

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Madison, Wisconsin

Held in Room 1820 Van Hise Hall

Friday, July 16, 1993

9:00 a.m.

- President Steil presiding -

PRESENT: Regents Barry, Benson, Budzinski, Davis, Dreyfus, Flores,
Gelatt, Grebe, Gundersen, Hempel, Hirsch, Krutsch, Nicholas,
and Steil

ABSENT: Regents Lubar, Lyon and Schilling

Approval of Minutes

Upon motion by Regent Dreyfus, seconded by Regent Nicholas, the minutes of the meetings of the Board of Regents held on June 4, 1993, and June 14, 1993, were approved as distributed.

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Welcome to Regent John T. Benson

Regent President Steil welcomed Regent John T. Benson, who had taken office the preceding week as State Superintendent of Public Instruction. Prior to his election as State Superintendent, he served for four years as District Administrator of the Marshall Public Schools and for eight years as Assistant State Superintendent of Public Instruction.

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Resolution of Commendation: Chancellor Sheila Kaplan

The following resolution was presented by Regent Davis and adopted by acclamation with a standing ovation for Chancellor Kaplan.

Resolution 6448: WHEREAS Sheila Kaplan has served with distinction as chancellor of the University of Wisconsin-Parkside for 7 years; and

WHEREAS Chancellor Kaplan has contributed substantially to the educational environment for all students and the professional development of

faculty and academic staff at UW-Parkside; and

WHEREAS she has led the UW System's youngest comprehensive university through an important period of maturation and success -- maintaining academic excellence during tight fiscal times, improving student and faculty diversity, building important regional service partnerships and enhancing institutional and student services; and

WHEREAS these efforts have included leading initiatives to improve the quality of undergraduate education, developing flexible academic programs to meet the special needs of commuting adult students, and integrating computer and information technologies throughout the campus; and

WHEREAS Chancellor Kaplan led UW-Parkside through a successful and laudatory review by the North Central Association in 1992, resulting in a 10-year unconditional reaccreditation; and

WHEREAS as a result of her strong commitment to improve the campus climate for women and minorities, UW-Parkside emerged as one of only two UW institutions to exceed its 1991 and 1992 fall enrollment targets for under-represented student groups; and

WHEREAS Chancellor Kaplan led the establishment of UW-Parkside's Ethnic Studies Center and nurtured the School of Education's multi-cultural approach to teacher education -- a program that has become a model of excellence for preparing teachers for a culturally diverse society; and

WHEREAS Chancellor Kaplan has effectively demonstrated that UW-Parkside is a powerful and useful resource worthy of private support -- efforts that have resulted in six consecutive years of increased giving; and

WHEREAS now, in accepting a new position as president of Metropolitan State College of Denver, Sheila Kaplan leaves Wisconsin having successfully advanced the mission, resolve and stature of the University of Wisconsin-Parkside.

THEREFORE be it resolved that the Board of Regents of the University of Wisconsin System highly commends Sheila Kaplan for her outstanding service as chancellor, extending sincere best wishes in all future endeavors.

Stating that she had enjoyed the privilege of serving as chancellor for the past seven years, Chancellor Kaplan commented that UW-Parkside is a fine institution, that the UW System and the Board are excellent and that the state is in good educational condition.

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Resolution of Commendation: Chancellor Patrick Boyle

The following resolution in honor of Chancellor Boyle was presented by Regent Dreyfus and adopted by acclamation with a standing ovation.

Resolution 6449: WHEREAS Patrick Boyle has served with distinction as chancellor of the University of Wisconsin-Extension for 12 years; and

 WHEREAS Patrick Boyle has devoted 36 years of public service to the people of Wisconsin as a county extension agent, program director, professor, administrator and chancellor; and

 WHEREAS Chancellor Boyle has contributed substantially to the educational growth of all Wisconsin citizens and the professional development of extension faculty and staff; and

 WHEREAS these efforts have included improving public access to education and preserving quality in noncredit continuing education and personal/professional development programs; and

 WHEREAS Patrick Boyle has been instrumental in improving the quality, resources, impact, visibility, and public and political support of extension education in Wisconsin, the nation and the international community; and

 WHEREAS his progressive vision of new linkages, coalitions and programs has been a guiding light in an era of change and evolution in continuing higher education; and

 WHEREAS Patrick Boyle has been a national leader in promoting new university and external partnerships to strengthen the role of extension and to involve the total university in meeting societal needs; and

 WHEREAS by his absolute dedication, boundless energy and thoughtful leadership, the Wisconsin Idea has prospered in important new ways through this era and beyond; and

 WHEREAS Mary Boyle, in partnership with her husband, has exemplified the spirit of altruism

and unselfishness that typifies UW-Extension.

THEREFORE be it resolved that the Board of Regents of the University of Wisconsin System highly commends Chancellor Emeritus Patrick Boyle for his extraordinary service, extending sincere best wishes to him and his wife Mary upon his retirement from the UW System.

Stating that it had been a great privilege to lead the best extension program in the nation for the past twelve years, Chancellor Boyle expressed gratitude to the Regents, President Lyall, System Administration and his chancellor colleagues for their support, friendship and cooperation.

Offering special appreciation to the chancellors, he suggested that the Board expand its interactions with this group of hard-working, committed and highly expert professionals. He recognized particularly Chancellors Ward and Schroeder of UW-Madison and UW-Milwaukee for their leadership and cooperation in helping to resolve differences that previously had existed between UW- Extension and these institutions.

While twelve years ago UW-Extension had a \$1.6 million deficit, he noted, today the institution is financially stable with an outstanding faculty, a strong administrative team, excellent staff, and strong private sector and political support. This, he stated, is attributable to the commitment of Governor Thompson, the Legislature, the Regents, President Lyall, the UW institutions and support groups throughout the state.

Looking to the future, Chancellor Boyle urged that the Board continue to cherish the traditions and policies that make the Wisconsin Idea a reality and allow extension programs to be valued equally with resident instruction and research. Noting that extension programs have quality and relevance because of the ability to reallocate resources to focus on changing needs, he commented that the leadership of the System and the extension structure have made it possible to coordinate programs, avoid unnecessary duplication and make most efficient use of resources. This has been accomplished involving all 26 UW campuses and the 72 county extension offices as delivery points for the people of the state. While there is some lingering criticism of the extension structure as too complex, he asked the Board to keep in mind that integration of the extension function was accomplished only after extensive study and was designed to best serve the people of the state.

