Research (WID/MIR), this block will now be available for development by UW-Madison. The total value of the properties being exchanged is slightly more than \$6 million.

### **West Campus Cogeneration Facility**

Regent Bartell said that Resolution 9851 seeks authority to begin planning the West Campus Cogeneration Facility Addition and Chiller Installations project. The entire project will cost about \$67 million; the current action seeks to release about \$1.6 million for preliminary planning.

### **UW-Milwaukee Lease for School of Public Health**

Resolution 9852, brought by UW-Milwaukee, seeks authority to lease space for the School of Public Health. This lease will create the initial spaces to support the new School of Public Health that will be located in downtown Milwaukee as part of the redevelopment of the historic Pabst Brewery. The project will renovate the existing five-story Building 7 in the Brewery, as well as construct a five-story addition. The resulting facility will provide space to support the initial research, core facilities, collaboration, administration, teaching/instruction, and external partners' needs of the School of Public Health.

This project is financially assisted by a generous \$10 million gift from Joseph J. Zilber's Brewery Project, LLC, which Mr. Zilber's estate is fulfilling by honoring his pledge to UW-Milwaukee. The lease includes an option to purchase the project upon completion or in

subsequent years. It is intended that authority to purchase will be sought at the time of occupancy using the Zilber gift to cover the majority of the \$12.3 million cost.

### **UW-Platteville Waiver Request**

Regent Bartell reported that Resolution 9853, brought by UW-Platteville, seeks authority to request a waiver to allow a request for proposals for a design-build entity to design and construct a \$1.7 million storage facility project.

### **Enumeration Projects**

Regent Bartell next described Resolution 9854, through which UW System is seeking the enumeration of seven additional projects in the previously-submitted 2011-13 Capital Budget, five of which will be totally funded by program revenues and/or gift/grant funds:

- (1) The UW-Stout Harvey Hall Renovation - Phase II is a \$29-million project and is the second of two that renovate and remodel deteriorated space in Harvey Hall. The project will upgrade the building infrastructure and remodel space to renew the service life of the building, provide improved functionality, and restore the building's architectural character. Improvements include building envelope repairs and upgrades of all plumbing, mechanical, building automation, electrical, telecommunications, card access, and life safety systems.
- (2) A \$1 million storage facility project at UW-La Crosse would design and construct a new pre-engineered metal storage building that will be located on the north campus, adjacent to other service buildings, to alleviate the university's lack of storage space for materials and grounds/maintenance equipment.
- (3) A \$1.5 million UW-Madison Materials Distribution Services (MDS) General Library System Storage addition will construct an addition to the existing MDS warehouse in Verona to provide climate-controlled storage space for approximately one million volumes of library materials for the UW-Madison General Library System.
- (4) A \$2.5 million gift-funded project, funded by two donors, at the UW-Madison University Ridge All Seasons Golf Practice Facility will construct an all-seasons practice facility at University Ridge Golf Course that will be the home for the men's and women's golf teams.
- (5) The UW-Whitewater Drumlin Hall \$4.6 million remodeling project will upgrade the 45-year-old Drumlin Dining Hall HVAC systems and replace the building's inefficient single-glazed windows. The project will remodel the kitchen and seating area and include improvements that will provide better accessibility.
- (6) The UW-Whitewater Young Auditorium Dance Studio Addition will construct a \$900,000 cash addition to the Young Auditorium that will provide a sprung-wood-floor dance studio and create classroom and rehearsal space for the university's growing dance program that meets the standards of the National Association of the Schools of Dance.

(7) The final project is a 2013-15 advance enumeration request to construct a new Health and Human Performance/Recreation Building for Health and Human Performance Programs (HHP), athletics, and student recreation as an addition to the existing Hunt/Knowles complex at UW-River Falls. The building will include classrooms, a human performance laboratory, a large gymnasium, dance studio, auxiliary gym, offices, locker rooms, training rooms, and other supporting spaces. The badly-needed \$63 million project will also remodel existing program-related space in the adjoining Hunt/Knowles complex and consolidate the HHP program into one primary location.

**All Agency Maintenance and Repair Projects**

Resolution 9855 requests authority to construct 15 all-agency maintenance and repair projects at nine UW System institutions, totaling \$15.7 million, including \$5 million of program revenue. These projects include UW-Madison and UW-Platteville storm water improvements and utility repairs on eight campuses.

***Consent Agenda***

Stating that these seven resolutions were passed unanimously by the committee, Regent Bartell moved that the Board adopt as consent agenda items Resolutions 9849, 9850, 9851, 9852, 9853, 9854, and 9855. Regent Drew seconded the motion, and the resolutions were adopted on a unanimous voice vote:

**Authority to Lease Space for the Division of Continuing Education, UW-Extension**

Resolution 9849: That, upon the recommendation of the UW-Extension Chancellor and the President of the University of Wisconsin System, authority be granted for the Department of Administration to enter into a new lease agreement for 26,704 square feet to replace three existing leases totaling 24,684 square feet on behalf of the UW-Extension.

