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## **Minutes of the special meeting of the Board of Regents of the University of Wisconsin: August 21, 1959. 1959**

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Wisconsin System, 1959

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SPECIAL MEETING OF THE BOARD OF REGENTS  
OF THE UNIVERSITY OF WISCONSIN

Madison, Wisconsin

Held in the President's Office

Friday, August 21, 1959, 10:30 A.M.

President Steiger presiding

PRESENT: Regents Bassett, DeBardleben, Gelatt, Konnak, Steiger, Watson, Werner.

ABSENT: Regents Jensen, Renk, Rennebohm. (Regent Rennebohm was absent due to illness.)

President Steiger stated that before beginning the discussion of the 1960-61 Legislative budget requests, Regent Gelatt had a recommendation to present on behalf of the University administration.

Upon motion of Regent Gelatt, seconded by Regent Bassett, it was VOTED, That the Executive Committee be authorized to act for the Board in the award of contracts and approval of schedule of costs for construction and re-modelling projects on which bids will be received prior to the next regular meeting of the Board of Regents.

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President Steiger stated that the purpose of this special meeting was to consider the 1960-61 Legislative budget requests, which were considered by the Business and Finance Committee immediately prior to this meeting.

President Elvehjem stated that the University administration was happy to have this opportunity to present its recommendations for the budget requests for 1960-61 and noted that, although the Regents had previously approved the Legislative

budget requests for the 1959-61 biennium, the Governor had asked the University to restudy its recommendations for the second half of the biennium. He stated that the University administration was happy to have this opportunity to restudy its previous recommendations, particularly in view of the changes in the enrollment estimates. He noted that the recommendations for the second year of the biennium had been restudied in detail, and that the Colleges and Divisions had been given an opportunity to resubmit their requests.

At the request of President Elvehjem, Professor William H. Young explained the principal increases from State tax funds in the 1960-61 budget requests from the 1959-60 approved budget. Professor Young noted that the 1960-61 operating budget requests total approximately \$40,000,000.00, of which \$28,000,000.00 is from State tax funds. This represents an increase of somewhat over \$4,000,000.00 in State tax funds from the 1959-60 approved budget. Approximately \$2,800,000.00 of this increase is for faculty salary increases. He noted this included faculty salary increases of approximately 15%. Professor Young pointed out that, although the faculty salary increases authorized by the Legislature for 1959-60 were very helpful, the position of the University of Wisconsin with respect to competing sister institutions remains about the same, since the other institutions received comparable increases. He noted that the competition between institutions for staff continues to increase and that, therefore, there will have to be continued efforts to increase the faculty salaries at the University of Wisconsin.

Professor Young noted that approximately \$1,000,000.00 of the requested increase in State tax funds is to provide for additional costs on account of increased enrollment estimates. The balance of the increase requested in State tax funds is for desirable improvements in various programs of the University. He called attention to a few of the latter items, such as a start on an Honors Program for gifted students, further improvement in the program at UW-M, additional funds for library acquisitions, and state support of the cancer detection work by the Hygienic Laboratory, which has previously been financed by federal funds. Professor Young also noted that there was involved a request for a change in State policy regarding maintenance funds, in that a \$200,000 increase in maintenance funds was being requested to cover the cost of minor remodelling projects, which have previously been financed by appropriations by the State Building Commission.

President Steiger called attention to the recommendation of \$25,000 for an additional research team in the Enzyme Institute, and noted that this would probably result in additional gifts and grants in the neighborhood of \$200,000.00 for support of this program, so that the actual cost to the State of a very considerable improvement in this program would be very small.

President Elvehjem re-emphasized two aspects of the budget requests. Noting the repetitiousness of constantly talking about salaries and salary adjustments, he stated that this was the life blood of the University and was necessary to provide the kind of University the citizens of the State want. In view of the competition from other institutions, he stated that it was necessary to continue efforts for salary increases to retain top faculty members and to attract younger staff members who will be the leaders in the future. Secondly, he emphasized the importance of approximately \$1,000,000.00 for improvements in University program, although this amount is a relatively small item in the total University budget. He noted that this is the minimum amount needed in a rapidly changing world where new things are constantly being introduced and must be integrated into the University program and transmitted to the students. He also called attention to the small amount for instituting the Honors Program for gifted students, which it is hoped will result in an accomplishment much greater than the small amount of this request, since the program

will be supplemented by gifts and by part of the cost being absorbed by the departments.

President Steiger also noted that competition for staff will become more severe with the increases in population and the continuing increase in student enrollments, and that, unless adequate salaries are paid, in the years ahead a more serious situation and a deterioration in our institution will result.

Regent Watson stated that he was in complete accord with the recommended budget request and realized that it might be modified in some respects. He inquired, however, whether the Legislature would pass on the budget item by item, or whether the Regents would have an opportunity to reallocate the total budget. President Steiger suggested that, unless the Legislature changes its procedure, it could be assumed that the Regents would have that opportunity. Professor Young agreed with the exception that there would probably be certain understandings which should be followed, such as the determination relating to faculty salary increases. Regarding the balance of the budget, Professor Young indicated that it was his belief that the Regents will have freedom to allocate funds within the totals of the budget as circumstances at the time might indicate. Regent Watson inquired whether it would be proper to instruct those participating in negotiations on the budget requests to have the point of view that the only agreements the Regents would like to see would be on salaries, because they are part of a larger consideration, and that the Regents have freedom to allocate the balance of the budget. Regent Watson indicated that there were differing pressures within the total budget, and that, as the amount of additional funds becomes smaller, he would like to see it cover certain things more than others. Regent Bassett suggested that it would be proper to assume that past practices regarding allocation of the total budget would be continued, and that the question should not be considered unless raised by someone else. Regent Watson thought there had been some suggestion on the part of members of the Legislature regarding patterns to be followed within the salary structure. President Steiger agreed, but indicated that the Regents had followed those suggestions. Professor Young agreed that there had been some disposition on the part of some individuals to define the limits of some of the funds appropriated to the University, particularly with respect to new appropriations for new programs, which appropriations the University subsequently endeavored to incorporate into the general appropriation. He emphasized the necessity of the Regents and the administration to constantly seek the greatest freedom and independence in allocating the funds appropriated to the University. In this connection, he pointed out that the Regents and the administration should be free to determine the distribution of salary increases on the basis of merit, but that, when the Legislature appropriates funds for across the board salary increases, the University is bound to use the funds in that manner. President Steiger indicated that he believed the Board agreed that it must have freedom in allocating the appropriated funds if it is going to operate a successful institution. Regent Watson indicated that his intention was to establish a position in this matter for future reference.

Regent Gelatt presented the following recommendation of the Business and Finance Committee and the motion was seconded by Regent Werner:

That, upon recommendation of the President of the University, the Legislative budget request for the fiscal year July 1, 1960 to June 30, 1961, in the amount of \$28,764,371.00 from State tax funds, be approved for presentation to the Coordinating Committee for Higher Education.

The question was put on the above motion and it was voted unanimously.

Regent Gelatt moved the adoption of the following recommendation of the Business and Finance Committee. The motion was seconded by Regent Bassett:

*Salmon*  
That, effective September 1, 1959 the minimum hourly student wage be increased to \$0.95 and the maximum to \$1.15, with the usual provision that rates in excess of \$1.15 per hour may be paid for work involving special skills on approval of the University Personnel Office.

The question was put on the above motion and it was voted.

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Upon motion of Regent Werner, seconded by Regent DeBardleben, it was VOTED that the meeting be adjourned.

The meeting adjourned at 11:04 A.M.

Clarke Smith, Secretary