Chancellor Boyle noted that UW-Extension is directly accountable to the people of Wisconsin, and that extension programs are built in response to the people's needs. Participation of over 1.2 million people annually in extension programs shows that these needs are being met. UW-Extension is strong, he pointed out, because of its scores of relationships with all levels of government and all clientele groups--partnerships which must be nurtured and maintained. Public support of the entire UW System is enhanced, he stated, because of the high quality of extension programming delivered all across the state.

Challenges for the future include better success in reaching urban audiences, particularly disadvantaged people; making better use of technology; and maintaining quality programs while at the same time taking risks to be creative.

In closing, Chancellor Boyle emphasized the crux of his message-- that the extension system is working for the citizens of Wisconsin; for many it represents their only connection to the UW; and it must remain strong and accessible to all people.

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Report on Legislative Matters

Supplementing her written report, Associate Vice President Ward indicated that the Legislature was expected to take final action on the biennial budget today.

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Report of the Educational Communications Board

A written report was provided by Regent Davis, Regent member of the Educational Communications Board.

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REPORT OF THE PRESIDENT OF THE SYSTEM

Report of New Hires, Women and Minority Faculty

Referring to this report, President Lyall noted that: (1) Women constituted 41.9 percent of all the new faculty hires last year in the UW System, compared to 41.5 percent of all new Ph.D.s granted in the U.S. during 1989-90, the latest period for which data is available; (2) over the past decade, women have risen from 19.3 percent of total UW faculty to 24.7 percent; and (3) minorities constituted 12.5 percent of all new UW faculty hires last year compared to 11.4 percent of all new Ph.D.s granted in the U.S. Over the past decade, minorities have risen from 5.5 percent to 8.9 percent of total faculty in the UW System.

The upward trend will continue, she predicted, if the UW System continues to hire at or above national availability rates and also improves retention of women and minority faculty.

Exit interviews show that tenured women and minority faculty primarily left for retirement reasons. Other reasons were higher salary, personal reasons, or better promotional opportunity.

Untenured faculty gave a wider variety of reasons for leaving: (1) Conditions of the employment contract accounted for 47 percent of the reasons given for departures, including higher salary, lower teaching loads, better promotional opportunities, better research

opportunities, and non-renewal. These factors, President Lyall noted, reflect the competitive market in which faculty are hired; (2) personal and family reasons, retirement or death, and desire for a better geographical location accounted for about a third of the exits from the System; and (3) fifteen percent of departing faculty mentioned a non-supportive environment or alleged discrimination as reasons for leaving.

While there are severe limits on the adjustments that can be made in competitive employment conditions and very little that can be done to influence personal and family factors, President Lyall stated, the UW System can and must address those work environment factors that discourage women and minorities from remaining on UW faculties.

Beginning this fall, steps are being taken to improve the climate and professional success of UW women and minority faculty through a systemwide faculty mentoring program which eventually will reach all institutions. There also will be a systemwide video conference for all deans and department chairs on ways that they can help make the professional environment more welcoming and comfortable for women and minority faculty. While such programs can help, she pointed out, they cannot substitute for the efforts of individual faculty who determine the actual environment in which faculty live and work. She urged the resolve of all to make UW universities home to the best and brightest of all races and genders.

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Annual Summary of Sexual Harassment Complaints

Referring to this legislatively required report, President Lyall noted that in calendar year 1992, 170 sexual harassment complaints were filed, 158 of which were resolved and 12 of which are pending. The three most frequent actions taken to resolve complaints were: (1) warning, reprimand, or disciplinary action, (2) counseling or training, and (3) intervention, mediation, or conflict resolution. In 10 of the 170 cases, the respondent was terminated. In 15 cases, the complaint was withdrawn, dismissed, or no discrimination was found. There were 23 complainants who requested that no further action be taken.

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Status of Affirmative Action Plans

Presenting this report, President Lyall pointed out that annual updating of these plans has been a burdensome, detailed data-collection task for UW campuses. Software packages are being evaluated in an effort to streamline this work.

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Growth in External Support

Reporting that private and alumni support for UW institutions continues to grow at an amazing pace, President Lyall said that total gifts, grants and contracts are up 9.6 percent over the same time a

year ago, bringing total external support at mid-year to \$540 million. These funds, she noted, provide jobs and incomes for Wisconsin citizens equivalent to four Kenosha Chrysler plants. While the largest portion is raised by individual faculty at UW-Madison, all institutions participate in this exceptional fundraising activity. Their success, she stated, is a tribute to the distinction of UW faculty and the hard work of the chancellors.

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Announcements

Welcome to David Olien

President Lyall welcomed David Olien, who had just taken office as Vice President for University Relations. Mr. Olien received his undergraduate degree from UW-Eau Claire and advanced degrees from Sangamon State University and the University of Illinois.

Welcome to Lee Alley

President Lyall welcomed Lee Alley, who had begun work as Associate Vice President for Learning and Information Technology--a new position created to address the important and expanding role of telecommunications in higher education. Before joining the UW System, Mr. Alley was Assistant Vice President for Information Resources Management at Arizona State University.

Appreciation to Bill Hogue and Chancellor Schnack

President Lyall expressed appreciation to Bill Hogue, Assistant Chancellor for Information and Technology Management at UW-Eau Claire, who had worked with System Administration on a half-time basis while recruitment of an associate vice president was under way. She also thanked Chancellor Schnack for his cooperation in lending Mr. Hogue's expertise to System Administration.

Appointment of Special Assistant for Minority Affairs

President Lyall announced the appointment of Andrea-Teresa Arenas to the position of Special Assistant to the President for Minority Affairs. She had filled that position on an acting basis since the departure of James Sulton.

Appreciation to David Martin

President Lyall expressed appreciation to David Martin, Associate Vice President for Government and Business-Industry Relations, who will retire on August 31, 1993. His background in the private sector and in the State Legislature, she noted, has provided the UW System with special perspective and valued experience.

Appreciation to Chancellor Boyle and Chancellor Kaplan

President Lyall extended best wishes and appreciation to Chancellor Boyle, who is retiring, and to Chancellor Kaplan, who is leaving to accept the presidency of Metropolitan State University.

These chancellors and the

institutions they have led, she indicated, illustrate how different the various elements of the UW System are and yet how effectively they work together to serve the state.