**Authority to Accept Land Parcels Pursuant to the Real Property Exchange Agreement between Wisconsin Alumni Research Foundation and the Board of Regents, UW-Madison**

Resolution 9850: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, approval be granted to accept seven parcels of land listed below from WARF Properties, LLC pursuant to the terms of the Real Property Exchange Agreement between Wisconsin Alumni Research Foundation (WARF) and the Board of Regents, contingent upon the receipt of acceptable environmental audits.

Parcel	Value
924 West Dayton Street Madison, Wisconsin	\$374,000

914 West Dayton Street Madison, Wisconsin	\$403,500
1221 West Johnson Street Madison, Wisconsin	\$437,000
201 North Charter Street Madison, Wisconsin	\$450,000
210 Bernard Court Madison, Wisconsin	\$527,500
26 North Charter Street Madison, Wisconsin	\$1,000,000
305 North Charter Street Madison, Wisconsin	\$2,900,163

**Authority to Plan the West Campus Cogeneration Facility Addition and Chiller Installations Project, UW-Madison**

Resolution 9851: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to request the release of \$1,417,800 Building Trust Funds–Planning and the use of \$140,200 Program Revenue-Cash to prepare preliminary plans, a design report, and construction documents for the West Campus Cogeneration Facility Addition and Chiller Installations project for an estimated total project cost of \$67,553,000 (\$61,473,200 General Fund Supported Borrowing and \$6,079,800 Program Revenue Supported Borrowing).

**Authority to Lease Space for the School of Public Health, UW-Milwaukee**

Resolution 9852: That, upon the recommendation of the UW-Milwaukee Chancellor and the President of the University of Wisconsin System, approval be granted for the Department of Administration to enter into a new lease of 57,460 square feet on behalf of the UW-Milwaukee for the School of Public Health.

**Authority to Seek a Waiver of Wis. Stat. §16.855 to Allow Selection of a Design-Build Entity to Design and Construct a Storage Facility Project, UW-Platteville**

Resolution 9853: That, upon the recommendation of the UW-Platteville Chancellor and the President of the University of Wisconsin System, authority be granted to seek a waiver of Wis. Stat. § 16.855 under provisions of Wis. Stat. § 13.48

(19) to allow a design-build entity, selected through a Request for Proposals (RFP) process, to design and construct a Storage Facility project at a total project cost of \$1,700,000 Program Revenue-Cash.

**Authority to Seek Enumeration of Seven Additional Major Projects as Part of the 2011-13 Capital Budget, UW System**

Resolution 9854: That, upon the recommendation of the President of the University of Wisconsin System, authority be granted to seek enumeration of the following seven additional major projects as part of the 2011-13 Capital Budget:

- (1) UW-Stout: Harvey Hall Renovation – Phase II
- (2) UW-La Crosse: Storage Facility
- (3) UW-Madison: Materials Distribution Services GLS Storage Addition
- (4) UW-Madison: University Ridge All Seasons Golf Practice Facility
- (5) UW-Whitewater: Drumlin Hall Remodeling
- (6) UW-Whitewater: Young Auditorium Dance Studio Addition
- (7) UW-River Falls: Health and Human Performance/Recreation Building-Planning (2013-15 Advance Enumeration Request)

**Authority to Construct All Agency Maintenance and Repair Projects, UW System**

Resolution 9855: 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 \$18,363,500 (\$11,609,500 General Fund Supported Borrowing; \$4,546,200 Program Revenue Supported Borrowing; \$1,992,800 Program Revenue-Cash; and \$215,000 Gifts and Grants Funding).

***Report of the Associate Vice President***

Regent Bartell continued his report, noting that Associate Vice President David Miller distributed the UW System 2011-17 Physical Development Plan. Senior Architect Jeff Kosloske described the six-year plan, which is submitted to the Department of Administration on behalf of all 15 System institutions. The plan balances state investment with university accountability and allows UW institutions and the Board of Regents to better understand and manage educational facility needs. The plan identifies the need for critical facility improvements, including the renovation of existing facilities and the construction of new buildings.

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## RESOLUTION OF APPRECIATION FOR UW-MADISON

Regent Pruitt called upon Regent Walsh to present the resolution of appreciation to UW-Madison for hosting the December meeting. Regent Walsh first stated that UW-Madison is a special place for him. He grew up in the shadows of Camp Randall, and his father was a coach at UW-Madison. Regent Walsh was involved three years ago in raising \$1.2 million related to photo-receptor research. The University of Wisconsin was cutting-edge in this research and shared the research with other universities. A Harvard professor commented that UW-Madison is unique and different from Harvard in that the doors are open at UW-Madison, where world-class researchers share their research. Regent Walsh said that UW-Madison, like the Wisconsin Idea, is world class in this field. As the university fights for funds, it is important to remember what this great university, and this great System is about: it is about working together for the people of Wisconsin. Regent Walsh then read the resolution, which was adopted by acclamation.