Congratulations to Senior Vice President Bornstein

President Lyall extended congratulations to Senior Vice President Bornstein on his induction into the Wisconsin Broadcasters Association Hall of Fame.

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REPORT OF THE ACCOUNTABILITY TASK FORCE

The Final Report of the Governor's Task Force on UW Accountability Measures was presented by William Randall, Chair.

Over a three-month period, he noted, the Task Force engaged in intensive study and deliberations concerning the design of a strengthened accountability system, drawing on the views of stakeholders within and outside the university community, outside experts, written material, and the collective knowledge and judgment of Task Force members.

The six key recommendations of the Task Force are: First, that the Board of Regents, in consultation with the Governor and the Legislature, establish a core set of indicators that the Board monitors and publicizes. This core set of indicators should demonstrate the UW System's accountability in the following areas: providing a high-quality undergraduate education; meeting the needs of businesses and other organizations in Wisconsin; and being consumer-oriented and responsive to customer concerns. A list of recommended core indicators had been developed by the Task Force. Besides being accountable for the core set of indicators, each UW institution is asked to establish additional indicators that demonstrate its accountability in areas that reflect its own select mission.

Second, that once a set of core indicators is established and baseline data is available for each of the indicators, the Board of Regents evaluate the data and set performance goals related to each indicator. The goals should differ among UW institutions as necessary to reflect the differences in institutional missions.

Third, that besides being accountable for a set of indicators, the UW System and each UW institution, under the direction, review, and approval of the Board of Regents, establish processes that demonstrate a commitment to accountability.

Fourth, that the accountability measures be publicized in an annual report or report card, issued by the UW System, and be presented to the Governor and Legislature in a highly-visible manner.

Fifth, that there be consequences for failing to act to meet the accountability goals and rewards for special efforts which lead to

success in meeting them.

Sixth, that there be a process to review the suitability of the accountability measures and to take into consideration new public reports concerning the UW System.

The Task Force believes, Mr. Randall stated, that these recommendations will lead to a strengthened accountability system that will heighten the effectiveness of the University of Wisconsin System and improve the public's understanding of and confidence in the university. He commended the hard work of all of the Task Force members and Task Force staff, particularly Executive Director Fredi Bove, and he expressed appreciation to the many individuals who shared their expertise and viewpoints with the Task Force.

Mr. Randall then made four personal observations with respect to the Task Force recommendations: First, the development of public higher education accountability systems is still at an early, and in many cases, primitive state. The measures proposed in this report will create a system that in many ways is more sophisticated and more comprehensive than any established elsewhere to date.

Second, the proposed set of accountability measures is more comprehensive and more rigorous than the performance standards by which managers of private sector businesses are judged. While private firms are often held accountable by their stakeholders for only one outcome--their profits--these measures will hold the UW System accountable for an array of important outcomes.

Third, the set of accountability measures is part of a package of measures recommended by the 1992 Governor's Commission on UW Compensation. Other key recommendations of the Compensation Commission accord more management flexibility to the UW System, reducing the number of earmarked line-items in the operating budget, and providing that annual pay increases for UW faculty and staff be determined in a separate process from the pay increases for other state government employees. It would be difficult, if not impossible, he commented, to achieve the accountability outcomes put forth by the Task Force if the UW System is not provided significant management flexibility as well.

Fourth, the proposed accountability system redefines the relationships and responsibilities among UW System officials, legislative and executive branch decision makers, and the citizens of Wisconsin in ways that are healthier and more productive.

In conclusion, he encouraged the UW System, the Governor, the Legislature, and Wisconsin citizens to study these measures and embrace them, together with the other Compensation Commission measures, in good faith and with the commitment to work together for continuous improvement.

Regent President Steil expressed appreciation to Mr. Randall for his outstanding leadership as Chair of the Task Force.

Regent Gunderson noted that an effective model of assessment

exists in the medical profession.

Speaking on behalf of The Association of UW Professionals, Gloria Toivola, President, said that TAUWP applauds the efforts of the Task Force and welcomes its emphasis on the importance of undergraduate education. TAUWP opposes, however, the recommendation that students have access to summary results of student evaluations of instruction to help them make more informed course selections. She commented that such evaluations are not considered adequate for a sole indicator of teaching performance and should not be used to guide student choice of courses.

It was moved by Regent Gelatt and seconded by Regent Gundersen that Resolution 6450 be adopted by the Board of Regents.

Resolution 6450: Whereas, the adoption of a strengthened accountability system will heighten the effectiveness of the UW System and increase the public's knowledge and understanding of the UW System;

Whereas, an enhanced accountability system will strengthen the relationship between the UW System and its stakeholders by establishing clear, well-defined performance expectations for the UW System and mechanisms of reporting progress towards meeting those expectations;

Whereas, it is important that increased accountability be accompanied by increased management flexibility and that it will be difficult, if not impossible, to achieve important accountability outcomes if the UW System is not provided sufficient management flexibility; and

Whereas, to provide the impetus for reaching agreement in the near future with the Legislature and Governor on a package of increased accountability and increased flexibility for the UW System, the Board considers it appropriate to proceed with the development of a strengthened accountability system at this time;

Therefore, be it resolved that the UW System Board of Regents accepts the 1993 Report of the Governor's Task Force on University of Wisconsin Accountability Measures and requests that UW System President Lyall proceed with its implementation; and

That the Board of Regents expresses its deep appreciation to the members and staff of the Accountability Task Force for the time, expertise, and hard work they devoted to this project.

Regent Gelatt commented that the proposed accountability measures will help to better define and focus attention on UW objectives and

mission, rather than on inputs and process. He pointed out that the work of the Task Force, followed by the process that will be established for defining measures and goals, provides a forum in which the UW System, the Board, the Governor, the Legislature, and the citizens of Wisconsin can work together to redefine the social compact that defines the objectives of the UW System. It is time, he added, to review policies which have carried forward for many years without much public discussion.

In conclusion, Regent Gelatt expressed the hope that by accepting the Task Force report and proceeding with development of measures and goals, the momentum will be maintained for greater flexibility for the UW System so that it will have the freedom to more effectively manage resources.

Put to the vote, Resolution 6450 was adopted unanimously.

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REPORT OF THE EDUCATION COMMITTEE

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

Presenting Resolutions 6451 to 6455, which had been approved unanimously by the Education Committee, Regent Davis moved their adoption as consent agenda items by the Board of Regents. The motion was seconded by Regent Krutsch and carried unanimously.

Final Report on Fall 1992-93 Drop Rates

Resolution 6451: That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents accepts the final report on 1992-93 undergraduate drop rates for submission to the Joint Committee on Finance.

Faculty Personnel Policies and Procedures, UW-River Falls

Resolution 6452: That, upon recommendation of the Chancellor of the University of Wisconsin-River Falls and the President of the University of Wisconsin System, revisions to sections RF 1.5 and RF 4.2, creation of section RF 4.3 and revisions to sections RF 3.12 and 3.33 of UW-River Falls Faculty Personnel Policies and Procedures be approved.

Authorization to Recruit Provost and Vice Chancellor for Academic Affairs, UW-Madison

Resolution 6453: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the Chancellor be authorized to recruit for a Provost and Vice Chancellor for Academic

Affairs, University of Wisconsin-Madison.

Report to the Legislature pursuant to s.36.12(3), Wis. Stats.:
Student Discrimination Prohibited

Resolution 6454: Pursuant to 1989 Wisconsin Act 186, s.
36.12(3)(a)(b), Wisconsin Statutes (effective
April 24, 1990), the Board of Regents hereby
accepts the attached report and directs that it
be submitted to the chief clerk of each house
of the legislature for distribution to the
appropriate standing committees under s.
13.172(3).

Appointment of Named Professor, UW-Madison

Resolution 6455: That, upon recommendation of the Chancellor of
the University of Wisconsin-Madison and the
President of the University of Wisconsin
System, the status of Professor Dan Botez be
changed to Reed Chair in Electrical and
Computer Engineering, College of Engineering,
UW-Madison, effective August 1, 1993.

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Report of the Vice President

Continuous Quality Improvement Initiatives
at UW-Stevens Point

Reporting on this presentation, Regent Davis noted that it was
the first report to the Regents on application of total quality
management (TQM) to academic areas. The TQM Team in Mathematics
collected data that disproved an often-held assumption about women and
mathematics. The data also suggested curriculum changes, such as
increasing access to an elementary statistics course and reallocation
to add an advanced statistics course.

The TQM Team in computer science curriculum used TQM methods in
the regular program review process. Interviewing former students,
their supervisors and managers, and leaders of the training programs
within industry, faculty discovered that their customers were highly
satisfied with the core curriculum, but that there was a need to give
more emphasis to course networking. This subsequently was done. In
the opinion of the presenters, the experience of both TQM teams
reinforced the necessity of collecting relevant data before decisions
are made about curriculum and classes.

Committee members commended the UW-Stevens Point faculty for
these efforts and asked about ways other departments can be encouraged
to utilize similar approaches.

Summary of Changes in Lateral Review Process for Teacher Education

Noting that there is receptivity to change and improvement in the lateral review process, Regent Davis reported that the Education Committee was advised of changes made in the lateral review process for teacher education as a result of suggestions from consultants, faculty, staff, and Regents following the first two lateral reviews. All suggestions were considered by the Continuous Quality Improvement Team on Lateral Reviews that meets regularly with Senior Vice President Portch.

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Undergraduate Imperative: Status Report

Senior Vice President Portch commented to the Education Committee on the significant progress made in implementing recommendations of the undergraduate imperative and on the commitment of faculty and staff to making improvements in these areas. Responding to comments by Regent Grebe, he described how UW-Madison and UW-Milwaukee have acted to acquire a demonstration of proficiency in English by prospective Teaching Assistants. Mechanisms also are in place to resolve complaints in this area.

In Committee discussion of how to inform the public about the innovations taking place in undergraduate education, Regent Krutsch suggested showcasing such activities through presentations to the Regents.

It also was suggested that feedback mechanisms from the customers are needed before an undergraduate initiative can be considered completed. Senior Vice President Portch commented that the Accountability Task Force calls for a regular cycle of feedback which would be valuable in determining which aspects of undergraduate education need further attention.

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Substantive Redirection of Major/Degree in Environmental Policy and Planning, UW-Green Bay

Regent Davis reported that the Education Committee was presented with plans for a substantive redirection of the major/degree in Environmental Policy and Planning at UW-Green Bay.

This proposal was first presented to the Committee in February, at which time Committee members were concerned that the six-credit science requirement did not provide an adequate science base for a degree in Environmental Policy and Planning. UW-Green Bay therefore was asked to reconsider that element within the curriculum.

The response by UW-Green Bay was to increase the science requirement from six to fifteen credits. The Committee commended Dean Pollis and her colleagues at UW-Green Bay for their responsiveness to the concern that was voiced. Regent Krutsch commented that this

curriculum places UW-Green Bay in the national forefront of such programs, with the science component now equal to or higher than some programs with the title of environmental science.

Upon motion by Regent Davis, seconded by Regent Flores, the following resolution was adopted unanimously by the Board of Regents:

Resolution 6456: That, upon recommendation of the Chancellor of the University of Wisconsin-Green Bay and the President of the University of Wisconsin System, the B.A./B.S. in Environmental Policy and Planning offered by UW-Green Bay be continued, with the understanding that the program will be jointly evaluated again in the Fall of 1996 and brought to the Board of Regents for final action.

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REPORT OF THE PHYSICAL PLANNING AND DEVELOPMENT COMMITTEE

Regent Dreyfus, Chair, presented the Committee's report.

Report on Feasibility of Total System Administration
Consolidation at 780 Regent Street, Madison

Presenting resolution 6457, Regent Dreyfus noted that it had been approved the previous day at a meeting to which all Regents were invited.

Upon motion by Regent Dreyfus, seconded by Regent Davis, the following resolution was adopted unanimously by the Board of Regents:

Resolution 6457: That the Board of Regents chooses the option to do nothing more about the total consolidation of System Administration in a single location and, thus, reaffirms the action taken at its June 3, 1993 meeting approving the consolidation of System Administration staff into two sites.

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Consent Agenda

Regent Dreyfus presented Resolutions 6458-6468, which had been approved unanimously by the Physical Planning and Development Committee, and moved their adoption as consent agenda items by the Board of Regents. At the request of Regent Gelatt, Resolution 6468 was removed from the consent agenda.

Put to the vote, Resolutions 6458-6467 were adopted unanimously.