### Resolution of Appreciation for UW-Madison

Resolution 9856: WHEREAS, the members of the Board of Regents of the University of Wisconsin System are proud of the global impact and international reach of the University of Wisconsin-Madison in research, teaching and outreach; and

WHEREAS, Chancellor Biddy Martin's administration is identifying innovative new ways to make the campus even more efficient and effective and provide enhanced quality for the entire state through the New Badger Partnership and the Madison Initiative for Undergraduates; and

WHEREAS, by aligning research and education on sustainability with campus operations, UW-Madison is aiming to become a living model for sustainability, exemplifying values and actions that demonstrate a deep commitment to stewardship of resources; and

WHEREAS, the university conducts more than \$1-billion worth of research each year in the sciences, arts and humanities and provides Wisconsin with a powerful economic engine that has the potential to lead the state out of the economic challenges it faces; and

WHEREAS, UW-Madison continues to prepare students to compete successfully in a global economy by developing their critical thinking skills and encouraging them to apply their knowledge in and out of the classroom; and

WHEREAS, UW-Madison has reached out to promote exciting new partnerships and initiatives with universities in East Asia and has brought a group of some of China's most talented athletes to campus to gain



leadership skills for the future as part of the Chinese Champions Program;  
and

WHEREAS, the university's faculty has demonstrated continued excellence in the classroom, most recently with the naming of soil scientist Teri Balser as U.S. Professor of the Year by the Council for the Advancement and Support of Education; and

WHEREAS, UW-Madison has just opened impressive new facilities, such as the Wisconsin Institutes for Discovery and the revamped Education Building, and is looking ahead with projects like the Wisconsin Energy Institute, the Charter Street Heating Plant renovation and the new Union South;

BE IT THEREFORE RESOLVED that the University of Wisconsin Board of Regents hereby thanks Chancellor Biddy Martin and all of her colleagues for making the campus a valued Wisconsin asset that benefits the world—educationally, economically, culturally and socially—and for sharing their campus's hospitality and engaging presentations as they hosted this December 2010 Board meeting.

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## **UNFINISHED OR ADDITIONAL BUSINESS**

Regent Pruitt recognized Regent Crain, who, following up on the reports made by President Pruitt and President Reilly, said that she heartily applauds the efforts System Administration and the chancellors have made regarding civility. Reading of some of the incidents of incivility has been very disturbing. "Civility" is perhaps an inadequate word; the issue is respect and appreciation for other people. The Board of Regents cares about these issues. Regent Drew, adding to Regent Crain's comments, commended the students who have stood up and participated in activities in opposition to race- and sexual-orientation-based vandalism on campuses.

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The meeting was adjourned at 11:17 a.m. and reconvened at 11:30 a.m.

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## CLOSED SESSION

The following resolution was moved by Regent Manydeeds, seconded by Regent Spector, and adopted on a roll-call vote, with Regents Bartell, Bradley, Crain, Danae Davis, Stan Davis, Drew, Evers, Falbo, Loftus, Manydeeds, Pruitt, Schwalenberg, Smith, Spector, Walsh and Wingad voting in the affirmative. There were no dissenting votes and no abstentions.

### Closed Session Resolution

Resolution 9857: That the Board of Regents move into closed session to consider UW-Milwaukee honorary degree nominations, as permitted by s. 19.85(1)(f), *Wis. Stats.*; to consider appointment of a UW Colleges and UW-Extension chancellor, as permitted by s. 19.85(1)(c), *Wis. Stats.*; to discuss the report of the Committee on Faculty and Academic Staff Collective Bargaining, as permitted by s. 19.85(1)(e), *Wis. Stats.*; to consider two student requests for review of UW-Milwaukee decisions and a student request for review of a UW-Madison decision, as permitted by s. 19.85(1)(f), *Wis. Stats.*; and to confer with legal counsel regarding pending or potential litigation, as permitted by 19.85(1)(g), *Wis. Stats.*

The following resolutions were approved during closed session:

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

Resolution 9858: That, upon recommendation of the President of the University of Wisconsin System, Raymond W. Cross be appointed Chancellor of University of Wisconsin Colleges and University of Wisconsin-Extension, effective on or about February 15, 2011, at a salary of \$225,000.

### Student Request for Review of a UW-Milwaukee Decision

Resolution 9859: That the Board of Regents adopts the attached Proposed Decision and Order as the Board's final Decision and Order in the matter of a student request for review of a UW-Milwaukee decision.

### Student Request for Review of a UW-Milwaukee Decision

Resolution 9860: That the Board of Regents adopts the attached Proposed Decision and Order as the Board's final Decision and Order in the matter of a student request for review of a UW-Milwaukee decision.

**Student Request for Review of a UW- Madison Decision**

Resolution 9861: That the Board of Regents adopts the attached Proposed Decision and Order as the Board's final Decision and Order in the matter of a student request for review of a UW-Madison decision.

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The meeting was adjourned at 1:30 p.m.

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Submitted by:

/s/ Jane S. Radue  
Jane S. Radue, Secretary of the Board  
Office of the Board of Regents  
University of Wisconsin System