UW-Madison: Authority to Initiate a Portion of 1993-95 Art
Facilities Project

Resolution 6458: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to initiate a portion of the 1993-95 Art Facilities project, including:

- (a) acquire an .80 acre improved parcel of land located at 103 North Lake Street in the City of Madison at a total acquisition cost of \$325,000; and
- (b) implement a series of projects to resolve critical UW-Madison Art Department health and safety issues, at a cost not-to-exceed \$725,000, for a total release of \$1,050,000 of 1993-95 General Fund Supported Borrowing Funds. Approval is contingent upon enumeration of \$1,050,000 for the Art and Safety Department Relocation project as part of the 1993-95 Budget Bill.

UW-Madison: Authority to Repair Fire-Damaged Eagle Heights Apartment and Modify Scope and Increase Budget

Resolution 6459: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to repair the fire damaged Eagle Heights Apartment Building No. 307, at an estimated cost of \$300,000 using State Insurance Funds; and approval to modify the scope and increase the authorized budget of \$1,930,000, by \$100,000 of Program Revenue Supported Borrowing, for the Eagle Heights Apartment Buildings 304, 306, 307, 308, 403 and 405 Remodeling project to provide handicapped accessibility features, for a total revised project cost of \$2,330,000 (\$2,030,000 Program Revenue Supported Borrowing and \$300,000 State Insurance Funds)

UW-Madison: Authority to Expand Scope of 1991-93 Humanities Building Asbestos Abatement Project

Resolution 6460: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to expand the scope of the 1991-93 Humanities Building Asbestos Abatement project, to perform the remainder of asbestos abatement work, and undertake a Mills Concert Hall Update project, estimated at a cost of

\$170,000, all within the previously approved funding level of \$1,905,000 of All-Agency funds.

UW-Madison: Appointment to Architectural Control Committee and Design Review Board

Resolution 6461: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, approval be granted to appoint Ross T. Potter to serve on the Architectural Control Committee for the University Hill Farms and the Design Review Board for the University Research Park.

UW-River Falls: Authority to Complete South Hall Political Science Department Remodeling

Resolution 6462: That, upon the recommendation of the UW-River Falls Chancellor and the President of the University of Wisconsin System, authority be granted to complete the remodeling of the Political Science Department in South Hall for an estimated total project cost of \$99,000 Residual General Fund Supporting Bonding.

UW-Stevens Point: Authority for Condensate Line and Steam Jacket Replacement

Resolution 6463: That, upon the recommendation of the UW-Stevens Point Chancellor and the President of the University of Wisconsin System, authority be granted to construct a North Reserve Street Condensate Line and Steam Line Jacket Replacement project at an estimated total project cost of \$237,500 of All-Agency Utilities Repair and Renovation Funds.

UW-Extension: Authority to Construct Transmitters, Antennas and Transmission Lines

Resolution 6464: That, upon the recommendation of the UW-Extension Chancellor and the President of the University of Wisconsin System, authority be granted to purchase and install equipment to enable the relocation of the points of transmission for public radio stations WGBW (currently on the campus at UW-Green Bay) and

WVSS (currently on the campus at UW-Stout), at a total project cost of \$264,000 General Fund Supported Borrowing- Utility Repair and Renovation.

UW-Extension: Authority to Renovate Guestrooms/Bathrooms

Resolution 6465: That, upon the recommendation of the UW-Extension Chancellor and the President of the University of Wisconsin System, authority be granted to renovate guest rooms and bathrooms at Lowell Hall on the UW-Madison campus for an estimated total project cost of \$200,000 of Program Revenue Funds.

UW System: Approval of 1995-97 Capital Budget Priorities

Resolution 6466: That, upon the recommendation of the President of the University of Wisconsin System, the following categories be adopted as the basis for prioritizing and categorizing projects for inclusion in the System's 1995-97 Capital Budget:

I. REPAIR, RENEWAL AND REPROGRAMMING of existing facilities (Deferred Maintenance).

This category would include a prioritized list of projects which focus on "the three R's of the infrastructure." This category would include the biennial portion of the ten-year plan (1991-2001) to eliminate the significant backlog of deferred maintenance that exists across the system, as well as major facility upgrades needed from a maintenance and/or programmatic standpoint. The only new space in this category would be that which is needed in order to meet the overall objective of the project and should not be postponed.

Priorities within this category would include the following subcategories:

- a. Health, Safety and Environment
- b. Facilities Repair and Renovation
- c. Utilities Repair and Renovation
- d. Capital Renewal (Total Facilities Upgrades) and Remodeling (This could include major projects.)

Projects would be identified within each of these subcategories.

II. MINOR PROJECTS/EXTERIOR DEVELOPMENT/LAND ACQUISITION/ENERGY CONSERVATION

This category would include minor remodeling and improvement projects (under \$250,000), energy conservation efforts, improvements in handicapped accessibility, sitework projects, and the purchase of land within existing campus boundaries. It is expected that many projects formerly implemented as minor projects will be undertaken within one of the subcategories of category I.

III. PROGRAM ENHANCEMENTS

This category would include projects for new space needed to enhance existing programs or create new programs.

IV. PROJECTS APPROVED FOR PLANNING

This category would include projects which the Regents support conceptually, but which need formal planning before a determination will be made on priority.

OTHER CONSIDERATIONS

Within the above framework, and in the context of additional guidelines that may be established by the Department of Administration, System Administration will develop criteria for ranking of all GPR requests. This will enable consideration of projects in each category and subcategory.

All GPR projects requiring enumeration must be supported by a completed Space Use Plan.

At all stages of the priority-setting process, consideration will be given to the institutional priority established by each chancellor.

New projects under the Wisconsin Initiative for State Technology and Applied Research (WISTAR) program will be ranked within categories I. through IV., as was done in the 1991-93 Capital Budget.

Resolution 6467: That, upon the recommendation of the UW-Extension Chancellor and the President of the University of Wisconsin System, the following authorizations are granted relating to the relocation of the WHA-TV tower:

- (1) to enter into a lease/purchase agreement with the University Research Park, Inc. for a period of 20 years, during which time the Research Park would retire the debt and assume ownership of the tower. The Board of Regents would retain ownership of the land. A provision of this lease/purchase would be that ECB and WHA be assured of occupancy on the tower as long as it exists; and
- (2) to increase the project budget for the 1985-87 WHA Transmission Equipment Replacement project (Project No. 8511-06) by \$130,000 (General Fund Supported Borrowing) for a revised total budget cost of \$2,025,000 (\$1,855,000 General Fund Supported Borrowing and \$170,000 Equipment Sales Proceeds).

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UW-Stevens Point: Authority to Purchase and Install Parking Lot X Automated Pay Station System

Adoption by the Board of Regents of Resolution 6468 was moved by Regent Dreyfus and seconded by Regent Barry.

Resolution 6468: That, upon the recommendation of the UW-Stevens Point Chancellor and the President of the University of Wisconsin System, authority be granted to purchase and install a Parking Lot X Automated Pay Station System at an estimated total project cost of \$221,000 of Program Revenue Borrowing.

Regent Gelatt expressed concern that the proposal would spend today's dollars to save tomorrow's dollars, with relatively small net savings. He was not convinced such automation projects would be a wise expenditure of taxpayer money.

Regent Dreyfus noted that expansion of the lot was the reason installation of an automated pay system was considered economically feasible. Users would be charged for actual time spent in the lot rather than the current per-day basis.

Put to the vote, the resolution was adopted, with Regent Gelatt and Regent Hirsch voting in opposition.

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UW-Whitewater: Authority to Name Terrace

Presenting Resolution 6469, which was unanimously approved by the Committee, Regent Dreyfus noted that Mrs. Fern Young, the widow of Irvin L. Young, is President of the Irvin L. Young Foundation and was the driving force in creating the auditorium. He recognized and commended her many contributions to UW-Whitewater, as well as to UW-Stevens Point and the UW System.

Upon motion by Regent Dreyfus, seconded by Regent Krutsch, the following resolution was adopted unanimously by the Board of Regents:

Resolution 6469: That, upon the recommendation of the UW-Whitewater Chancellor and the President of the University of Wisconsin System, authority be granted to name the Second Floor Lobby Terrace of the Irvin L. Young Auditorium the "Fern Young Terrace."

Regent Dreyfus asked that a copy of the resolution be forwarded to Mrs. Young.

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UW-Whitewater: Authority to Name Room

Regent Dreyfus noted that Kachel family members have been major supporters of UW-Whitewater. Jon Kachel was a Regent of the university from 1926 to 1930. David and Lolita Kachel were major contributors to the auditorium fund drive, and Jon Kachel is a member of the UW-Whitewater Foundation.

Commending the family's generous support, Regent Dreyfus moved adoption by the Board of Regents of Resolution 6470, which had been approved unanimously by the Committee. The motion was seconded by Regent Krutsch and carried unanimously.

Resolution 6470: That, upon the recommendation of the UW-Whitewater Chancellor and the President of the University of Wisconsin System, authority be granted to name the Multipurpose Room of the Irvin L. Young Auditorium the "Kachel Center."

Regent Dreyfus asked that copies of the resolution be forwarded to members of the Kachel family.

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REPORT OF THE BUSINESS AND FINANCE COMMITTEE

Regent Gelatt, Chair, presented the Committee's report.

Consent Agenda

Presenting Resolutions 6471 to 6474, which had been approved unanimously by the Business and Finance Committee, Regent Gelatt moved their adoption as consent items by the Board of Regents. The motion was seconded by Regent Hirsch and carried unanimously.

Elizabeth Ann Eberle Bequest

Resolution 6471: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison the bequest of the late Elizabeth Ann Eberle, of Bloomington, Monroe County, Indiana, be accepted; and that the Trust Officer or Assistant Trust Officers be authorized to sign receipts and do all things necessary to effect the transfer for the benefit of the University of Wisconsin, Madison, Wisconsin.

(The Will states:

Item Two. I direct my Executor to divide all of the rest and residue of my estate into three (3) equal parts. And, one part shall be distributed to the University of Wisconsin Endowment Association of the University of Wisconsin, Madison, Wisconsin. It is my intention that the governing board of each of the legatees shall allocate the gift to those uses that it shall deem most beneficial to the institution it serves.

Mrs. Eberle's husband, August Eberle, attended UW-Madison as a graduate student the summers of 1946, 1947 and 1948. He received a Ph.D in 1953 with a major in Education and a minor in Political Science. The University has received \$170,639)

Ralph Goldman Trust

Resolution 6472: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the bequest of the late Ralph Goldman, a resident of Riverside County, California be accepted; and that the Trust Officer or Assistant Trust Officers be authorized to sign receipts and do all things necessary to effect the transfer for the benefit of the University of Wisconsin Medical School, at Madison, Wisconsin.

(The Trust states:

FOURTH DISTRIBUTION OF INCOME AND PRINCIPAL UPON

THE DEATH OF THE SETTLOR: Upon the death of the Settlor the Trustee shall sell the Settlor's principal residence and distribute the net proceeds thereof to the University of Wisconsin Medical School, at Madison, Wisconsin, to be used to fund a professorship or lectureship in the School of Medicine.

Dr. Goldman received a B.S. in 1937, an M.D. in 1939, from the University of Wisconsin Medical School. \$92,000 has been received.)

John M. Linden Trust

Resolution 6473: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the bequest of the late John M. Linden, Freeport, Illinois, be accepted; and that the Trust Officer or Assistant Trust Officers be authorized to sign receipts and do all things necessary to effect the transfer for the benefit of the University of Wisconsin Medical School.

(In the Trust established by Dr. Linden there is a provision stating:

University of Wisconsin Medical School, in memory of the Class of 1933 of said School.....\$500,000.00

Dr. Linden was admitted to pre-med in 1926 and received a B.A. in 1931. He was admitted to medical school on February 8, 1930 and received his M.D. in 1933.)

(The Dean of the Medical School and the Chancellor of UW-Madison are requesting approval to expend the entire gift as part of the cost of the addition to the Eye Clinic.)

Change in Investment Custodial Services

Resolution 6474: That, upon recommendation of the President of the University of Wisconsin System, the Trust Officer be authorized to open accounts with any custodian under contract with the State of Wisconsin Investment Board.

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Faculty Workload Audit

The Legislative Audit Bureau's Faculty Workload Audit was

discussed at a meeting of the Audit Subcommittee with all Regents invited to attend. In opening remarks, President Lyall observed that the audit report contains a number of important and helpful findings that can assist the UW in improving operations.

She pointed out that the audit also poses, but does not answer, a larger question: whether faculty are teaching enough to fulfill their responsibilities in the area of undergraduate education. This question has much broader implications, she stated, which should be considered in the context of the Board's decisions about Enrollment Management III. President Lyall commented that the basic issue is not simply one of setting a threshold number of traditional classroom hours but the far larger issue of how to deploy the UW's scarcest resource--faculty talent--to meet the needs of all clients: undergraduates, graduates, special students, business and industry, those who need continuing professional education, national research needs, and others.

The UW institutions and the Board, she noted, already have instituted a number of policies directed at improving the quality of undergraduate education throughout the UW System. These include: the undergraduate imperative; post-tenure review; the upcoming institutional workload policies; information that has been published for several years on the percent of instruction at each UW institution provided by faculty, instructional staff, and teaching assistants; and periodic student and other stakeholder surveys as part of the systemwide continuous quality improvement approach.

Gerda Lerner, UW-Madison Professor of History Emerita, expressed concern that the LAB report does not adequately measure workload or educational efficiency.

Regent concerns were expressed that the trends documented in the LAB audit occurred independent of campus and system planning and control. Regents also stressed the importance of concentrating on outcomes, rather than such measures as time in front of a class.

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1993-94 Annual Operating Budget

At a portion of the Business and Finance Committee meeting to which all Regents were invited, President Lyall presented the 1993-94 annual operating budget which establishes: the overall UW System GPR/Fee budget total and the allocations for funding to each institution; the tuition schedule; the rates for segregated fees, room and board, and other auxiliary rates; auxiliary reserves; the hospital budget; and projected program revenue increases, including grants, gifts and contracts. The budget is contingent upon final legislative and gubernatorial action.

Gloria Toivola, President of TAUWP, expressed concern that the state pay plan is substantially below the Board of Regents' recommendation and the Governor's budget request, resulting in salaries well below peer institutions.

Ron Sissel, President of the United Council of UW Student Government, and Ron Hermes, Legislative Affairs Director, expressed

opposition to raising tuition from 5.8 percent to 6.3 percent to fund the pay plan and the Academic Excellence Program.

Section E of the Management Conditions, dealing with Quality Reinvestment, was removed from the action before Committee approval.

Upon motion by Regent Gelatt, seconded by Regent Dreyfus, the following resolution, which was approved unanimously in Committee, was adopted unanimously by the Board of Regents:

Resolution 6475: That, upon the recommendation of the President of the University of Wisconsin System, the 1993-94 operating budget, including auxiliary reserves and rates for academic tuition, segregated fees, textbook rental, room and board, apartments, parking, and University Hospital, as reflected in the document 1993-94 Operating Budget and Fee Schedules, July 1993 be approved. The 1993-94 amounts are:

GPR\$	824,012,194	(33.9%)
Academic Tuition	357,256,028	(14.7%)
Total GPR/Fees	1,181,268,222	(48.6%)
Other	1,247,048,615	(51.4%)
Total	\$2,428,316,837	(100.0%)

That the President of the University of Wisconsin System is authorized to make final detailed allocations, to adjust academic tuition and make necessary budget and accounting changes to reflect final state budget action, subject to review and approval of the Executive Committee of the Board of Regents.

This budget assumes a 2% pay plan. If the final Joint Committee on Employment Relations action is different, the Board authorizes the Executive Committee, in consultation with the System President, to establish unclassified salary rates as stated in Resolution 6391.

Academic tuition for Minnesota Reciprocity students will be incorporated into the 1993-94 Academic Fees/Tuition Schedule upon receipt of final Minnesota tuition information.

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Report on Supplies and Expense Task Force Recommendations

Vice President Marnocha presented to the Business and Finance Committee a report on implementation of the Supplies and Expense Task Force recommendations.

One of the main recommendations, establishment of user teams to identify and institute improvements, has been embraced by the entire

UW System, and UW institutions have numerous user teams in place which are analyzing various operations. System Continuous Quality Improvement Coordinator Sue Rohan is working with the institutions to ensure that these efforts are continued.

Vice President Marnocha also reported on steps that have been taken to implement the following recommendations: that at least 40 percent of the new S&E funding received in the 1991-93 biennial budget be allocated to instruction-related S&E; the establishment of a continuous quality improvement recognition program, the first awards for which will be presented in conjunction with the November 1993 Board meeting; a study to determine the cost effectiveness of in-house versus purchased computer repair capability; use of frequent flyer coupons, with the System President, Vice Presidents, Chancellors, and Vice Chancellors to be enrolled in separate frequent flyer accounts; and reduction of postage costs, efforts in which UW-Extension and UW-Madison have saved over \$150,000 through bulk mailing and automation. Vice President Marnocha will present additional information to the Committee about the frequent flyer policy in September.

Review of Trust Fund Investment Guidelines

The Committee amended the investment guidelines to allow investment managers for fixed income funds to invest up to a maximum of ten percent of the fixed income principal fund portfolio in non-dollar international bonds; and up to ten percent of the fixed income principal fund portfolio in BBB credit-rated bonds.

Presentation: UW-Milwaukee Internal Audit Function

Reporting to the Committee on the role of UW-Milwaukee's Internal Audit Department, Chancellor Schroeder explained that he receives all internal audit reports, as does UW System Vice President Marnocha, and meets privately, on a quarterly basis, with the Director of Internal Audit. Internal audit also plays a key role in helping UW-Milwaukee deal with issues such as affirmative action, hazardous waste, the Americans with Disabilities Act, other compliance requirements, software licensing, and increased efficiency and quality improvements.

Internal Audit Director Paul Rediske further explained his role on campus, noted the importance of Chancellor Schroeder's commitment to internal audit and mentioned a number of recent audits, including investigation of a compromised civil service examination, a cash handling irregularity, a coordinated effort with System Administration Internal Audit to check on compliance with software licensing agreements, and special audits for rare books and valuable materials.

Report of the Vice President

Federal Indirect Cost Rates

Vice President Marnocha reported to the Committee that the UW has

not yet been notified of the new federal indirect cost rates for research for the comprehensive universities and centers, even though the new regulation was to have gone into effect July 1, 1993.

Gifts, Grants, and Contracts

The Committee was advised that total gifts, grants and contracts for the twelve-month period ending June 25, 1993, were \$540 million, an increase of nearly \$50 million over the previous year. Federal awards accounted for almost \$20 million of the increase, while non-federal awards accounted for \$28 million.

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Audit Subcommittee

Internal Audit Director Brunkow provided the Subcommittee with a quarterly update on audit activities within the UW System. Completed were audits of the UW-La Crosse Athletic Department, UW-Milwaukee Athletic Department, and software license audits at UW-Extension, UW-Milwaukee, and UW Centers. This completes systemwide audits of software licensing compliance.

A quality reinvestment plan review indicated there are satisfactory procedures in place to evaluate the use of QRP reallocations.

Ron Sissel, President of the United Council of UW Student Governments, spoke to the Committee and recommended that students be involved in the audit process for SUFAC-funded activities such as student centers and athletics. The Committee asked that this recommendation be considered and any proposed changes in standard audit practices be brought back to the Audit Subcommittee.

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REPORT OF THE COMMITTEE ON REGENT ORIENTATION AND DEVELOPMENT

The Committee's report was presented by Regent Krutsch, Chair.

Presenting Resolution 6476, Regent Krutsch reported that the purpose of the proposed Statement of Expectations of members of the Board of Regents is two-fold: First, to inform potential nominees to the Board of the level of commitment they will be asked to make; and second, to inform the public of what the Board expects of its members.

The statement, as adopted by the Board, will be shared with the Governor's office, so that it can be made available to persons being considered for appointment to the Board. The Committee considers it essential for potential nominees to understand the substantial commitment required of members of the Board in order to properly fulfill their responsibilities.

Regent Krutsch moved adoption by the Board of Regents of the following resolution, and the motion was seconded by Regent Nicholas:

Resolution 6476: That, upon the recommendation of the Committee on Regent Orientation and Development, the Board of Regents adopts the Statement of Expectations dated July 16, 1993 (EXHIBIT A).

Regent Hirsch commented that the expectations set forth in Section IV of the statement could be used as benchmarks for periodic Board assessment.

Put to the vote, Resolution 6476 was adopted unanimously.

Regent Krutsch reported that the Committee developed an orientation program to provide new Regents with a solid grounding in understanding the UW System, the role of the Board, and key issues in the education, business and finance, and physical planning areas. The program will be implemented immediately for new Regent appointees and may be further refined on the basis of experience.

Regent Gundersen suggested that information as to the various sources of funding for university programs be included in the orientation program, and Regent Krutsch concurred with that suggestion.

Reporting that the Committee has begun consideration of ideas for Regent development programs, Regent Krutsch asked that any suggestions concerning Board development be forwarded to her or to Secretary Temby.

Regent President Steil expressed appreciation for the outstanding work performed by the Committee.

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ADDITIONAL RESOLUTION

Cancellation of August Meetings

Upon motion by Regent Dreyfus, seconded by Regent Davis, the following resolution was adopted unanimously by the Board of Regents:

Resolution 6477: That the Board of Regents meetings scheduled for August 12 and 13, 1993, be cancelled.

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At 10:30 a.m., the following resolution, moved by Regent Grebe, was adopted unanimously on a roll-call vote, with Regents Barry, Benson, Budzinski, Davis, Dreyfus, Flores, Gelatt, Grebe, Gundersen, Hempel, Hirsch, Krutsch, and Steil (13) voting in the affirmative. There were no abstentions and no dissenting votes.

Resolution 6478: That the Board of Regents recess into closed session to consider personnel matters as permitted by s. 19.85(1)(c), Wis. Stats., including approval of an initial leave of absence of more than two years for a faculty member at the UW-Madison, and annual evaluations; to consider personal histories relating to naming rooms at UW-Madison and UW-Milwaukee, possible actions on appointments to the UW-Superior, UW-Whitewater, and UW Centers Boards of Visitors, and on disposition of a student complaint concerning the awarding of a degree as permitted by s. 19.85(1)(f), Wis. Stats.; and to confer with legal counsel as permitted by s. 19.85(1)(g), Wis. Stats.

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CLOSED SESSION ACTIONS

The Board arose from closed session at 12:40 p.m., having adopted the following resolutions:

Appointments to UW-Superior Board of Visitors

Resolution 6479: That, upon the recommendation of the Chancellor at UW-Superior and the President of the University of Wisconsin System, the following persons be reappointed to the UW-Superior Board of Visitors for three-year terms, effective August 1, 1993:

Mr. William Downs, Jr.
Mrs. Cecelia Jauch

And that the following persons be appointed for three-year terms beginning August 1, 1993:

Mr. Robert P. Mercier
Mr. Benjamin J. Kanninen

Appointments to UW-Whitewater Board of Visitors

Resolution 6480: That, upon the recommendation of the Chancellor at UW-Whitewater and the President of the University of Wisconsin System, the

following persons be appointed to the UW-Whitewater Board of Visitors for three-year terms ending June 1996:

Todd Adams
John Didion
Diane Abendroth
Lolita Kachel

And that the following persons be reappointed for three-year terms ending June 1996:

Richard Groesbeck
Joseph Schopen
Brian Schimming

Appointments to the UW Centers Board of Visitors

Resolution 6481: That, upon the recommendation of the Chancellor at the UW Centers and the President of the University of Wisconsin System, the following persons be appointed to the UW Centers Board of Visitors for terms ending June 30, 1995:

Mr. Donald Vogt
Mr. Ya Myyoufu Yang

And that the following persons be reappointed for terms ending June 30, 1995:

Joseph Berger, Jr.
Jane Alby
Larry MacDonald

Initial Leave of Absence for more than Two Years for Faculty Member, UW-Madison

Resolution 6482: That, upon recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the leave of absence for Professor Donald Harkness, Medical School, be approved for up to four years (through the academic year 1996-97) while he assumes an appointment in Japan with the National Academy of Sciences and the Radiation Effects Research Foundation, effective July 1, 1993.

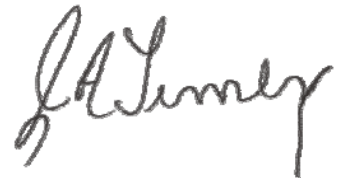
Decision on Student Complaint concerning Awards of Degree, UW-Stout

Resolution 6483: That the Board of Regents, on the recommendation of the Personnel Matters Review Committee, denies the request for review on

the record filed by a student at UW-Stout.

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The meeting adjourned at 12:40 p.m.

A handwritten signature in cursive script, appearing to read "J. A. Temby".

Judith A. Temby, Secretary